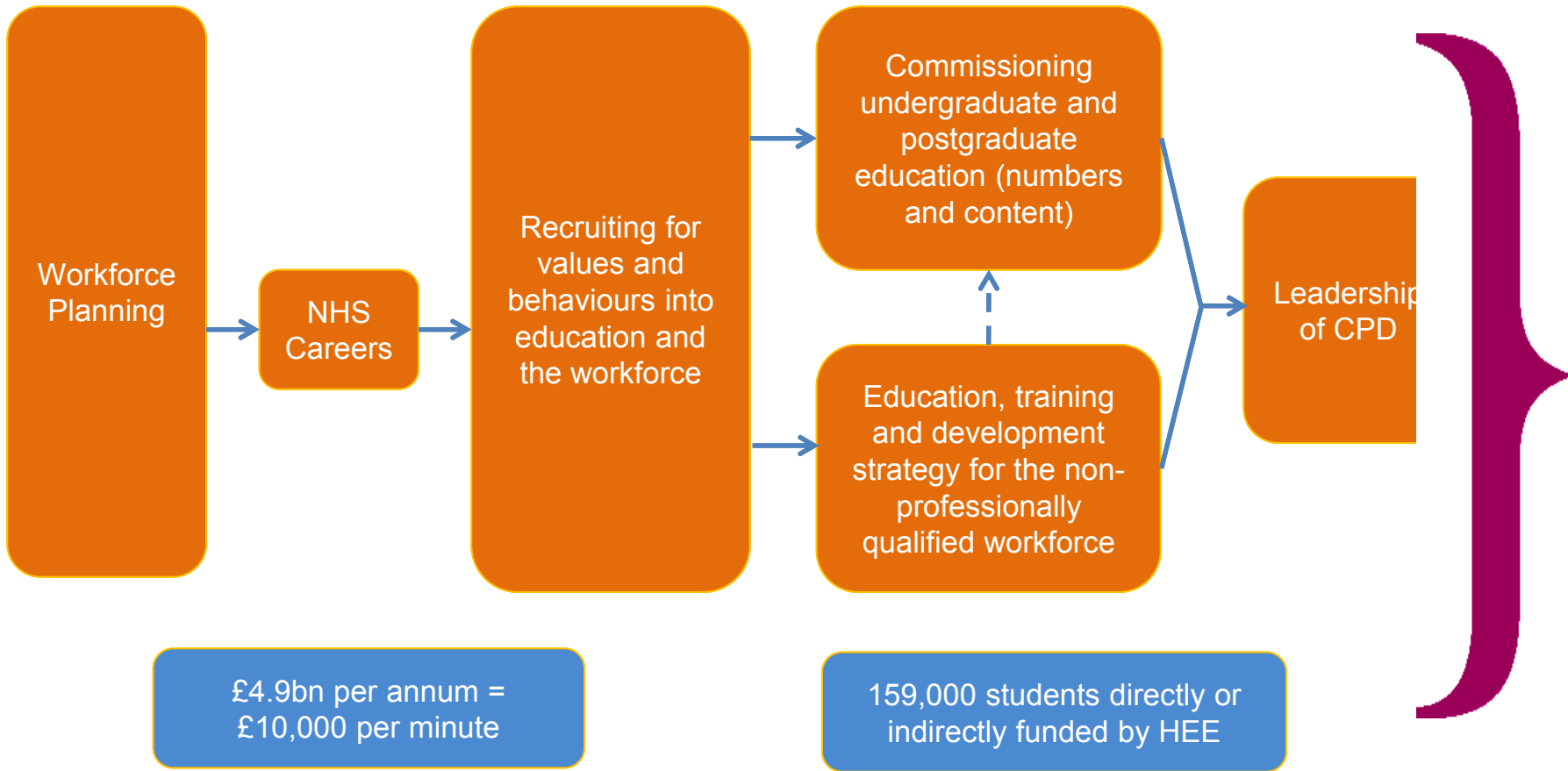


**UK NEQAS for General Haematology
17th Annual Participants' Meeting**

“HEE the big picture and its relevance to HCS”

**Professor Ian Cumming OBE,
Chief Executive**

HEE's roles and responsibilities



Shaping the future

- Framework 15
- Annual workforce plan
- Lead for genomics
- Modernising scientific careers
- Shape of training
- Shape of caring
- Values based recruitment



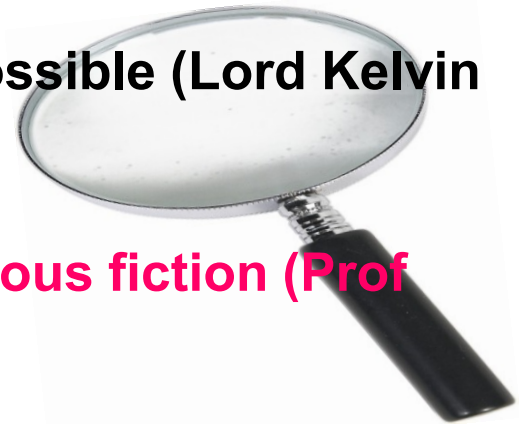
Why a 15 year strategic framework?

- Circa **13 years** to train a consultant / **3 years** for a nurse
- We invest £4.8b in education and training, making **expensive assumptions** about future health care models
- If we are wrong, **under-supply** could result in unmet need; **over-supply** means an unemployed workforce & wasted resources
- If we make wrong decisions we risk locking the service into **outdated models of care**
- We need a **strategic framework** to guide our investments in the future



Looking to the future

- **‘Computers in the future will weigh no more than 1.5 tons’ (popular mechanics 1949)**
- **‘We don’t like their sound and guitar music is on the way out’ (Decca recording company re: The Beatles 1962)**
- **Heavier than air flying machines are impossible (Lord Kelvin 1895)**
- **Louis Pasteur’s theory of germs is ridiculous fiction (Prof Pierre Pachtet, Prof of Physiology 1872)**





GLOBAL DRIVERS OF CHANGE >

THE FIVE GLOBAL DRIVERS OF CHANGE



**Expectations
(People/ Staff)**



**Demographics
(Population Profiles)**



**Technology &
Innovation**



**Social, political, economic
and environmental**



**Current and future
service and care models**



How can state funded healthcare respond to economic challenges?



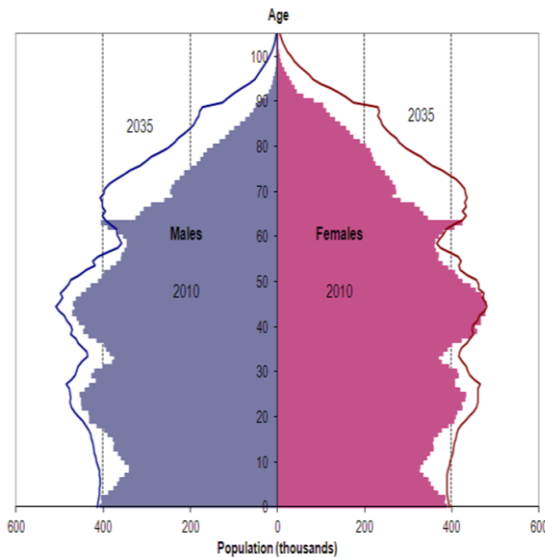
DEMAND (Patients)

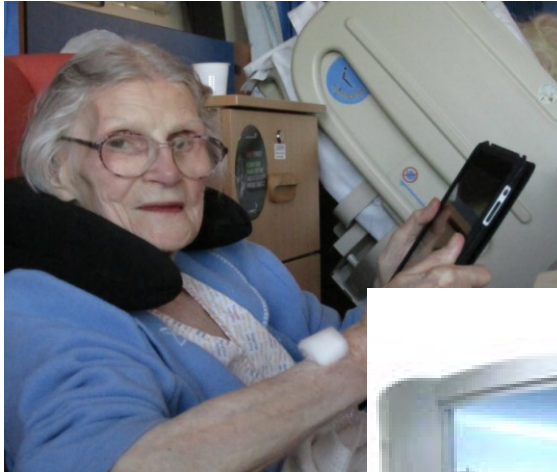
- **More of us:** UK population set to grow by 7% by 2022
- **More elderly:** number of people >85 to increase from 1.4m to 2.4m by 2037
- **Live longer:** In 1948, 48% died before 65. At least one third of people born today will live to 100
- **Greater care needs:** People >65 with care needs projected to increase by 60%

SUPPLY (staff)

- **More women in the workforce:** In 2012, 55% of medical students were women.
- **Older workforce:** Average age of workforce in 2023 = 47.
- **Patterns of working are changing:** Currently fewer than 30% of NHS employees are part time.

Estimated and projected age structure of the United Kingdom population, mid-2010 and mid-2035

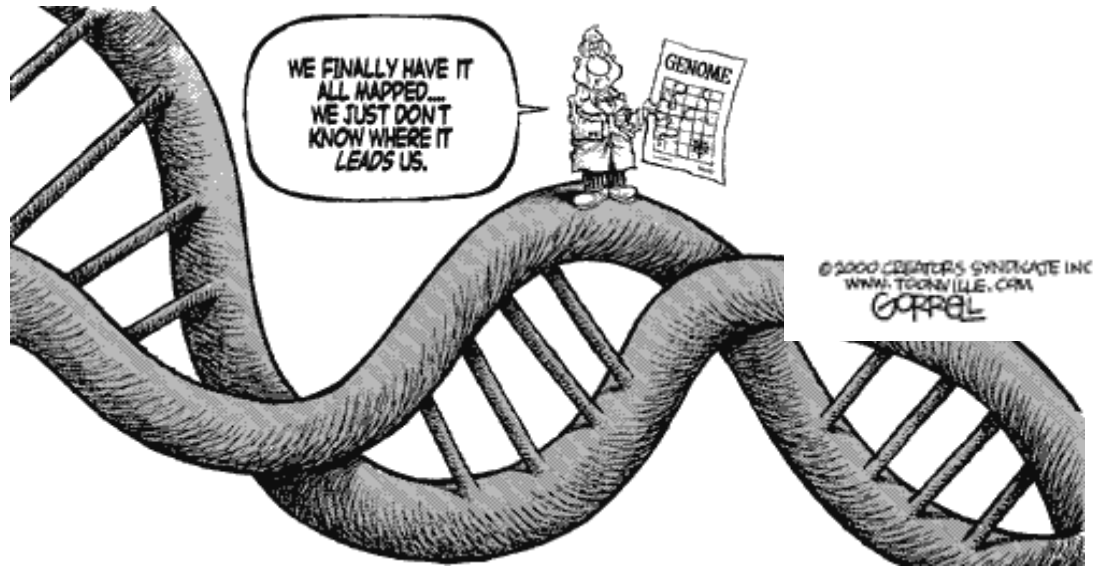




- 43% using internet to access health information
- New ways of predicting, preventing, diagnosing and treating some conditions
- **How can we ensure our staff have the skills to respond to and adopt new research, technology and innovation, so that patients can reap the benefits?**



Genomics



<https://www.hightail.com/download/UIRSeVdrdVVwM25MYnNUQw>

The future workforce

So what kind of workforce will be required if we are to respond to the drivers of change and meet the predicted need of future patients?



For further enquiries

Visit: www.hee.nhs.uk

Email: hee.enquiries@nhs.net

Twitter: @NHS_HealthEdEng

