



NHS

Workforce Alliance

Welcome

Bringing together people who care

www.workforcealliance.nhs.uk

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We will stop recording at the end if you would like to raise your hand and ask any questions.



Questions

Please use the chat function to ask questions at any time. We will review questions and respond at the end. If we have enough time at the end, you can also raise your hand to ask any questions.



Note taking

Slides will be available after the session.



Recording

We are recording this session, and the recording will be available to you and anyone who couldn't attend.



Workforce Alliance

How we can support the NHS in delivering The 10 Year Health Plan

Presentation by: Jessica Emmett,
South West Regional Lead

April 2026

Bringing together people who care

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Who we are



Workforce Alliance

We are a collaboration of four NHS procurement hubs and Government Commercial Agency

As a team of NHS / public sector health workforce category experts, with decades of experience, we are motivated by a genuine desire to make the NHS better.

We have been working together since 2019 to combine our experience and expertise for the benefit of the NHS.

NHS Commercial Solutions (NHSCS)

East of England NHS Collaborative Procurement Hub (EOECPH)

NHS North of England Commercial Procurement Collaborative (NOE CPC)

NHS London Procurement Partnership (NHS LPP)

Government Commercial Agency (GCA)

**NHS
Workforce
Alliance**

Created by the NHS, for the NHS in 2019

Background

In July 2025, the government published a 10 Year Health Plan for England

- The Plan sets out how the government will reinvent the NHS through 3 radical shifts:-
 - Hospital to community
 - Analogue to digital
 - Sickness to prevention
- The NHS Workforce Alliance is ready to support NHS providers, systems and regions achieving all 3 shifts, as outlined in the following slides.
- The government's 10 Year Workforce Plan is due to be published in Spring 2026, with an anticipated focus on retention, productivity, training and attrition of local talent.
- The NHSE Medium Term Planning Framework, published in October 2025, built on the 10 Year Health Plan, and included further detail on workforce targets such as reducing sickness rates, implementing the 10 Point Plan for resident doctors, and adopting reformed stat/man



Workforce planning



Temporary staffing reduction continues to be a key policy driver at national, regional and local level, with clear annual targets stated in the Medium Term Planning Framework. We have a strong track record in helping **reduce bank and agency spend** across providers and systems, and we are ideally-placed to support with **realising efficiencies and meeting targets** for temporary staffing.

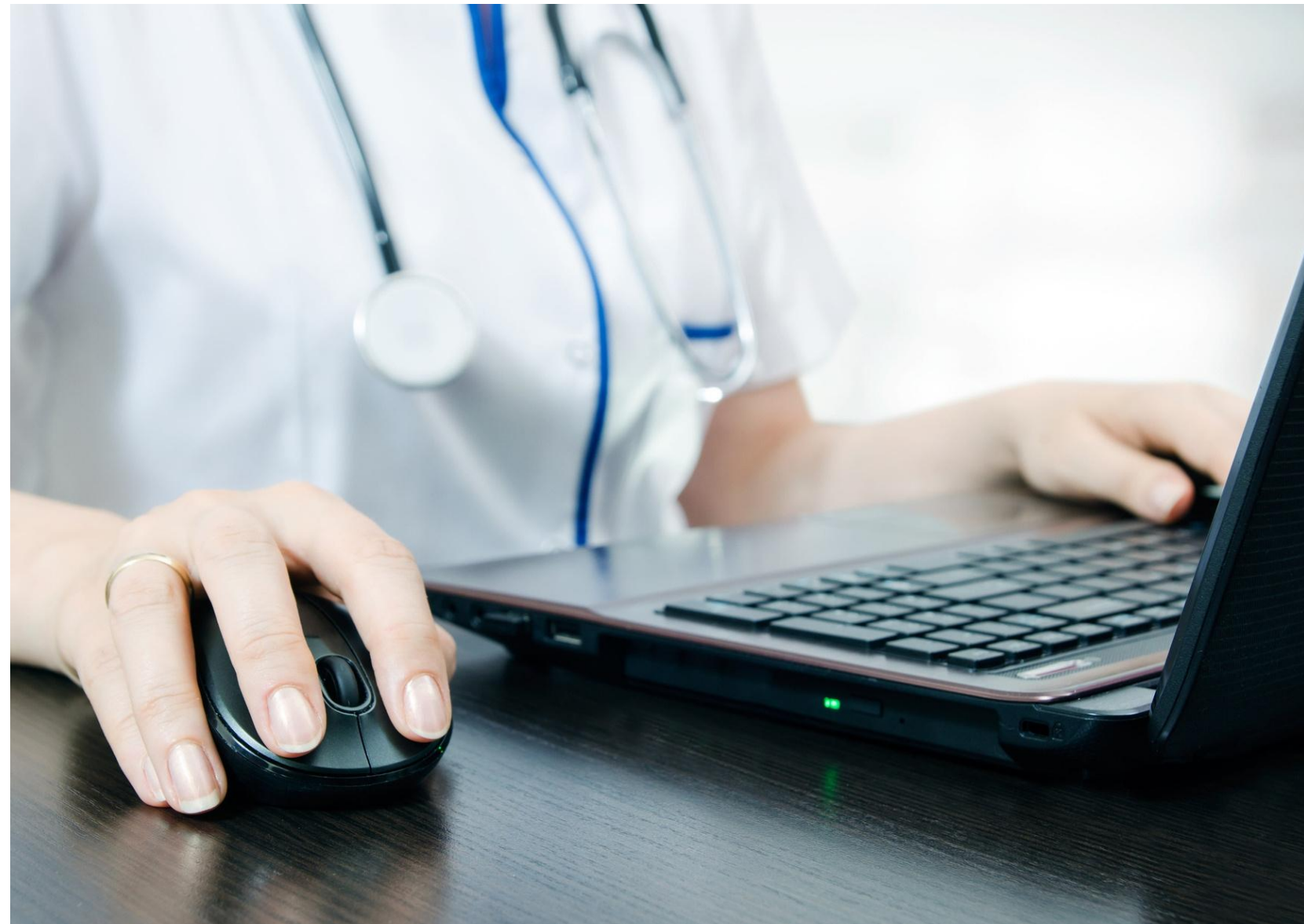
Having the right workers with the right skills in the right place at the right time

- As workforce models adapt to deliver more patient care in the community, our Health Workforce Solutions framework can support with **workforce design, staffing strategy and establishment planning**.
- As new Neighbourhood Health Centres, UTCs and Mental Health EDs are established, our frameworks can support sourcing **substantive workers** to staff the new services, in a compliant and cost-effective way.
- With recruitment focusing on local communities, our suppliers can support with **talent pooling , recruit/train/deploy and retention targets**.
- For providers tasked with **creating new posts** (i.e., nursing apprenticeships, specialty training posts), and **reforming consultant job planning**, our framework suppliers can provide guidance and expertise in **workforce modelling**.
- Our Workforce Technology Systems framework can deliver recruitment, employment checks and onboarding software, providing digital tools to improve **efficiency and productivity**.

Digital transformation and productivity

Achieving the shift from Analogue to Digital

- Our new Workforce Technology Systems framework covers not just procuring **software and systems**, but also **consultancy services** to support with things like digital strategy, systems gap analyses, implementation and change management, customisation and standardisation, and user experience solutions.
- Innovative **job planning technology** can help achieve the Medium Term Planning Framework's aim to **reform consultant job planning**.
- We aim to work with digital leaders across providers and systems, to better understand plans and timelines for **transformation**.
- Our Health Workforce Solutions framework features suppliers with experience in **workforce productivity**, enabled and improved by **digital transformation and integration**.



Workforce Technology Systems framework

Launched in November 2025, this framework has been **produced in collaboration with NHS England**, supporting both the NHS Long Term Plan and the Digital People Plan, providing a compliant route to procure all workforce software systems and digital solutions.

RM6387

Training and upskilling

Developing skills and expanding capabilities

- The 10 Year Health Plan aims to have **personalised career coaching and development plans**, including AI training and digital upskilling, for every member of staff by 2035.
- Primary care teams and systems are contributing towards the government's aim to **train thousands** more GPs.
- The Plan aims to completely **reform mandatory training**, by removing repetitive and irrelevant statutory and mandatory training. The Medium Term Planning Framework references expectations for publication and implementation of this commencing in Spring 2026.
- Our Learning and Training framework provides fast and efficient access to both **standard and niche training options** from a wide range of training providers, that offer both in-person and virtual training delivery methods.
- Our Workforce Technology Systems framework can be used to procure learning/performance management and appraisal software, providing digital tools to improve **efficiency and productivity**.
- Our Health Workforce Solutions framework has a key focus on



Learning and training services delivered across all 7 NHSE regions

via our RM6219 Learning and Training Services
DfS Dec 2025

Workforce wellbeing

Taking care of the people who care

- The 10 Year Health Plan outlines that providers should embed **new staff standards** i.e., nutritious food and drink at work, protection from harassment and discrimination, flexible working options.
- Our Occupational Health and Employee Assistance suppliers can work with you, to ensure your workforce is as healthy as can be, **improving staff wellness** and reducing the NHS sickness rate, as specified in the Medium Term Planning Framework.
- Our Workforce Technology Systems framework can help providers implement new **digital HR technologies**, for things like annual leave, onboarding, management support and payroll.
- Our Health Workforce Solutions framework has a key focus on **staff retention** and **strategic workforce models**.



Our Occupational Health, Employee Assistant Programmes and Eye Care Services framework (RM6386) provides access to a range of **high-quality occupational health services** including, but not limited to, occupational health, physiotherapy, health screening, counselling, coaching, vaccination, EAP and eyecare services.

Quicker patient care

Reducing waiting lists, Referral to Treatments, Discharge to Access and ED waiting times

- The 10 Year Health Plan aims to continue **using private sector capacity** to treat NHS patients where available, particularly in disadvantaged areas.
- There is a particular focus on providers with challenged **surgical waiting lists** and **ED waiting times**, and many are being asked to **improve care** in cancer, heart problems and mental illness.
- Our Insourced Services framework can help trusts procure **end-to-end clinical services**, helping clear backlogs and reduce waiting times, across a variety of clinical specialties.
- Our Health Workforce Solutions framework includes a focus on **workforce productivity and demand management**, helping to **drive and achieve efficiencies** through **new ways of working**.



Delivering
£9.24m
savings

via our **Insourced Services**
framework

January-December 2025,
based on discount against
tariff

Summary and key points

The NHS Workforce Alliance is here to help you deliver the 10 Year Health Plan

- In a dynamic and changing landscape, the Alliance is ideally-placed to support the NHS in delivering the 10 Year Health Plan.
- We work closely with NHS colleagues at provider, system, regional and national levels, supporting collaboration and innovation to help deliver quality patient care.
- Through our wide and varied suite of frameworks, we can support the NHS to achieve the 3 shifts, via:-
 - Workforce planning
 - Digital transformation and productivity
 - Training and upskilling
 - Workforce wellbeing
 - Quicker patient care



Our frameworks

The frameworks referenced in these slides are as follows:

- **Health Workforce Solutions (RM6380)** – launched in February 2026, providing sustainable and flexible workforce solutions (including managed staff banks and permanent recruitment) that meet both immediate and long-term needs
- **Workforce Technology Systems (RM6387)** – a landmark agreement delivering innovative digital solutions, services, integration and interoperability to provide complete workforce management systems for the NHS
- **Learning and Training (RM6219)** – fast and efficient access to standard and niche training options, both in-person and virtual
- **Occupational Health, Employee Assistance Programmes and Eye Care Services (RM6386)** – access to wide range of high-quality OH, EAP & eye care services
- **Insourced Services (RM6276)** – supports trusts to secure additional capacity to bring down waiting times
- **Clinical (RM6281) and Non-Clinical (RM6277) Agency Staffing** – includes agency staffing, fixed-term and managed services
- **International Recruitment (RM6333)** – access to recruitment services for substantive roles recruited internationally



To find out more, please visit our website here: workforcealliance.nhs.uk/frameworks

Get in touch

www.workforcealliance.nhs.uk

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