

Committee Health Overview Policy and Scrutiny**Date** 6th March 2019**Report from:** Health Education England (HEE)**Report Sponsors**

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Context

In January 2019 HEE and colleagues from Essex STPs attended the Essex Health Overview Policy and Scrutiny Committee to present data and discuss current workforce plans and initiatives around Workforce recruitment. To support this further, HEE offered to return and present and discuss a more detailed breakdown on workforce figures across health.

Presentation Overview

The attached PowerPoint slide pack provides members with a more comprehensive overview of the health workforce. The report sponsors will be present at the March meeting to talk through the slides with further detail given verbally; an overview is below for members to review ahead of the meeting and any questions or points of clarification are welcomed in advance of the meeting.

1.) Cover slide**2.) Overview of NHS Workforce in Essex**

This table shows the Staff in Post (SIP) and annual change from March 2016 to our most recent data (September 2018). As we will discuss there have been a number of trust mergers and changes to commissioned services i.e. Mental Health and community nursing across Essex. NHS organisations with Head Quarters in Essex have been included in this data set.

3.) NHS Workforce Vacancies in Essex

This table shows the estimated vacancies filled by temporary staff (i.e. Bank and Agency) per staff group as requested by members. It also shows how this correlates to the overall workforce percentage.

4.) General Practice Workforce in Essex

This data set shows the total General Practice workforce trends from Sept'15 to Sept'18 and percentage changes resulting in 3.7% increase in general practice workforce. This demonstrates the shift within primary care and increase in direct patient care roles i.e. health care workers and practice based pharmacists to support GP practitioners.

5.) Trainee General Practitioners

This concluding slide provides detail from Dec'16 to Dec'18 on Trainee GP locations and out-turn. Challenges on destination data will be discussed as part of this.