

Chapter 16: The Renal Long Term Care Workforce Survey (in conjunction with the British Renal Society)

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The final version of this Workforce survey chapter, including the results, will be available on the web at www.renalreg.org.

Introduction

This survey was commissioned by the Renal Long Term Condition Care Group Workforce Team (LTC CGWT) of the Department of Health for England, to ensure that the workforce implications of the Renal National Service Framework (NSF) had been adequately and appropriately considered. The Renal Association and British Renal Society (BRS) were jointly commissioned to develop the survey and the Renal Association UK Renal Registry subsequently agreed to undertake the survey and collate the results. The findings were compared to the conclusions of the workforce survey undertaken by the BRS in 2001¹; as well as providing a baseline for the present survey, that survey included detailed projections for the requirements for future staffing of Renal Units in 2006 and 2010 that would allow an adequate standard of care to be provided. Since that

survey was completed, the Renal National Service Framework (2004, 2005) and the quality markers and standards they contain have driven the development of new roles and new modes of care delivery, adding to the need for a repeat survey of practice.

Completion of the survey was complicated by the introduction of Agenda for Change, a new approach to job definitions and payment for all directly employed NHS staff except very senior managers and those covered by the Doctors and Dentists Pay Review Body². Implementation of Agenda for Change started on 1st December 2004 and was ongoing at the time of this survey.

References

1. National Renal Workforce Planning Group 2002. The Renal Team. A Multi-Professional Renal Workforce Plan for Adults and Children with Renal Disease. British Renal Society. Available at www.britishrenal.org/workfpg/WFP_Renal_Book_with_links.pdf
2. Agenda for Change. <http://www.dh.gov.uk/PolicyAndGuidance/HumanResourcesAndTraining/ModernisingPay/AgendaForChange/fs/en>