

T: 0300 244 4000  
E: scottish.ministers@gov.scot

Gillian Martin MSP, Convener  
Health, Social Care and Sport Committee  
Scottish Parliament

By email

11<sup>th</sup> March 2022

Dear Gillian,

### **National Workforce Strategy for Health and Social Care**

Further to my letter, December 2021, I am pleased to inform you that we have today published the National Workforce Strategy for Health and Social Care (<https://www.gov.scot/isbn/9781804350058> ).

We have worked, in partnership with our co-producers COSLA and extensively engaged with stakeholders from across Health and Social Care to develop the Strategy.

The Strategy outlines our shared vision for the workforce, **a sustainable, skilled workforce with attractive career choices where all are respected and valued for the work they do.**

This vision outlines and supports our tri-partite ambition of Recovery, Growth and Transformation of our Workforce. In the strategy we look at the whole workforce journey and how we can plan for, attract, train, employ and nurture our Health and Social Care Workforce. This is the first time we have articulated a workforce strategy for our Health and Social Care workforce in this way.

We acknowledge the challenges the pandemic has brought not only for our services but also for our workforce and that is why through this strategy we seek to embed a new long-term approach. The strategy expressly commits to increasing our understanding of demographic change in demand for services and details actions we will take to further understand how we can use this information to achieve a more sustainable, skilled workforce and how we can make careers, at all levels, in health and social care more attractive.

The Strategy recognises that although we have seen continued growth in our workforce for the last 10 consecutive years, we know that growth in the workforce alone will not deliver the services the people of Scotland need now and will need in the future. Our tripartite aim supports our NHS Recovery Plan and recovery of our Social Care services and workforce.

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The Strategy sets out the actions we will take in partnership with the workforce to achieve our vision.

One such action is to publish our indicative projections for the Health and Social Care Workforce growth later this year. This will allow us to expressly incorporate evidence from 3 year Workforce Plans (which will also be published in due course by Health Boards and Health and Social Care Partnerships) and the forthcoming revised Medium-Term Financial Framework. We will review these projections annually and as more evidence becomes available.

Our intention is to review the strategy and progress on the actions set out therein, annually and in line with any further considerations and evidence which emerges.

I trust you find this information useful.

**HUMZA YOUSAF**

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St Andrew's House, Regent Road, Edinburgh EH1 3DG  
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