



The NHS England Long Term Plan: what it means for speech & language therapy

Appendix F Chapter Four: NHS staff will get the backing they need

Headlines – what is relevant to our members?

Chapter 4

4.9 “we aim to ensure sufficient supply of nurses and to address specific shortages for AHPs and other key groups”.

4.10 “A workforce implementation plan will therefore be published later in 2019. NHS Improvement, HEE and NHS England will establish a national workforce group to ensure that such workforce actions agreed are delivered quickly.”

4.15 “To facilitate the Department of Health and Social Care’s intended 25% increase in nurse undergraduate places, clinical placements for an extra 5,000 places will be funded from 2019/20, a 25% increase. From 2020/21, we will provide funding for clinical placements for as many places as universities fill, up to a 50% increase.”

4.18 “NHS organisations should look to take on the lead employer model, setting up the infrastructure to deliver apprenticeships on behalf of several trusts, and providing training and education.”

4.20 “AHPs can significantly support the demand profile the NHS faces”.

4.20 “The national workforce group will build on these to make specific recommendations for AHPs, in particular those in short supply – paramedics, podiatrists, radiographers, and speech and language therapists. The Chief Allied Health Professions Officer will further develop the national AHP strategy AHPs into Action to focus on the delivery of the Long Term Plan.”

4.35 “Growing the NHS workforce will partly depend on retaining the staff we have.”

4.37 “HEE (Health Education England) has committed to increase the proportion of its total budget spent on workforce development in the short-term....Support from employers is also key – in particular ensuring that staff are given the time out to develop their skills. Following agreement of the HEE training budget in this year’s Government Spending Review, we will expect to increase investment in CPD over the next five years.”

4.39 “To make the NHS a consistently great place to work, we will seek to shape a modern employment culture for the NHS – promoting flexibility, wellbeing and career development, and redoubling our efforts to address discrimination, violence, bullying and harassment.”

4.51 “These commitments will be enshrined in a new ‘NHS leadership code’ which will set out the cultural values and leadership behaviours of the NHS and will be used to underpin everything from our recruitment practices to development programmes.”

Implications – what does this mean for speech and language therapy?

The recognition in the Long Term Plan of the **recruitment issues** for SLT in many areas is a significant step forward. We will work with HEE and NHS England on the workforce plan, focussing on actions to help address the issues we are aware of around student recruitment, the profile of the profession, leadership, the transparency of funding and availability of placements, the availability of CPD and development of advanced practice, career progression and scaffolding, and the implementation of the SLT apprenticeship.

We will continue the development of the **SLT degree apprenticeship** and start the implementation phase once the draft standard and End Point Assessment have been approved by the Institute for Apprenticeships. We plan to support SLT employers to take on apprentices by providing guidance and helping employers come together with universities providing the teaching element to deliver the apprenticeship.

The RCSLT is involved in putting the SLT case across in many of the HEE and NHS strategic work on developing **advanced practice and consultant** roles.

We know there are difficulties around securing **placements** for student SLTs. These difficulties stem from a number of factors, from lack of transparency in placement funding, to a reduction in many places of the band 6 posts that might support placements. However, if the number of funded placements is to be increased SLT will need to try to deal with those difficulties and make the most of that opportunity in order to grow the number of students that we need to secure the future of the profession.

RESOURCES

- The NHS Long Term Plan is accessible via: <https://www.longtermplan.nhs.uk/>
- The RCSLT analysis of the plan (Feb 2019) is accessible via: <https://bit.ly/2RTUoGr>
- The RCSLT response to the plan (Jan 2019) is accessible via: <https://bit.ly/2DKI7AI>
- The RCSLT consultation response (Sept 2018) is accessible via: <https://bit.ly/2C4dcqm>

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