

# NHS People Plan

We are the NHS: action for us all

## Briefing for board members

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# Introduction



**We are the NHS: action for us all** from NHS England and NHS Improvement (NHSEI) and Health Education England (HEE) sets out what our NHS people can expect from their leaders and each other.

It focuses on how we must look after each other and foster a culture of inclusion and belonging, as well as action to grow and train our workforce, and work together differently to deliver patient care.

The plan is focused primarily on the immediate term (2020-21) with an intention for the principles to create longer lasting change.

There are funding commitments made within the plan, however some of the workforce growth aspirations outlined in the interim plan and the government's manifesto, require further discussion and are therefore outside of the scope of this plan.

# Background

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NHS England, NHS Improvement and Health Education England published the Interim People Plan (IPP) in June 2019.

Central themes of this report build on the IPP:

- more staff
- working differently
- compassionate and inclusive culture.

It also includes ‘Our People Promise,’ which sets out ambitions for what people working in the NHS say about it by 2024.

# Commitments

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The plan sets out practical actions that employers and systems should take, as well as the actions that NHSEI and HEE will take. It focuses on:

- **Looking after our people** – with quality health and wellbeing support for everyone.
- **Belonging in the NHS** – with a particular focus on the discrimination that some staff face.
- **New ways of working** – capturing innovation, much of it led by our NHS people.
- **Growing for the future** – how we recruit, train and keep our people, and welcome back colleagues who want to return.

# Our People Promise

Our NHS People Promise is central to the plan both in the next nine months and in the longer term. It has been developed to help embed a consistent and enduring offer to all staff in the NHS. From 2021 the annual NHS Staff Survey will be redesigned to align with Our People Promise.



## Asks to local employers and systems

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- There are a list of detailed asks of employers and systems within each of the four categories to be delivered during 2020-21. These are captured in a separate table for ease.
- Each local system is asked to develop a local People Plan in response to the national plan, to be reviewed by regional and system level People Boards.
- Employers are encouraged to devise their own local People Plan.
- Metrics will be developed by September 2020 with the intention to track progress using the NHS Oversight Framework.

## System working

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The interim plan put down a marker that workforce planning needed to sit alongside other areas of competence for the ICS role in delivering the NHS Long Term Plan.

This plan makes clear the intention to see an increased role for systems to work with its constituent parts, and HEE, to use data to understand workforce and service requirements and support the attraction and deployment of staff within systems.

# What next

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The plan points to a range of work NHSEI and HEE will be working on over the coming months in each of the categories (as outlined in the table).

Review of HR/OD: due to commence immediately.

A second plan is expected later in the year.