

## England group

Planning	<ul style="list-style-type: none"><li>• Attractive legal set up and local input of needs to planning and use of funding</li><li>• Stakeholder involvement throughout</li><li>• Requires legislative changes if other countries were to replicate or mirror structures</li></ul>
Goals	<ul style="list-style-type: none"><li>• Outcomes based system via the mandate</li><li>• Service pressure impacts on workforce activity</li><li>• Service and workforce goals in place</li><li>• Patient and service user experience monitored to check if positive or not</li></ul>
Process	A quick flexible process to workforce planning is used and can be changed by the national bodies without large law changes
Data	Good coverage for modelling considering the size of workforce and population (1.35M and 54.4M respectively)  Obviously can always improve and aims to close data gaps
Forecasting	Cost and commitment to put in place the resource to set up organisations that can do and deliver longer term workforce reviews and projections using sophisticated modelling methods