

**Meeting:** NHS GJ Board

**Date:** 14 July 2022

**Subject:** Draft Workforce Plan Financial Year 2022-2025

**Recommendation:** Committee members are asked to:

Discuss and Note	
Discuss and Approve	X
Note for Information only	

## 1. Introduction

All NHS Boards are required to develop workforce plans as part of their wider planning arrangements. Scottish Government asked that Boards produce three-year workforce plans for 2022 to 2025, aligned to other key plans, including Annual Delivery Plans and three-year Financial Plans. The workforce plans are to include specific information, analysis and plans considered within the context of the five pillars of the national workforce strategy:

- Plan
- Attract
- Train
- Employ
- Nurture

## 2. Background

Scottish Government provided specific guidance and requested, three-year workforce plan for 2022-2025, which included key information under the following headings,

Our Current workforce;  
How we support staff health and wellbeing;  
Key workforce drivers;  
Defining the future workforce;  
Workforce delivery plan;  
Financial context;  
Risk analysis.

The plan presented has been consulted on with a wide range stakeholders and has been presented to key governance groups for comment and input, prior to being presented to the Staff Governance and Person Centered Committee. The Committee should note our Communications Team plan to support development of a final version of the document for publication.

Final approval will be sought from the Board at its meeting on 28<sup>th</sup> July 2022 prior to onward submission to the Scottish Government by 31<sup>st</sup> July 2022. The plan will remain in draft form until we

### Item 5.3a

have received feedback from the Scottish Government by the end of August 2022, thereafter three Year Workforce Plans should be published on the Boards website by 31<sup>st</sup> October 2022.

### 3. Recommendation

Board members are asked to Approve the Draft Workforce Plan 2022-2025.

**Serena Barnatt**  
**Director of HR**  
**6 July 2022**