

Foreword

In 2008, the RCN published its report 'The NHS Workforce: The Future of the Profession'. This report was a landmark document, setting out a vision for the future of the nursing profession in the NHS. It was a bold and ambitious vision, one that has inspired many of us in the profession and in the NHS. It was a vision that has been the driving force behind the work of the RCN and the NHS over the last decade.

The NHS is a remarkable organisation, one that has achieved so much in so short a time. It has transformed the way we think about health and care, and it has shown the world that it is possible to have a system that is both efficient and compassionate. But it is not perfect, and there are many challenges that we face. One of the most significant of these challenges is the shortage of staff, particularly in the nursing profession. This shortage is a result of a number of factors, including the ageing of the workforce, the loss of staff to other sectors, and the need for more staff to meet the growing demand for services.

The RCN has always been committed to the well-being of the nursing profession, and we have always been committed to the NHS. We have worked hard to improve the conditions of our members, and we have worked hard to ensure that the NHS is a place where everyone can work and thrive. We have been successful in many ways, but we still have a long way to go. We need to do more to attract and retain staff, and we need to do more to ensure that the NHS is a place where everyone can work and thrive.

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A decisive decade – mapping the future NHS workforce

Future NHS workforce scenarios – interim report

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Scenario A . It t f0 t f0 , , t t t t , f0 t t .U t t t t t NHS , f0 , , t 1 per cent . B 2021/22, t t NHS , f0 f0 , t 309,300. T t f0 12 per cent (42,800) t t t

Scenario B , t f0 , f0 (, t t t t , t 6.5 t). T f0 t f0 f0 , 16 per cent t NHS , f0 t . B 2021/22, t t NHS , f0 f0 f0 , 296,000, 56,000 t t t t f0 t .

Scenario C , t f0 , f0 (, t t t t , f0 t 3.5 t). T f0 t , t t f0 f0 f0 t t . B 2021/22, t t NHS , f0 f0 , t 385,700, t 9 per cent (33,600) t t t t f0 t .

Scenario D t , f0 f0 C t f0 f0 , t . I t t , f0 t t t f0 t . H , f0 2016/17 , t t t t t t t f0 t, t f0 , .0 t f0 t t , t t t 2021/22 t f0 marginally (1.9 per cent or 6,600) larger.

Scenario E t t f0 D t , f0 (t t t t). T t f0 t , t (t 81,000) t , f0 t t . T , NHS , f0 f0 , t, 271,200 2021/22, 23 per cent t

Scenario F , t t t

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Scenario		NHS England: Staff in post 2021/22 (headcount)	Change on 2010/11	% change
A	C	309,297	-42,807	-12.2%
B	C	296,083	-56,021	-15.9%
C	C	385,723	+33,619	+9.5%
D	L	358,734	+6,630	+1.9%
E	L	271,177	-80,927	-23.0%
F	C	290,783	-61,321	-17.4%
G	C	342,844	-9,260	-2.6%
H	L	253,088	-99,000	-28.0%

Labour market inflows and outflows

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Table 2. Nurses and midwifery education: intakes and outcomes 2009/2010

Start year (September)	Places commissioned	Qualification year	Newly qualified (June)	Enter NHS employment
2009/10	21,746	2012/13	15,657	13,309
2010/11	22,473	2013/14	16,181	13,753
2011/12	20,495	2014/15	14,756	12,543

⁴ Br J (2008), , Q M t U t E , .

The NHS workforce is projected to grow from 382,496 in 2008 to 438,000 in 2020. This represents an increase of 14.5% over the period. The projected increase is driven by a combination of factors, including the need to replace retiring staff, the need to meet the growing demand for health services, and the need to address the skills gap in the workforce. The projected increase is also reflected in the number of new entrants to the workforce, which is expected to rise from 28,118 in 2008 to 368,234 in 2020. This represents an increase of 12.9% over the period. The projected increase is also reflected in the number of new entrants to the workforce, which is expected to rise from 28,118 in 2008 to 368,234 in 2020. This represents an increase of 12.9% over the period.

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