



How the KPMG Strategic Workforce Planner will help you to respond to the NHS' workforce challenges

August 2023

What the NHS Long Term Workforce Plan says about workforce planning

The NHS Long Term Workforce Plan (LTWP) identifies 3 key priorities:



Train

Grow the workforce

Expanding domestic education, training & recruitment will mean more healthcare professionals will be working in the NHS.



Retain

Embed the right culture to improve retention

Improving culture, leadership and wellbeing will ensure up to 130,000 fewer staff leave the NHS over the next 15 years.



Reform

Working and training differently

New roles within the multidisciplinary team and digital innovations will enhance service delivery, allowing staff to allocate more time to patients.

In order to deliver these three priorities the plan sets out a number of 'cases for change' with a key case being: **the pressing need to improve how organisations deliver workforce planning within the NHS.**

This includes a number of requirements including ensuring a step change in cementing an integrated system wide approach to planning and redesign moving to a position where plans are formulated at least three years in advance. Crucially the LTWP acknowledges that workforce planning positions will need to remain under assessment **with informed choices made about what further action may be needed.**

This includes **modelling that considers workforce numbers, financial costs and the future activity** required to ensure the NHS is able to respond to a changing population demographic and rising demands.

Finally, **the LTWP places systems at the centre of workforce planning.** It calls upon Systems to determine their workforce planning approaches based on their local needs and opportunities, supported by NHSE's direction. Furthermore, it requires ICBs and partner Trusts to outline workforce priorities in their five-year joint forward plans (JFPs) in collaboration with ICS partners.

Therefore, supporting systems to deliver the requirements of the LTWP requires a solution that equips them to plan for the longer term while also adapting and responding to future needs.

How does the KPMG Strategic Workforce Planner support systems to respond to NHS challenges

01

Ensuring systems can make informed choices

- The KPMG Strategic Workforce Planner (SWP) is a full Software-as-a-Service (SAAS) solution, and is the only solution that aligns workforce, finance and activity data for the entire system. It is hosted by KPMG; meaning there is no burden on existing IT teams to manage the solution or maintenance.
- The integrated data provides systems with a single view of workforce requirements and provides a single integrated view over a 10-year forecast - realising a 'one workforce' approach.
- More importantly, it allows organisations to model scenarios from this baseline position in a safe environment and fully recognise the impacts on all three dimensions that service changes will have. This might include the impact of agreed business cases, role or pathway redesign, or larger scale changes to assess the impact on the system, as well as the service.

02

Effective workforce modelling

- The planner will enable systems and/or organisations to test out different scenarios to understand the impact on the future workforce. You will be able to see the impact of service changes on your system from each provider from high level numbers all the way down to a very granular level of detail, including site, job role, band and specialty
- ▶ The solution not only enables you to input changes in workforce requirements for future strategic initiatives but also enables you to understand the impact of changing the activity (demand) on the skill mix of your workforce based on confident growth assumptions.
- For example, we can model a complex shift left programme, and the solution will tell you the impact of this initiative on your workforce gap and the particular skill mix required for the service over a ten year period.

03

Enabling the system to be at the centre of workforce planning

- The planner was built for the NHS, by the NHS and has been implemented by the Northern Care Alliance Northern Care Alliance (NCA) a health and care system of 18,000 employees and over £1bn operating budget.
- ▶ The solution enabled the system to generate 10-year forecasts of their workforce position meaning they could analyse the current and future workforce gap in detail to service future demand and analyse supply, together with identifying up to £50m worth of savings opportunities.
- The data the planner provides will equip you to collaborate with partners across the system to develop plans to respond to your future workforce challenges effectively, using a robust evidence base.

How does the SWP benefit you?

Below we have highlighted how the SWP will enable Systems and organisations to develop robust, detailed and evidence based long term workforce plans, and the benefits of using a powerful digital hosted solution.



One, integrated view of the workforce

The planner gives you the ability to make informed data driven decisions about workforce planning, using a System view across your partner organisations.



Make real time decisions

The planner uses a live data feed which allows you to make real time decisions and adapt these to respond to future changes.



Understand the impact of planning decisions

Through scenario modelling you will be able to understand the impact of your workforce planning decisions on all parts of the System and patient pathways.



Get into the granularity of the workforce

You will be able to quickly and easily generate a view of our workforce at a role, service, site and System level. This will support clinical and operational engagement within your health and care organisations.



Plan in collaboration rather than isolation

The planner will help you identify the opportunities where collaboration is key to ensuring a sustainable workforce across your system. This enables you to deliver your One Workforce and JFP ambitions.



Benefit from a hosted solution

The planner is hosted on KPMG servers meaning responsibility for the maintenance and improvement of the solution remains with KPMG, rather than placing a burden on your teams.



Understand the financial implication of plans

Using the planner to model a range of scenarios means that you will be able to forecast the financial impact of your planning decisions, supporting your partners with cost and savings plans.



Have confidence in decision making

Finally, the planner enables you to be confident about your workforce plans, so you that you are in the best possible position to respond to the future needs of your population



Quick links

Video [click here](#)

Webinar on demand <https://home.kpmg/uk/en/home/services/products/strategic-workforce-planning-solution.html>

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