

Data Collection, Modelling & Planning: Addressing Critical Workforce Questions in England



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Workforce Review Team

Models

- **Medical workforce modelling by specialty**
- **Modelling a change in medical education**
- **Modelling workforce, activity and money**

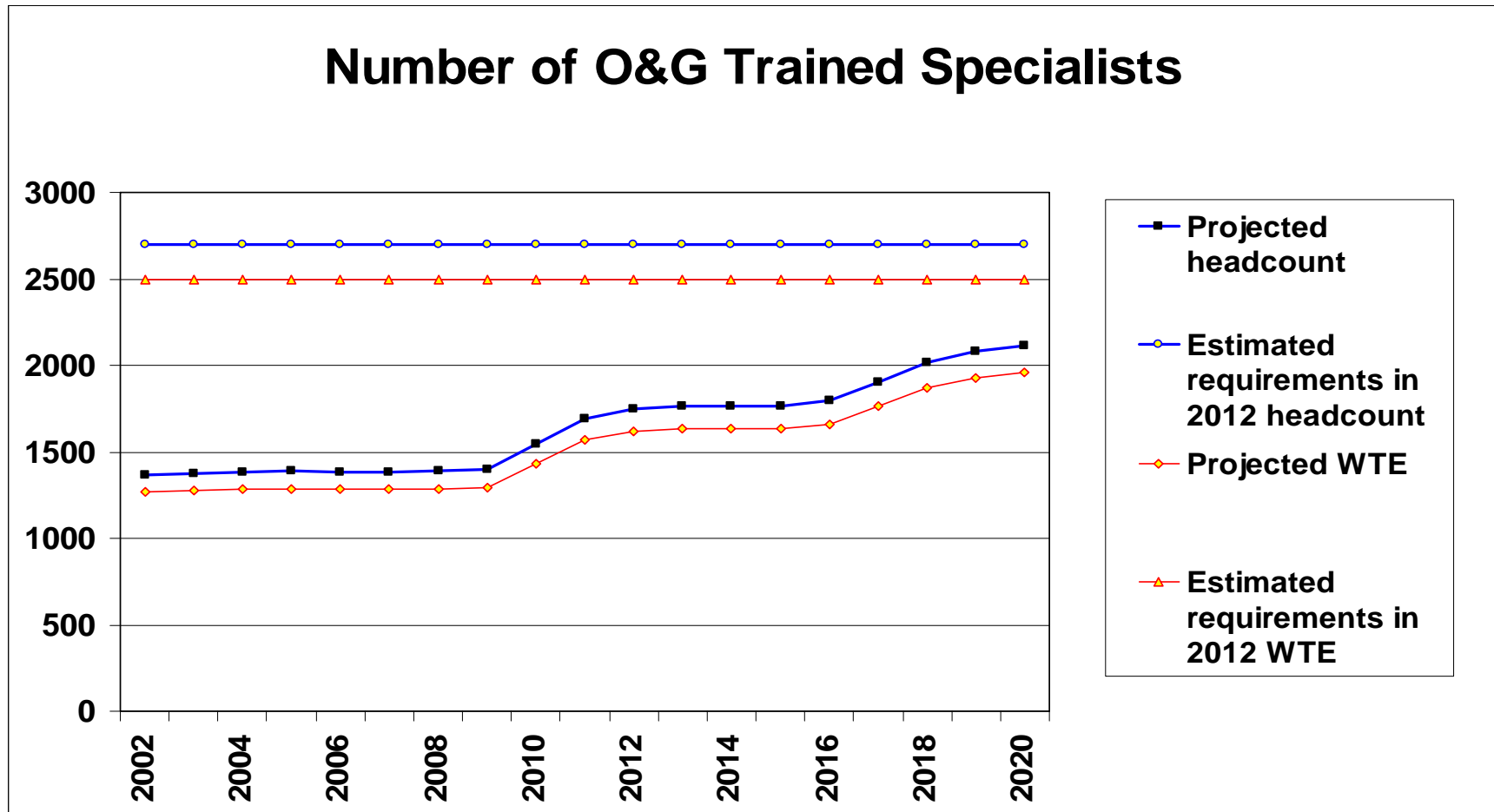


Medical Workforce Modelling

- **Estimated requirements**
- **Supply**
 - **Numbers training**
 - **Length of training**
 - **Retirement**
 - **International recruitment**
 - **Losses**



Graph of Obstetrics and Gynaecology

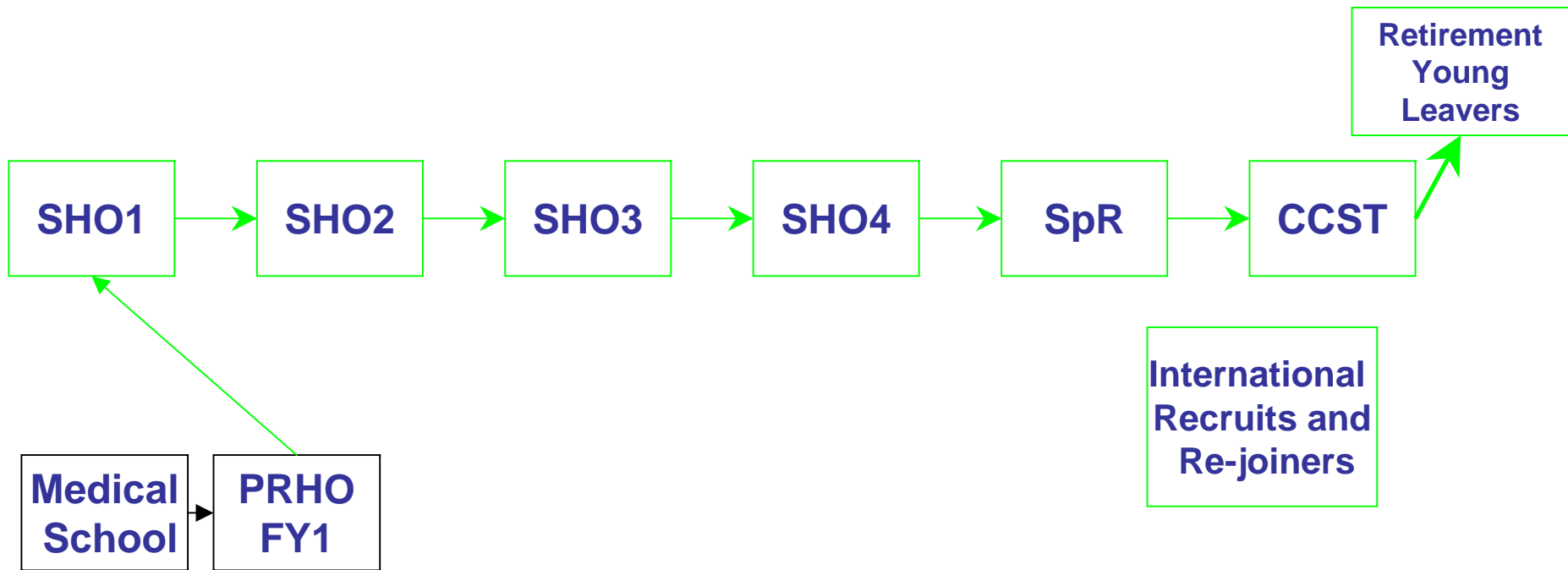


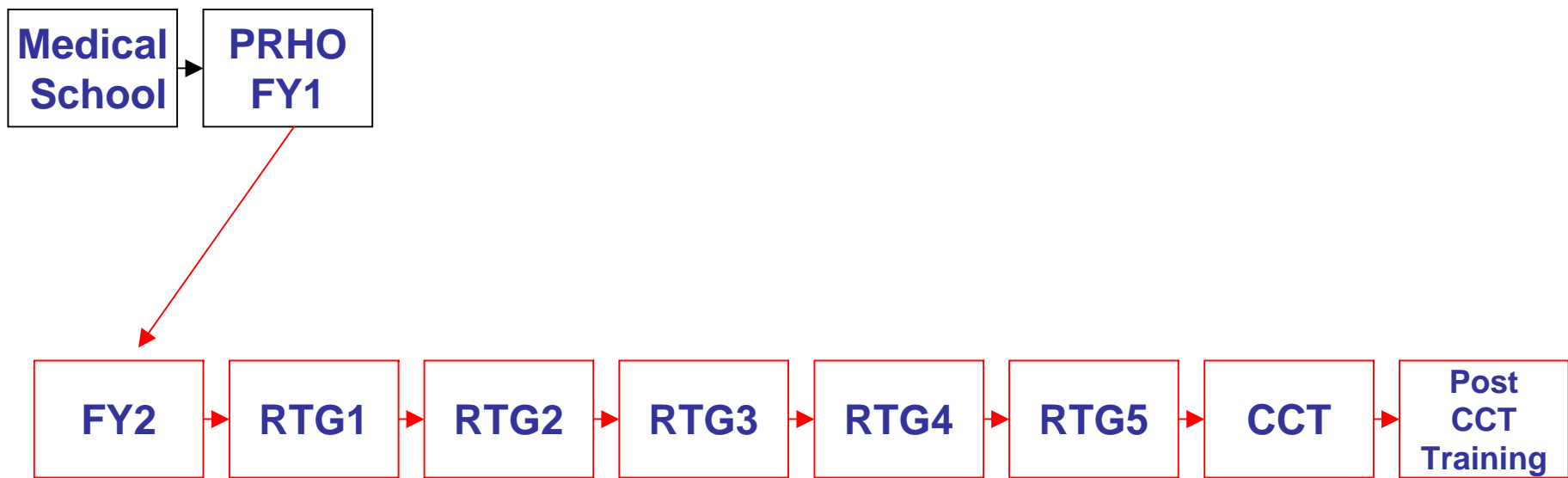
Modelling a Change in Medical Education

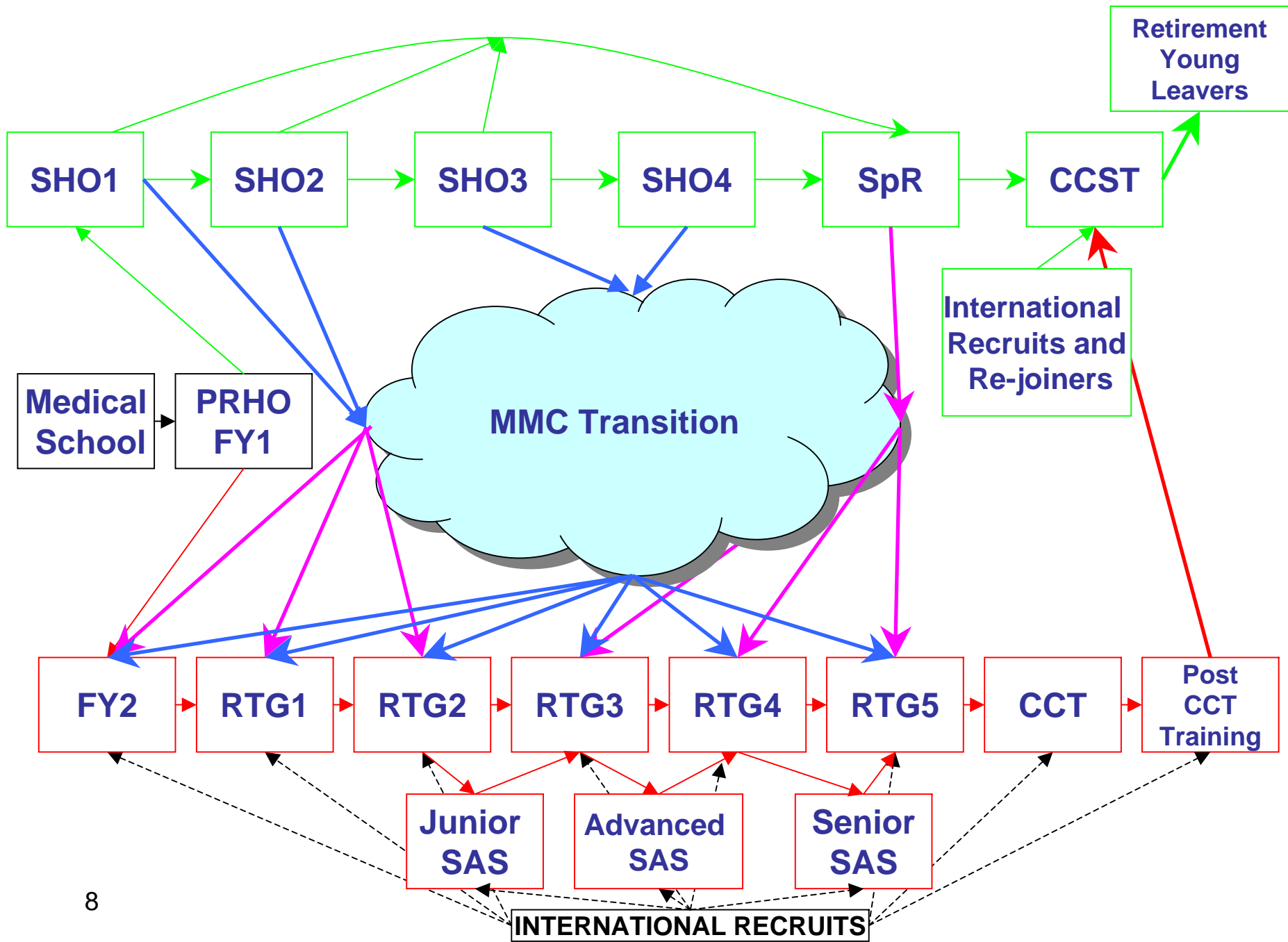
Modernising Medical Careers

- **“Stuck SHOs”** - more structured training
- **Competence - based training**
- **? More doctors more quickly**
- **More flexible entry routes**
- **? Cap time in training grades**

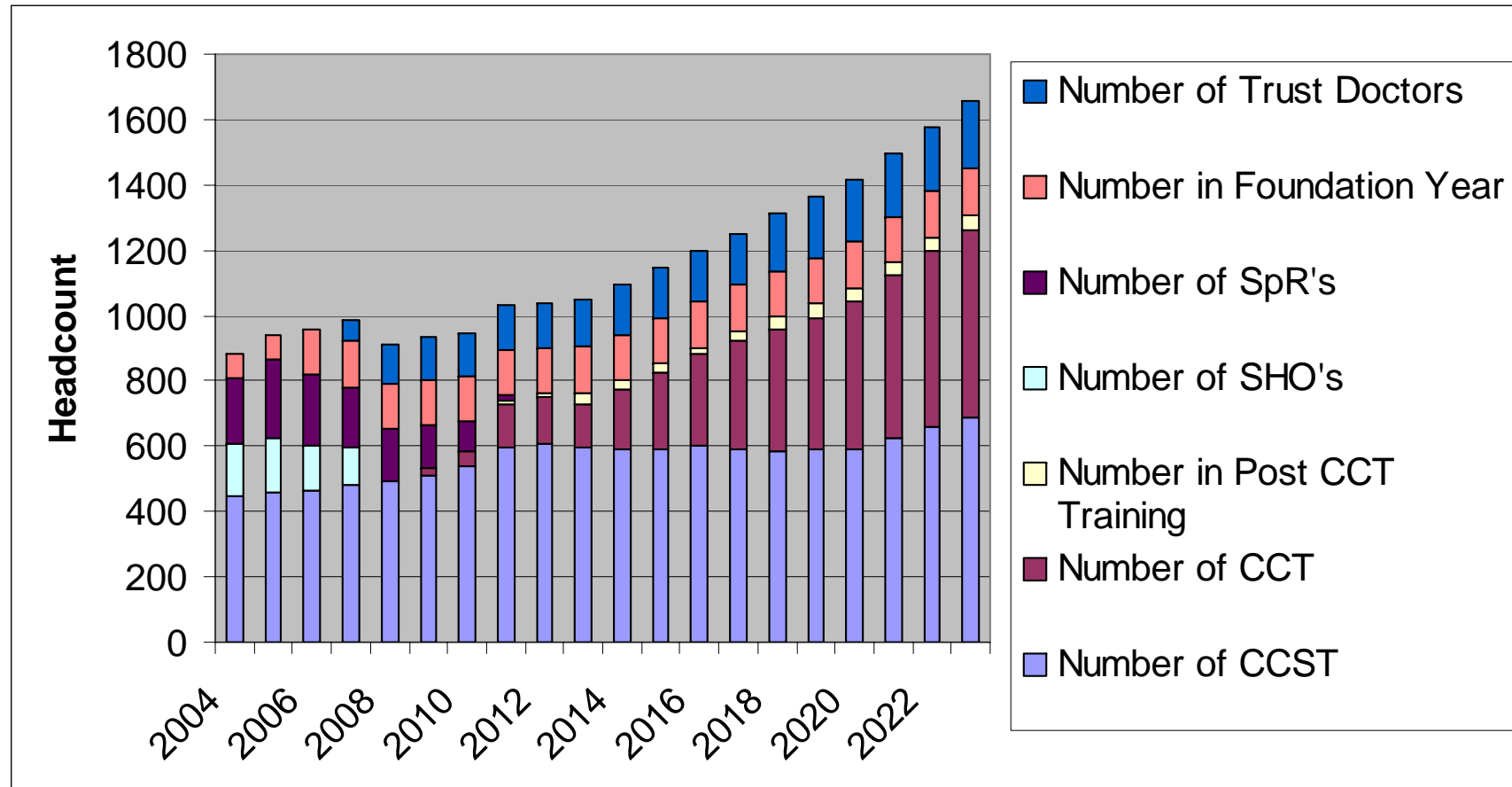








Modelling a Change in Medical Education



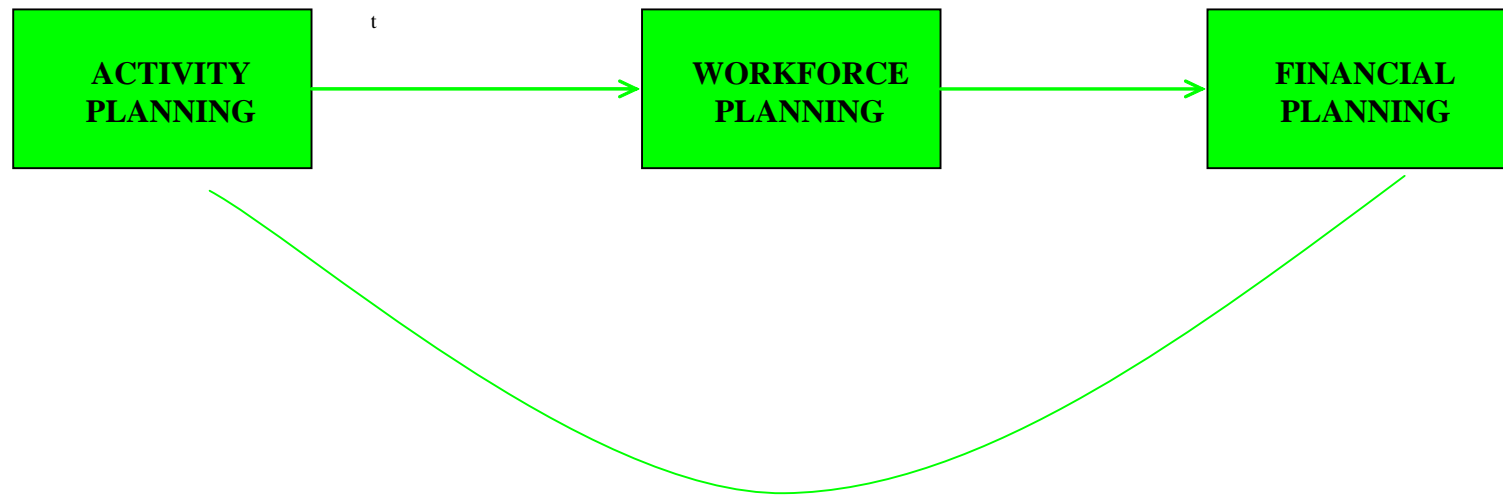
Modelling Workforce, Activity and Money

Integrated workforce planning model

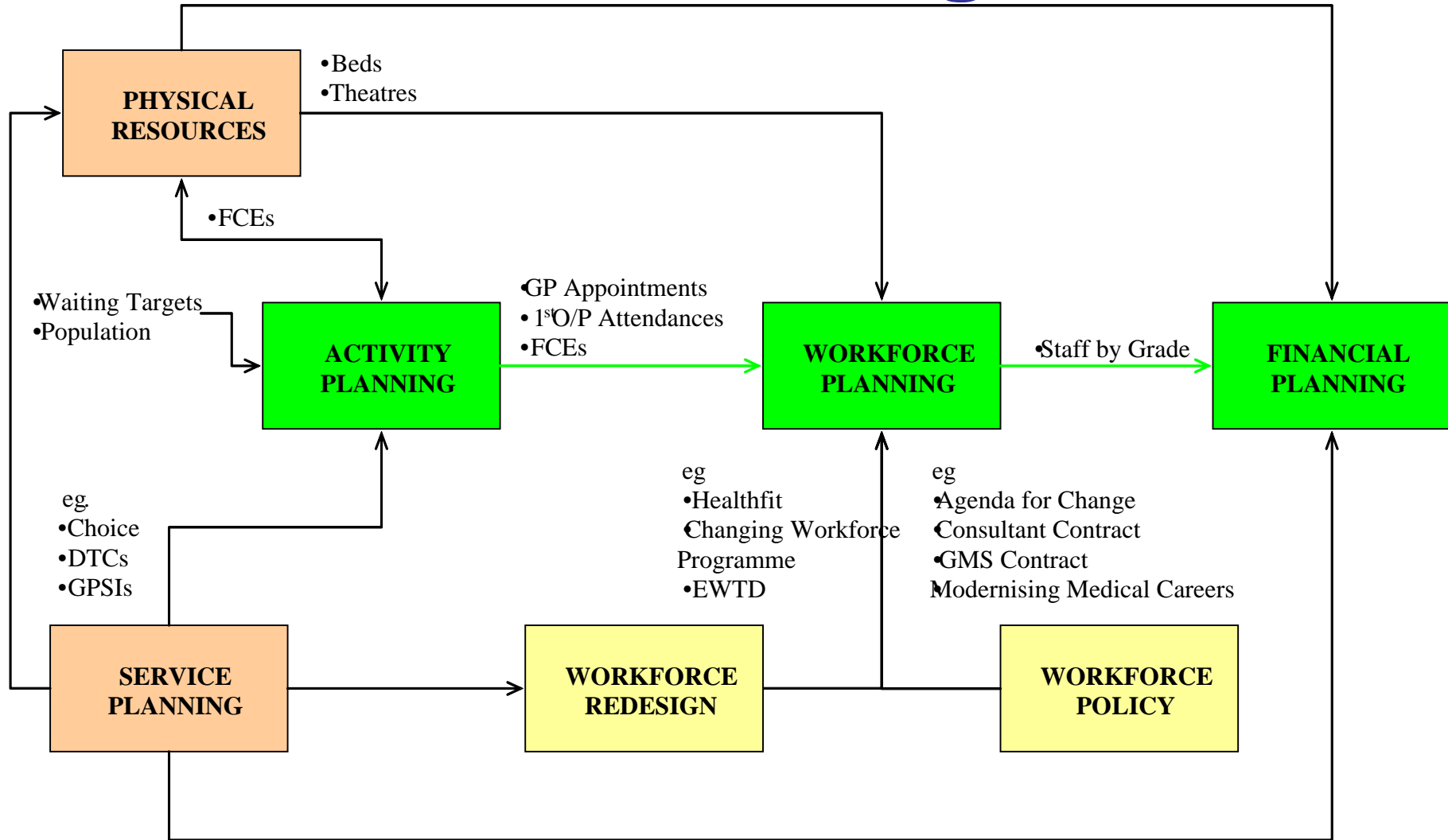
- Integration workforce, activity, finance
- Used by hospitals, education commissioners, capacity planners
- Specific initiatives e.g. cardiac centre
- Population of 1.8 million



Model Design



Model Design



Model Example

		Medicine & Elderly	Surgery
Average Beds	2004/05	28	35
	2005/06	28	35
	2006/07	28	35
	2007/08	28	35
Bed Occupancy		90%	90%
Total Nurse: Occupied Bed Ratios	2004/05	0.81	0.89
	Acuity	1.34	1.15
	Nat B/mark	1.95	1.26
	2005/06	0.81	0.89
	2006/07	0.81	0.89
	2007/08	0.81	0.89
Total Nurse Workforce (wte)	2004/05	20.4	28.0
	2005/06	20.4	28.0
	2006/07	20.4	28.0
	2007/08	20.4	28.0



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