

Island Premium & Workforce Productivity

Client: Isle of Wight NHS Trust

Lead contractor: Margaret Conroy

Description

We developed a workforce planning model that started at a strategic level, looking at population and staffing levels, and then worked through medical, nursing and other staff groups. The purpose was to compare resources with the rest of England, making a distinction between 'island premium' and 'productivity'. The model linked population size with service utilisation (e.g. admission rates) and staffing levels.

Services provided

Model design, benchmarking and analysis, reporting to the senior executive team headed by the Chief Executive.

Highlights

We identified a significant island premium in some specialties, especially among medical staff, but also quantified the scope for increasing productivity while maintaining quality and safety.