

Strategic Health Workforce Planning Framework **SNAPSHOT**

Strategic workforce planning...

What...

Strategic workforce planning is a cyclical business planning process that recognises the workforce as a key enabler of delivering strategic business and health service outcomes. This process considers and plans for the capacity, capability, sustainability, diversity, design, culture, wellbeing and performance of the health workforce over time.

Why...

Insights gained through the strategic workforce planning process enable the identification, and articulation via a **Workforce Strategy**, of the health service's overarching workforce priorities. With this clarity, these priorities can:

- inform the development of workforce strategies to be implemented via action plans
- inform operational plans and human resources programs
- guide, influence and support day-to-day decision making across the health service

Who...

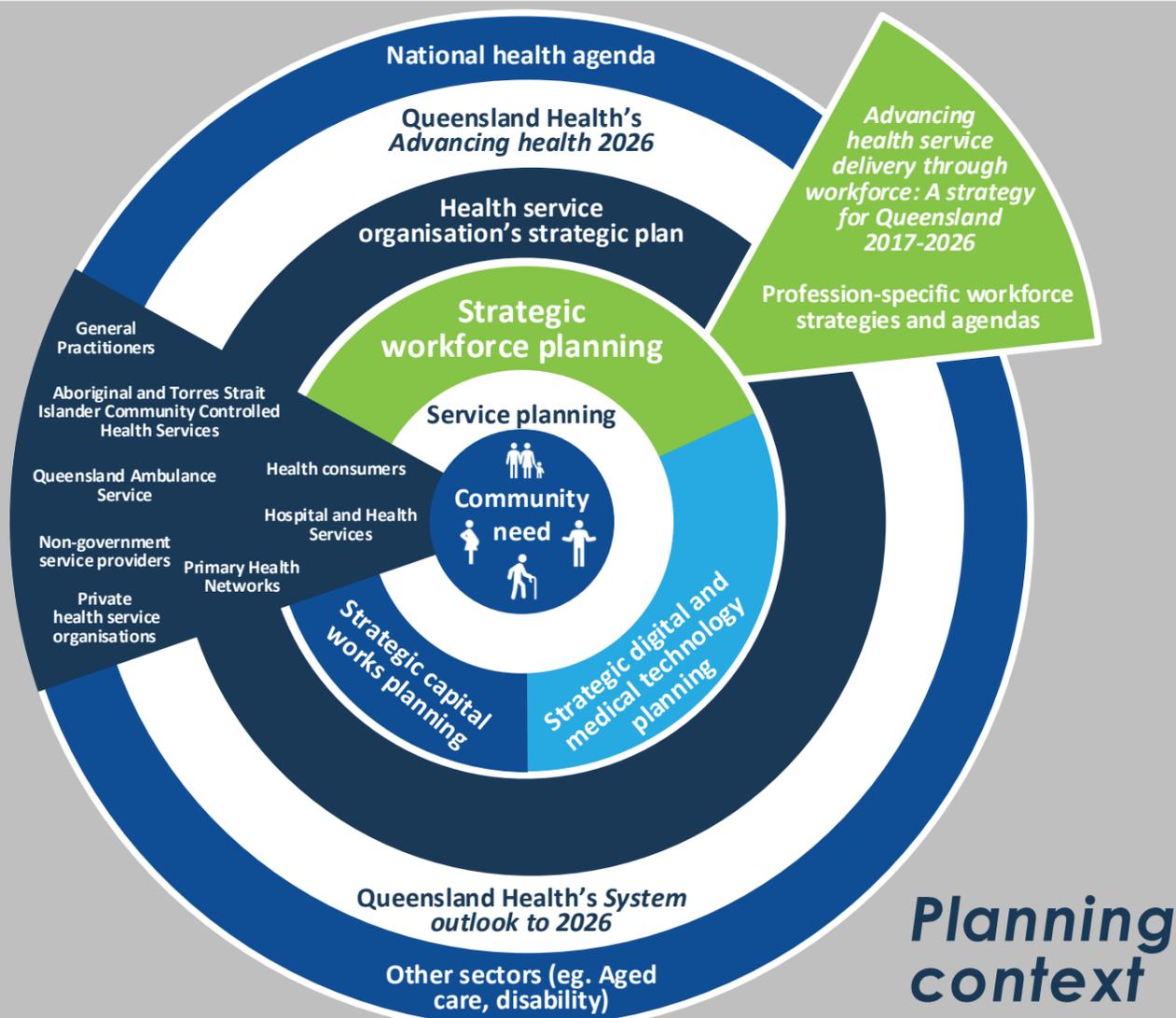
As strategic workforce planning is an enabler of the health service's strategic outcomes, senior management is accountable for the workforce strategy, and should lead and champion it throughout the organisation. Cross-functional teams, sometimes including human resources or organisational development staff, may be called upon to engage all parts of the organisation in the planning process and to coordinate and drive the delivery of desired outcomes.

When...

Strategic workforce planning typically has a 5-10 year planning horizon and should be timed to align with other elements of the organisational planning cycle such as for strategic, service and performance planning.

How...

The strategic workforce planning process developed by Queensland Health is illustrated at right.



Planning context

enhancing workforce...

- capacity
- capability
- sustainability
- design
- diversity
- culture
- wellbeing
- performance

Planning process



Leadership ♦ Engagement ♦ Governance

Strategic workforce planning...

Enabling the business to meet its strategic and health service objectives through workforce.

Strategic health workforce planning Guide ✕ Toolkit ✕ Fact Sheets
<https://www.health.qld.gov.au/system-governance/strategic-direction/health-workforce-information-gateway>
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