

The Tavistock & Portman NHS Trust

Annual Workforce Planning Report 2002/2003

The Trust's Workforce Planning exercise is required by various external initiatives besides the organisation's own need to plan its future staffing requirements. The report presents information required by the National Service Framework for Mental Health, the Camden and Islington HIMP and the Local Modernisation Review, and takes into account current Human Resources issues as outlined in The Vital Connection and the Improving Working Lives directive.

The information contained in this report has been obtained via a proforma questionnaire circulated to all Heads of Discipline and Department Managers within the Trust. Information from completed questionnaires has been combined with data held centrally by Payroll and Human Resources to produce this final document.

It is clear that the Tavistock & Portman Trust is increasing its staffing levels. This is largely due to the Trust's success in obtaining a further £1.5 million training contract that will allow it to expand its range of professional training courses and further build its reputation as a centre of clinical and teaching excellence. Additionally, the Trust is expanding its clinical provision to offer a range of services to the local, ethnically diverse population, including the provision of services for Asian and Bengali clients and making translators routinely available. The Trust is also leading the development of nurses in psychotherapeutic intervention, and plans to offer specific training courses and to create staff posts.

Finally, it should be noted that, unlike many NHS organisations, the Tavistock and Portman NHS Trust does not report problems in recruiting and retaining staff and has well-established attractive flexible working arrangements in place.