**Health Care Home Nursing Workforce Development Plan**

**Value of a workforce development plan**

By examining current and projected population need and current workforce capability, a nursing workforce development plan will assist the HCH’s workforce to proactively prepare and develop to meet the changing healthcare needs of their population. In addition, an understanding of the evolving nature of primary health care provision, National and local health system priorities, the potential of nursing scope development and the use of smart systems will also inform such a plan.

**AIMS**

* To understand current and forecast future population need, current nursing capability and future potential.
* To be aware of National and local Health system priorities i.e. Health Strategy (2016)
* To develop an informed practice workforce development plan.
* To have appropriately skilled staff to meet projected patient population demand.

**OBJECTIVES**

* Review nursing workforce
* Review practice population
* Identify the gaps in workforce to meet need
* Develop a strategy for how those gaps could be filled
* Understand potential barriers to achieving those objectives
* Using a solution focused approach how can the barriers could be overcome
* Plan how the practice will make this happen

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| **NURSING QUESTIONS TO CONSIDER** |
|  | **What is the current skill mix of roles in the practice – Practice Nurse, Nurse Practitioner, Community Nurse Prescriber, Primary Care Practice Assistant?**  |
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|  | **Do you feel you have the current mix of nursing roles in the Practice right?** |
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|  | **Is anyone thinking about changing and or expanding their current role? If so, do you have a training plan in place?**  |
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|  | **How much of the current work carried out by the nursing team could be done by another member of the practice team?**  |
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|  | **Is there a need to actively recruit new nursing/support staff?** |
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|  | **Do you currently support student nurses in the practice, if not would you consider this?** |
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|  | **How is professional development for nurses fostered in the practice?** |
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|  | **What skills are available outside the immediate HCH team to support development** |
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|  | **What percentage of the nurse’s time is billable?**  |
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| **PRACTICE POPULATION QUESTIONS TO CONSIDER** |
|  | **What will your practice population look like in the next 1-3 years? Will the profile significantly change? Does your nursing workforce skill, match population health need** ***Use the Population Summary Report on the Provider Portal to view Register Summary, and Predicted risk information.*** |
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|  | **Considering the number of patients with a Very High and High Predicted Risk in the above report. How do you see the nursing team being involved with:** * **Year of Care Planning**
* **Multi-disciplinary Team (MDT) engagement**
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|  | **Have you considered IT training to support any future demand for patient communication and self-management e.g. health apps?** |
| **IN THE TABLE BELOW LIST YOUR OBJECTIVES**  |
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|  | **What do you see as barriers to achieving these objectives?**  |
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|  | **Using a solution-focused approach how can these be overcome?** |
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| **ACTIONS** |
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| **Objective** | **Action** | **Due Date** |
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