

Project Title: Development of HEIW Pharmacy workforce strategy and 3-year implementation plan

Medical Director: Dr Pushpinder Mangat

Organisation: Health Education and Improvement Wales

Project Description:

Based within HEIW, this project will contribute to the strategic work of the Pharmacy Deanery and align to the Pharmacy vision to deliver a Healthier Wales.

It will support the following HEIW strategic objectives:

1. As a new organisation establishing HEIW as a valued and trusted partner, an excellent employer and a reputable and expert brand.

2. Building a sustainable and flexible health and care workforce for the future.

3. With Social Care Wales shaping the workforce to deliver care closer to home and to better align service delivery.

4. Improving quality and safety by supporting NHS organisations find faster and more sustainable workforce solutions for priority service delivery challenges.

5. Improving opportunities for use of technology and digitalisation in the delivery of education and care.

6. Reinvigorating leadership development and succession planning across health and social care in partnership with Social Care Wales and Academi Wales.

7. Demonstrating value from investment in the workforce and the organisation.

The project will contribute significantly to shaping the pharmacy workforce of the future and be the cornerstone to setting the three implementation plans for the pharmacy vision.

The fellow will have opportunities to contribute to strategic, policy and relationship management and practical delivery elements of work as a full member of the pharmacy team.

The proposal is to immerse the Clinical Fellow in our multi-professional education and improvement organisation, enabling them to understand our approach to leadership and quality improvement across Wales and UK.

Delivering a Healthier Wales has been accepted by the Cabinet Secretary for Health and Social Care, and describes an ambitious agenda for pharmacy contribution to the goals of the Welsh Government paper "Healthier Wales". The paper describes a 10 year vision with a three year implementation goals.

Within the vision, workforce development provides a golden thread throughout with a specific theme for developing the pharmacy workforce. This document will underpin the development of the HEIW Pharmacy workforce strategy and three year implementation plan. This project is a high profile piece of work and on completion will provide the cornerstone to future workforce development plans within HEIW.

The fellow will work closely with the Pharmacy Dean to scope a plan to develop the pharmacy strategic workforce plan. We will encourage the fellow to take ownership of the project ensuring all key stakeholders are consulted and engaged across Wales. In addition we will provide opportunities to attend relevant UK and Wales meetings which inform the project.

Immediate supervisor(s) for the project:

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