**Health and Justice (Midlands Region) – Intention to commission a Workforce Plan**

NHS England and NHS Improvement (Midlands) is seeking to commission a workforce plan for its health and justice commissioned services.

We would like to ask experienced providers in this field for their support and guidance with several questions which will help us to shape the final proposal and bid request.

Questions:

1. We would welcome general feedback on the scope of the project, including areas of omission or clarification
2. The estimated time required to complete this project
3. Indication of possible cost
4. Whether your organization would be interested in bidding to complete this piece of work. Please provide a contact name and email address.

Please respond to these question via submitting the [**response template**](#_Health_and_Justice) at the end of this document to [england.midlandshealthandjustice@nhs.net](mailto:england.midlandshealthandjustice@nhs.net) by the **14th February 2022**

**Project Proposal**

**Introduction**

The NHS Long Term Plan recognises the national shortage of many healthcare professionals including nurses and general practitioners. The aim of the plan is to:

* **Make the NHS a great place to work** by prioritising staff support and wellbeing
* **Strengthen and** **support leadership** at all levels
* Make sure that we have enough **people with the right skills to help care** for patients now and in the future
* **Enhance retention drives for nurses** to continue their NHS careers
* Empower our workforce to use **new technology**.

To support the delivery of the plan and to ensure quality care for patients, NHS England and NHS Improvement (Midlands) region is looking to commission a suitably qualified and experienced provider to develop a workforce plan for its custodial (secure estate including children’s facilities) and non-custodial (Liaison and Diversion, RECONNECT and Mental Health Treatment Requirements) services. (See Appendix 1 for a full list).

The aim of this exercise is to:

* support Integrated Care System (ICS) workforce planning
* inform health and justice commissioning plans and decisions

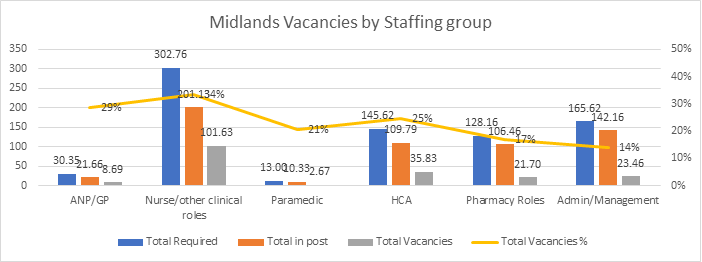
**Background**

Across NHS England and NHS Improvement (Midlands) there are several activities over the coming years which will create additional demand for clinical and non-clinical roles across within Health and Justice Commissioned services.

* A possible 6,500 additional prisoner places from 2022
* 100% roll out of non-custodial RECONNECT and Mental Health Treatment Requirement services over the next 2 years

This is within the current context of:

* Current vacancy pressures – for example across the Midland’s secures estate alone,



* There is a large independent sector prime provider model in place across the Midlands Health and Justice portfolio. This can mean that system workforce planning, which tends to focus on NHS providers and utilisation of ESR data, has not taken this sector into consideration.
* There are other healthcare (non NHS commissioned) services in this field (e.g. police or court healthcare) who are offering incentives including enhanced pay inflation and incentives to aid recruitment.

**Project Scope**

NHS England/ NHS Improvement Health and Justice national team has commissioned HEE to undertake a national benchmarking exercise to help address the current workforce challenges in prisons. This work should be complete early Q1 2022/23 and should provide comprehensive data for these settings which can be incorporated into the project.

NHS England and NHS Improvement (Midlands) would like the workforce plan to consider the short term (1 – 5 years) and long term (5 – 10 years) workforce requirements, this will include:

Current workforce:

* Current workforce composition (roles and bands, age) across custodial and non-custodial settings
* Current vacancy rates and reasons for attrition by:
* professional group
* service
* ICS
* Impacts/interdependencies with other regional services (e.g. secure units, police and court healthcare)
* Risks and issues

Future Workforce Need

* Evidence-based description of future workforce need (type and WTE), with consideration of the current gaps, service development and planned expansion, broken down by:
* professional group
* service
* ICS
* Future role and skill mix opportunities
* New ways of working opportunities
* Training place requirements recommendations
* Recommendations of how these services and related workforce needs can be included in the planning for Health Education England and for Integrated Care Systems moving forward.

Methodology

It is anticipated that the selected provider will:

* Review the findings of the HEE benchmarking exercise, sense check, identify any gaps and fill them.
* Survey current providers to secure information on historic rates of recruitment, retention, termination, retirement and resignation.
* Gather feedback from providers on current staffing levels and needs.
* Consider how new roles (such as associates) can safely address gaps in the workforce
* Consider how new technology and new ways of working might change workforce roles and functions.
* Research benchmarking data to compare and predict future needs
* Articulate the gaps in current and future workforce and make recommendations on how this could be addressed

**Appendix 1**

**Adult Prison Sites**

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| **Prisons** |
| **West Midlands** |
| HMP Birmingham |
| HMP YOI Brinsford |
| HMP Dovegate |
| HMP Drake Hall |
| HMP Featherstone |
| HMP Hewell |
| HMP Long Lartin |
| HMP Oakwood |
| HMP Stafford |
| HMP Stoke Heath |
| HMP YOI Swinfen Hall |
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| **East Midlands** |
| HMP YOI Foston Hall |
| HMP Gartree |
| HMP Leicester |
| HMP YOI Lincoln |
| HMP Lowdham Grange |
| HMP Morton Hall |
| HMP North Sea Camp |
| HMP YOI Nottingham |
| HMP Onley |
| HMP Ranby |
| HMP Rye Hill |
| HMP Sudbury |
| HMP Stocken |
| HMP Whatton |
| HMP Five Wells |

**Secure Children’s Facilities**

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| **Area** |
| Clayfields House Secure Unit (Nottingham) |
| Lincolnshire Secure Unit |

**Liaison and Diversion Services and future RECONNECT and MHTR areas of roll out**

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| **Area** |
| Staffordshire |
| Coventry and Warwickshire |
| Black Country |
| Birmingham and Solihull |
| Worcestershire |
| Herefordshire |
| Shropshire and Telford |
| Lincolnshire |
| Derbyshire |
| Nottinghamshire |
| Leicestershire |
| Northamptonshire |

**Integrated Care Systems**

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| --- | --- |
| **West Midlands** | **East Midlands** |
| Birmingham and Solihull | Derbyshire |
| Black Country | Leicester, Leicestershire and Rutland |
| Coventry and Warwickshire | Lincolnshire |
| Herefordshire and Worcestershire | Northamptonshire |
| Shropshire, Telford and Wrekin | Nottingham and Nottinghamshire |
| Staffordshire and Stoke on Trent |  |

# **Health and Justice Workforce Plan Response Template**

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| **Questions:** |
| Feedback on the scope of the project, including areas of omission or clarification |
|  |
| Estimated time required to complete this project |
|  |
| Indication of possible cost to complete this project |
|  |
| Whether your organization would be interested in bidding to complete this piece of work. Please provide a contact name and email address. |
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Please respond to the questions above to [england.midlandshealthandjustice@nhs.net](mailto:england.midlandshealthandjustice@nhs.net) by the **14th February 2022**