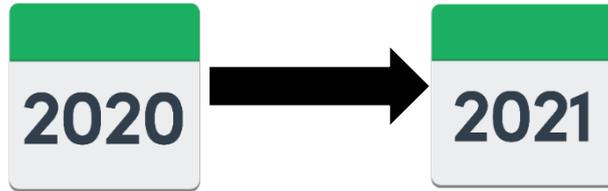
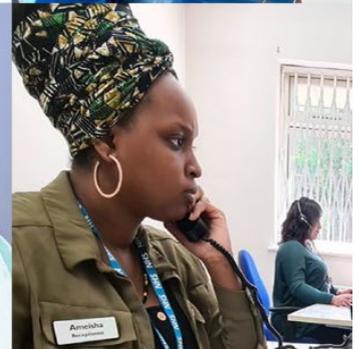


WE ARE THE NHS

People Plan



action for us all



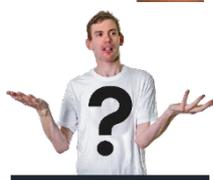
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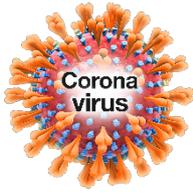
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A lot of the **photos** in this document were taken before **coronavirus**.



So people in the photos are close together and **are not social distancing**.



Welcome to Action For Us All

In **Action For Us All 2020 to 2021** we explain:



- what NHS staff can expect from their leaders and from each other until **March 2021**



- what the **NHS** has to do

NHS England and NHS Improvement



- what **NHS England and NHS Improvement** needs to do



- what **NHS Health Education England** needs to do.



Why did we write Action For Us All?



In **June 2019**

NHS England and NHS Improvement



NHS
*Health Education
England*

NHS England and NHS Improvement and Health Education England



wrote a report called the **Interim People Plan**.



The plan told NHS staff how they would be **supported**.



In **2019**:

- **the world** was very different



- **healthcare** was very different.



But the main points made in the **Interim People Plan** are still very important:



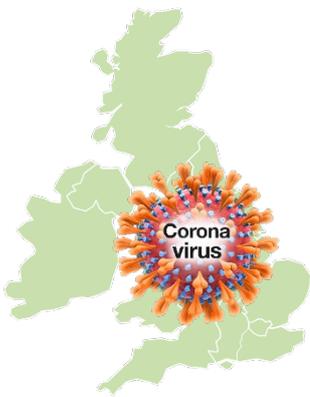
- the **NHS** needs **more staff**



- the **NHS** needs to **change** how it works



- the **NHS** needs to show that it is an organisation that **cares for everyone**.



Coronavirus in England:



- has led to some **big problems**



- has led to some **big changes** for people and communities.



Many **NHS** staff are very tired and **worried** about the demands they will face this winter.



NHS staff have managed the **coronavirus** by

- working well **together**



- coming up with new ideas.



Many of the ideas in the **new People Plan** are being used by **NHS** staff sooner than we thought.



We must learn from all the work we did to manage **coronavirus** and:



- **change** how we work



- **not go back** to how we worked in **2019**.



Action For Us All shows us:



- what we need to do by **March 2021**



- what we need to do to **support NHS** staff now and for many years.



What is Action For Us All?



Action For Us All explains:

- what needs to be done to support a **big change** to the **NHS**.



- the **important things** that all **NHS** staff must do:



- to make an organisation that **everyone** belongs to



- to employ **more staff**



- to give staff **more training**



- to find **new ways to work** together



- to run a **very good care service** for patients.



Action For Us All says the **NHS** should carry on with the good work we have been doing to manage **coronavirus**.



This led to **NHS** staff working hard and having **new ideas** to sort out **new problems**.



In the full version of **Action For Us All** we have examples of:

- these **new ideas** from **NHS** staff



- **new ways** that **NHS** staff have worked together.



The **NHS** needs to use:

- the **best work** of our staff



- the **support** from **the public**



to help to **change** the **NHS**.



Now is a good time to say



how we are going to support **NHS** staff **this winter** and **next spring**.



Next we look at the **4 parts** of **Action For Us All**.



Part 1 Looking after our people

In **Part 1** of **Action For Us All** we explain:



- how we will keep all the **NHS** staff **safe** and healthy.



- how the **NHS** is going to have more **flexible working**



- the **support** for staff that keeps them working at the **NHS** for a long time.



Part 2

Being part of the NHS

In **Part 2** of **Action For Us All** we explain:

- how we make sure the **NHS** is an organisation where everyone feels they are part of **one big team**.

- how we make staff feel that the **NHS** is a **fair** and **equal** organisation

- how we make sure we **listen** to **NHS** staff and act on the things they tell us



- what we are going to do to support **leaders** to make the **NHS** an organisation that cares for everyone.



Part 3 New ways of working and running care services

In **Part 3** of **Action For Us All** we explain:



- how important it is to make the best use of everyone's **skills** to run a **very good patient service**



- how **training** can help our teams to do lots of different tasks



- make good use of the **skills** of all **NHS** workers including volunteers



- how we are going to **train** **NHS** staff to prepare them for the future.



Part 4 Growing for the future

In **Part 4** of **Action For Us All** we explain:



- how we are going to support people to have a **career** in the **NHS**



- how we are going to make the **NHS** workforce **bigger** and **better**.



- how important it is that we find new **NHS** staff in the **UK** and **other countries**



- how we are going to support staff to **return** to the **NHS** after they have left.



- how the **NHS** can:
 - **change** how we work over time



- **employ** more staff



- how it will be different in all areas of the NHS



- what each **NHS** team and organisation **needs to do**.



Every member of staff needs to help to change the **NHS**.



What next?

We need to do more to make the **NHS** more **up-to-date** and **flexible**. For example:



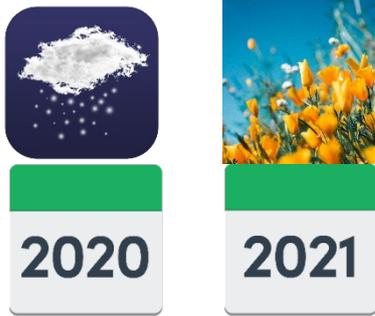
- get more people to work in **specialist areas** such as scanning services



- change the way we **train medical staff**



A new document explaining what we are going to do will come out later in **2020** or **2021**.



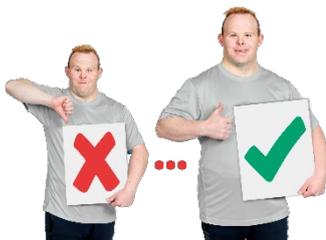
In **winter 2020** or **spring 2021**



another document will come out.



Before this document comes out we need to set the new **NHS budget**.



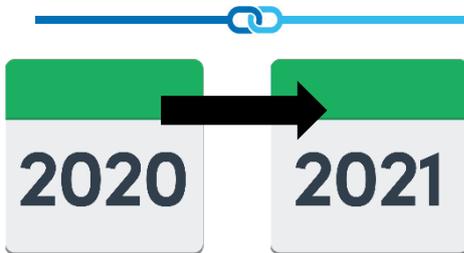
All these documents tell you how we are planning to make things **better** for **NHS** staff.

NHS England and NHS Improvement



NHS England and NHS Improvement will carry on talking to **NHS** staff across England.

NHS England and NHS Improvement



All this year and into **2021** **NHS England and NHS Improvement** are running:



- online meetings



- discussion groups that include people from other organisations
- NHS staff meetings.



Would you like to get involved?

Would you like to take part in:



- Online meetings?



- Discussion groups?
- NHS staff meetings?



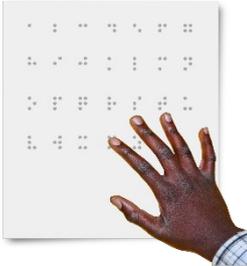
Please email us at:

england.ournhspeople@nhs.net

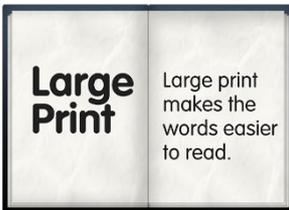


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- **Braille?**



- **large print?**

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