

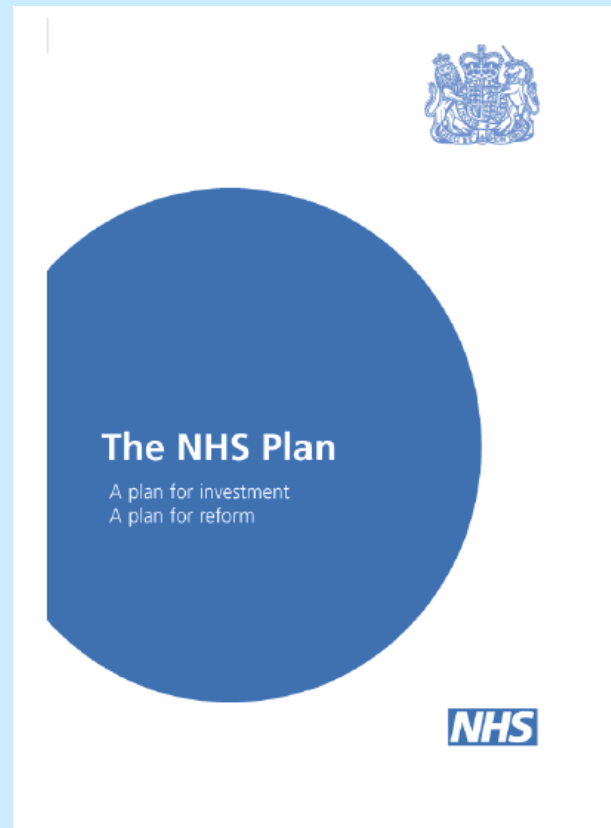
SKILLS ESCALATOR

***The ultimate strategy for
Health and Health Services***

THE ULTIMATE STRATEGY

- Why do we need it?
- What will it achieve?
- What are we doing?
- What are you doing?
- What's next?

WHY DO WE NEED IT? THE NHS PLAN



WHY DO WE NEED IT?

SPENDING REVIEW 2002

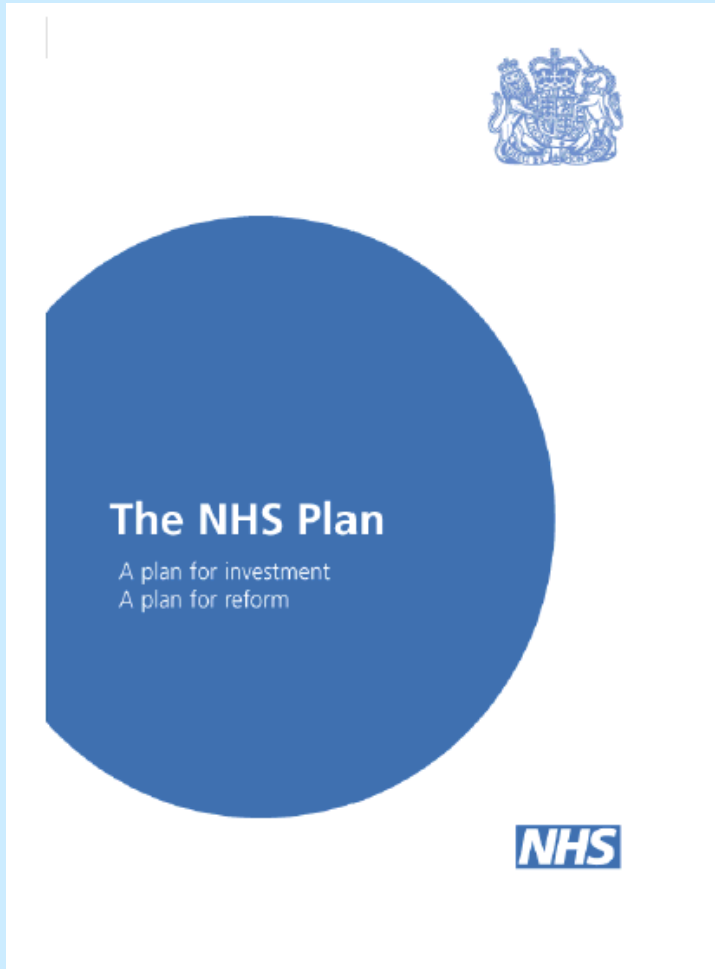


WHY DO WE NEED IT?

SPENDING 1997 - 2008

Year terms	Spend £bn	% increase	%real increase
97/98	34.7	5.1	1.9
98/99	36.6	5.6	2.8
99/00	40.2	8.9	6.4
00/01	44.2	9.8	7.4
01/02	49.4	11.9	9.3
02/03	55.8	8.8	6.1
03/04	61.3	10.0	7.5
04/05	67.4	10.0	7.5
05/06	74.4	10.3	7.6
06/07	81.8	10.0	7.3
07/08	90.2	10.2	7.5

WHY DO WE NEED IT?



Headline objectives

Re-engineering
NHS jobs
around patient
Pathways

Increasing
staff
numbers

WHY DO WE NEED IT?

The Four Pillars of Delivery

Three Star Trust

NHS as a Model Employer

Improving Working Lives and beyond

Skills Escalator

NHS as a Model Career

4 Modernisations:

- Workforce Planning
- Pay
- Regulation
- Education & Training

Improving Staff Morale

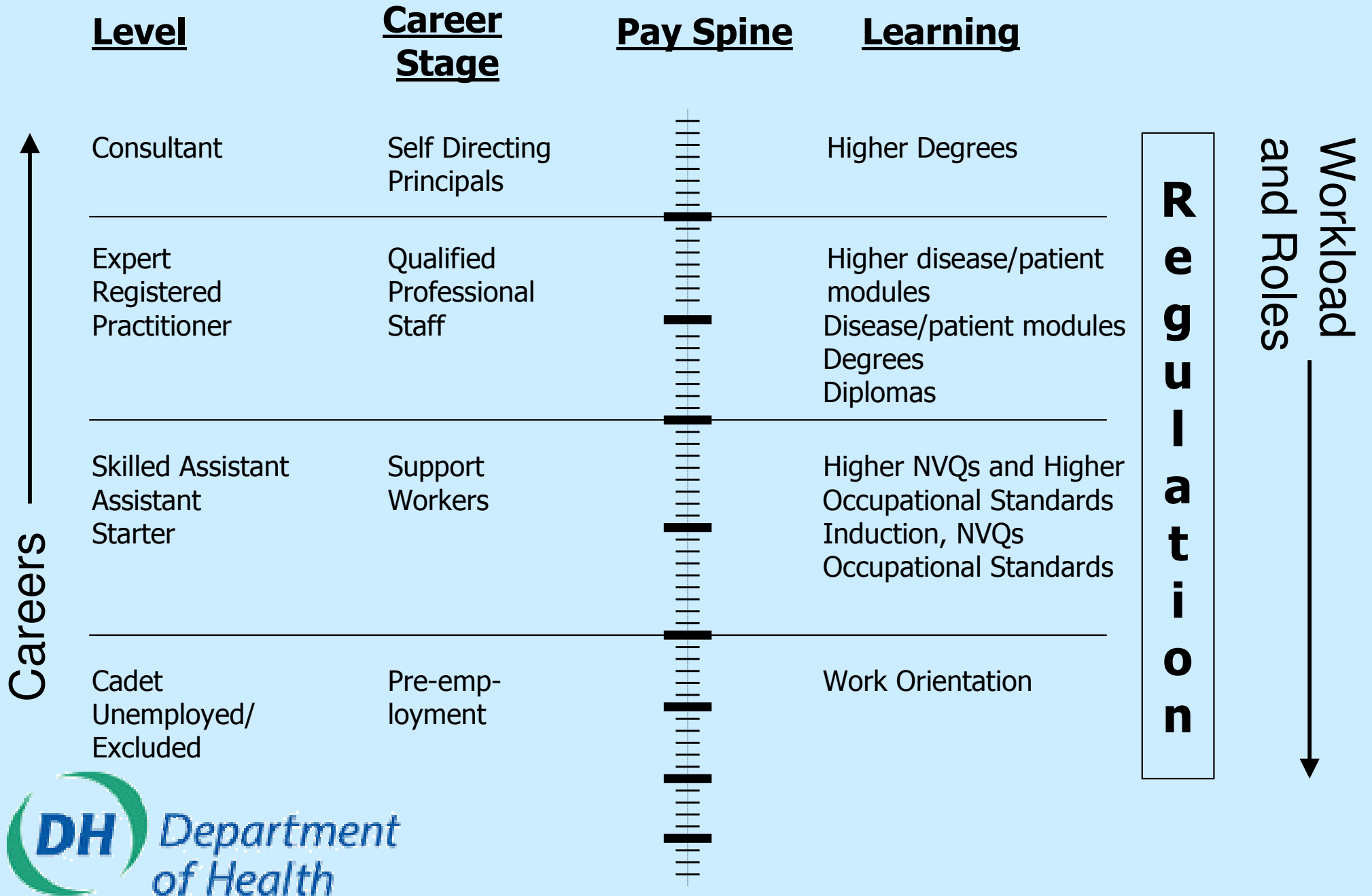
Psychological Contract

Staff and employers
Staff and Government
Staff and patients

HRM Development

Building Skills, Capacity, Quality, 'Attitude'

WHAT WILL IT ACHIEVE? THE STAFF PATHWAY



WHAT WILL IT ACHIEVE?

- Workforce expansion
- Better patient care
- Better careers for staff
- Better division of labour
- Attack the vicious circle of exclusion
- Improve health

WHAT ARE WE DOING?

- A series of interlinked policies:
 - Lifelong Learning
 - Recruitment, retention and return
 - Pay Modernisation
 - Reform of regulation
 - Improving Working Lives
- Funding:
 - Has been provided for NHS Learning Accounts/NVQs and infrastructure
 - £1.8 billion for pay reform
- Information

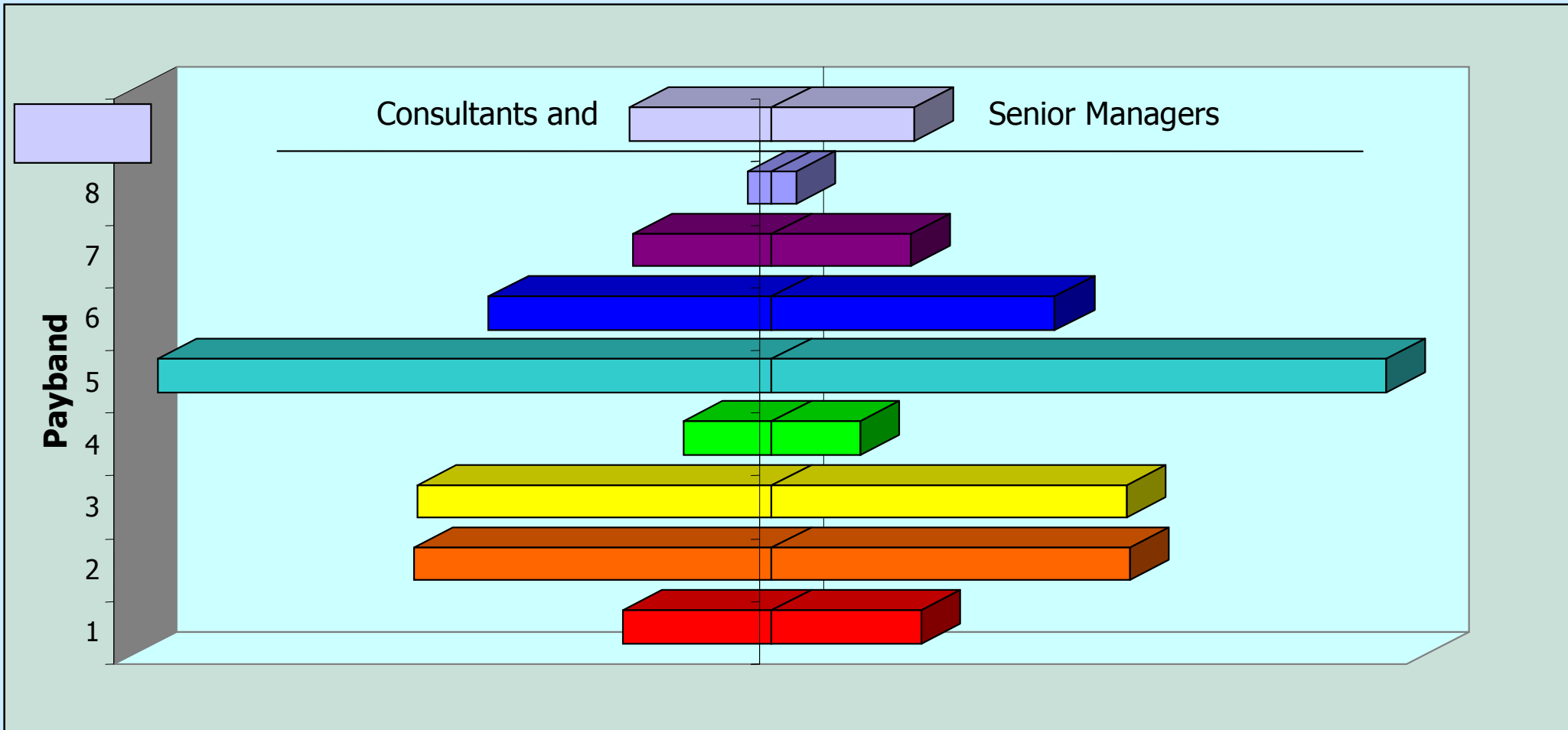
WHAT ARE YOU DOING?

- Many, many excellent examples
- Preparing for Agenda for Change - KSF
- European Working Time Directive
- Achieving Practice Plus IWL
- Implementing a learning culture (NHSU)
- Proving the value of the Escalator

WHAT NEXT?

- Teach and learn from each other
- Explore new entry routes
- Begin to measure the benefits

POSSIBLE METRIC FOR THE SKILLS ESCALATOR AN ESTIMATE OF THE CURRENT WORKFORCE



WHAT NEXT?

- Teach and learn from each other
- Explore new entry routes
- Begin to measure the benefits
- Tell us what further barriers we should dismantle
- Keep building mini escalators
- Try to assemble a complete escalator

SUMMARY

- NHS Plan is the biggest public sector change project ever
- Skills Escalator is its workforce strategy
- The beauty of mutual benefit – win/win
- The chance to tackle health and exclusion
- The ultimate workforce strategy
- Made real by you