

## NHS Reveals New Plans to Enhance Workforce Experience



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It is expected that every NHS trust will roll out measures within the next year to improve staff experience and progression through mentoring and development opportunities.

The NHS is establishing new ways to reduce staff turnover, increase recruitment and improve diversity in leadership positions. These plans are part of the NHS's first equality improvement plan with the goal of boosting their support levels to staff.

As they aim to attract the best talent within their local communities, their plans include establishing new apprenticeship programmes and graduate management training schemes.

The first equality, diversity and inclusion improvement plan sets out six actions focused on increasing workforce and financial performance.

The diversity of the NHS workforce is one of its more powerful advantages. Evidence reflects that staff thrive better within an environment they feel they belong, can safely discuss their concerns, raise questions and make mistakes – all of this is essential for staff morale, which, in turn, leads to improved patient outcomes.

Ultimately, the plan aims to implement action to guarantee that the healthcare system fully supports and benefits from its diverse workforce.

Amanda Pritchard, chief executive of NHS England, confirms the plan is focused upon “attracting talent, retaining skilled staff, ensuring greater diversity in leadership roles, and supporting colleagues to deliver the best possible service for our patients”.

Trusts and Integrated Care Boards will be assisted by NHS England in advancing these plans. They will be supported by good practice and a dashboard to measure and track progress.

The NHS workforce has never been more diverse than now. Therefore, it is crucial that staff are provided with the support they need to help them progress, make it unchallenging to hire staff, and improve care for patients.

**Dr Navina Evans, NHS England's chief workforce, training, and education officer, said** , “Improving equality, diversity and inclusion is everyone's responsibility, starting with leaders I have faith my colleagues will rise to this challenge”.

Source: [NHS News](#)

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