

5 Year Workforce Strategy 2025-2030

Vision

To be recognised nationally as the best primary care provider of health and wellbeing services

Mission

We will be the primary care organisation that people choose to receive care from, people choose to work for and partners choose to collaborate and innovate with

Key Enablers

Aligned Strategies – Clinical, Comms, Digital & Estates

Leadership

Training & Development

Patient and Staff Experience

NHS Long Term Workforce Plan / Primary Care Contracting

Finance

Our Priorities

We will continue to be the employer of choice for our workforce. With happy, empowered colleagues we will ensure our workforce feedback and inform decisions

We will grow our own diverse future workforce, working closely with local educational organisations to give local people local opportunities

We will considerably apply automation to maximise the amount of time our workforce has to support our patients whilst reducing our impact on the environment

Our Strategic Aims

Develop a valued and respected professional workforce with skills to inspire and innovate

Continuously improve professional standards

Develop leadership and knowledge to support patients and the workforce

Ensure our patients and staff are valued and respected

Manage within resource to support sustainability

Key Themes

Culture/Staff experience

1. People Promise/flexible working
2. Health, wellbeing and resilience
3. Compacts
4. NPC leadership programme
5. Rising stars/Staff awards
6. Sexual safety charter
7. Equity and inclusion

Recruitment & Retention

1. Pipeline of apprentices/students/trainees
2. Widening participation/careers events
3. Clinical and non-clinical leadership, progression and succession planning
4. Core admin and practice lead roles
5. Annex contracts

Technology

1. Digital access model
2. Continuity of care
3. Automation
4. Agile working/equipment
5. Standardised ledgers

Continuous Professional Development

1. Primary care career pathways
2. Competency frameworks/supervision
3. Research opportunities
4. Making Every Contact Count (MECC)
5. NPC education sessions

New Roles/Ways of working

1. NPC neighbourhood working
2. Portfolio careers
3. Enhanced clinical training roles
4. Acute and long-term condition delivery models
5. Flexible workforce/NPC Bank
6. Advanced/enhanced core roles