

Supporting the NHS
People Plan pillar

New ways of
working and
delivering care

while making our
People Promise



using ESR to deliver
the future of **NHS**
human resources
and organisational
development vision



Future of NHS HR & OD Report Action

Recommended Action

Continued focus on developing skills and expanding capabilities to create more flexibility, boost morale and support career progression.

Develop local Talent Management conversation templates within ESR appraisal functionality.

Work with the medical Royal Colleges and regulators to ensure that competencies gained by medical trainees while working in other roles during COVID-19 can count towards training.

Switch on the Multi Employer Competency Update function, which enables competencies gained at other NHS organisations to transfer to all NHS employers. This removes the need for repeat training.