

Report to ACB west Midlands AGM

Workforce Advisor's Report

Dr DT Vallance April 2007 - March 2008

Workforce Risk Assessment

John Kane presented the Workforce Risk Assessment for 2008/2009, highlighting that newly trained staff have difficulty finding a job on completion of training and that the overall number of pre-registration AHPs and HCSs showed a 9.6% reduction. The commissioning plan for scientists in 2007/08 is 7% less than 2005/2006 and there is evidence of reductions in post-registration training. There is a risk that failure to invest in career development may be wasteful in the long term.

There are difficulties defining where the responsibility for training lies – PCTs, Trust or SHA Deanery. The SHAs should continue to be the commissioning body to allow for a National training scheme and national recruitment.

National survey of lost new and vacant posts

There was only a 35% response rate to the questionnaire sent out nationally. 28 posts have been lost (7 band 7s, 14 band 8a/bs, 7 band 8c/ds), 8 posts have been unfilled 3 months after advertising and 23 new post have been created (1 trainee, 3 HST, 13 band 7s, 2 band 8a/b, 3 band c/d and 1 unknown). The workforce statistics for the ACB show that 32 trainees have been taken on in 2007 and 35 retirements are predicted for 2015.

Attrition Rates

33 trainees were due to complete training in September 2007. 14 (47%) gained employment and 14 (47%) had their contracts extended and 2 (6%) left the profession. There are now 29 trainees currently in their final year.

Post Registration Training

There is an urgent need for suitable posts for trainees to move into. Workforce Advisors and Regional Tutors are working with SHA Deanery to find solutions to the problem of retaining trainees in the profession but there is uncertainty about how Modernising Scientific Careers will affect future recruitment and training of clinical scientists. The West Midlands Region will be used as a pilot to trial the proposed new training scheme. However there are currently no details how this will be developed.