

WORKFORCE PLANNING AND DEVELOPMENT

the Dearden difference



Why Dearden?

Dearden Consulting has particular expertise in workforce planning and development.

For the last eighteen years, Dearden has supported a wide range of NHS and social care organisations to achieve enduring improvements in the services they deliver.

We believe that strategic workforce planning and its development should be at the core of how the NHS and social care operates.



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Do you want to?

- Improve workforce productivity.
- Ensure skills mix is appropriate for your organisation's needs.
- Ensure that your workforce is able to meet the needs of a changing and improving NHS.
- Understand how to improve the commissioning of education and training.
- Ensure your organisation's investment in training programmes and qualifications match your organisation's priorities.

These functions are all core to workforce planning and development and are central to the process of ensuring organisations have appropriate capacity at the right levels to deliver modern, high quality services. Workforce planning and development provides a vehicle to synchronise workforce, financial and service planning and to involve education providers and the independent sector in NHS processes.

Workforce planning and development is the key means for health services to understand and anticipate the impact of demographic, technological and policy trends on future services requirements. It is also an important way of improving the efficiency of health services.

Increasing productivity is fundamental, particularly as the rate of funding growth slows down, more service providers emerge and world class commissioning develops. Employers still need to make better use of the opportunities brought about by Agenda for Change and the revised GP and consultant contracts to improve workforce productivity.

How could Dearden help you?

Given that workforce planning and development is central to the effective utilisation of your workforce, here are some issues that you may want us to address with you:

- Consider how your workforce strategy links with and supports your organisation's strategic goals.
- Analyse the key current workforce issues across your organisation and how they are being met.
- Identify all key deliverables for the workforce strategy including new ways of working, process redesign, improved quality and increased productivity.
- Use your workforce model to underpin the development scenarios for future staffing in the medium-term and the strategic planning period to 2015.

What makes us different is that we:

- Genuinely understand the context and possess sector specialism's and in-depth knowledge based on considerable experience.
- Are committed to enhancing client ability and capacity for the future.

If you would like to talk to us about **Workforce Planning and Development** please contact: Steve Griffin on 01275 331 320 (email: steve.griffin@dearden.co.uk)