



Department
of Health &
Social Care

*From the Rt Hon Matt Hancock MP
Secretary of State for Health and Social Care*

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To All MPs in England

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Dear Colleague,

Publication of the NHS Interim People Plan

As part of our NHS Long Term Plan launched earlier this year, we committed to bringing forward a workforce plan to ensure our NHS has the people, culture and leadership it needs to deliver high quality, sustainable care for the long term. I'm delighted to announce that the NHS has published its interim People Plan.

As you may know, we have close to record numbers of staff working in the NHS, but an ageing population and the ever-growing possibilities of medical science and technology mean that demands on the health service are increasing. At the same time, we are losing more of the highly skilled professionals that we need to deliver high quality care. We need to attract people to careers in the NHS and retain them at a time when we have the most competitive labour market on record.

That is why the interim People Plan focusses on how the NHS will ensure it is a great place to work. In order to deliver on this goal, the NHS will:

- Develop a **new offer for all NHS** staff that will improve the experience of every individual who make up the 1.3 million strong workforce. In future, careers in the NHS will reflect the different lives, aspirations and expectations of those that choose to work in it.
- Provide **development and support to leaders at every level** so they have the tools they need to empower their staff and create a positive working culture. There is a direct link between the values and actions of every NHS leader and the success of the organisations in which they work.
- Take decisive action to **increase the number of nurses** and other clinicians working across the health service. Clinicians, and nurses in particular, are the backbone of the NHS and more will be done to retain those already working in the system and to encourage more people to choose clinical careers.

- Work to make sure that all NHS people have the **skills, education and experience required to deliver 21st century care**. The NHS Long Term Plan set an ambition to better use technology to provide the best care and to move care closer to the people who need it; the workforce will need to evolve to support this ambition.
- Implement a **new, inclusive operating model for workforce planning**, to give local systems and each NHS region the tools and support to effectively plan and manage their workforce so it can meet the needs of the people we serve.

The interim People Plan describes what steps the NHS will take in 2018/19 and over the long term to ensure it is a great place to work. A final People Plan will be published in early 2020, following the conclusion of the Spending Review.

I would like to place on record my thanks to everyone in the NHS – but in particular those staff working on the frontline – who contributed so constructively to the development of the plan. I am confident that the interim People Plan and the final Plan will ensure the NHS has the people, culture and leadership it needs to deliver high quality, sustainable care over the long term.

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Yours ever,



MATT HANCOCK