**Workforce Planning Tools**

## Use these tools in conjunction with SoR and AHP guidance on levels of practice, education and training and skillmix

<https://www.england.nhs.uk/ahp/allied-health-professionals-job-planning-a-best-practice-guide/>

Provides a starting point for deploying e-job planning for Individuals & teams.

E-Job Planning guidance provides an overview of job planning with examples:

<https://www.england.nhs.uk/wp-content/uploads/2020/09/e-job-planning-guidance.pdf>

E Rostering gives visibility to staffing levels and allows rotas to be planned ahead. With staff movement across a network and staff having different working patterns, it is important to have visibility at service level and at network level. This emphasises the importance of a network having the right staff with the right skills in the right place at the right time.

<https://www.england.nhs.uk/workforce-deployment-systems/>

Calderdale Framework

An evidence-based workforce transformation tool for use across acute and community health and social care sectors.

Six Steps Methodology to Integrated Workforce Planning (Wales and Scotland)

A tool developed by Skills for Health to provide a practical approach to planning that ensures a workforce of the right size with the right skills and competence.

Nursing, Midwifery and Allied Health Professions (NMAHP) Professional Workforce Needs Analysis Tool

A tool from NHS Scotland to support strategic planning of the future workforce solutions, including assessing the need for healthcare support workers, senior healthcare support worker and assistant practitioner roles.

HEE Star: Accelerating workforce redesign

The facilitated HEE Star workshops support productive conversations around workforce challenges and identify opportunities, products and resources available that can help design solutions