

“CALL FOR EVIDENCE” AND THE PROCESS OF “TRIANGULATION” IN THE ENGLISH PLANNING SYSTEM

Reference information:

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Main aspects:

- *Strong involvement of the stakeholders in order to reach a wider consensus on the solutions,*
- *Useful information for planning are picked up from the field;*
- *Two different process that are “call for evidence” and “the process of triangulation” to obtain the two mentioned scopes;*
- *A key benefit of these processes is the transparency and sharing of the evidence that is generated through Health Education England’s formal advisory structures and wider engagement with stakeholders.*

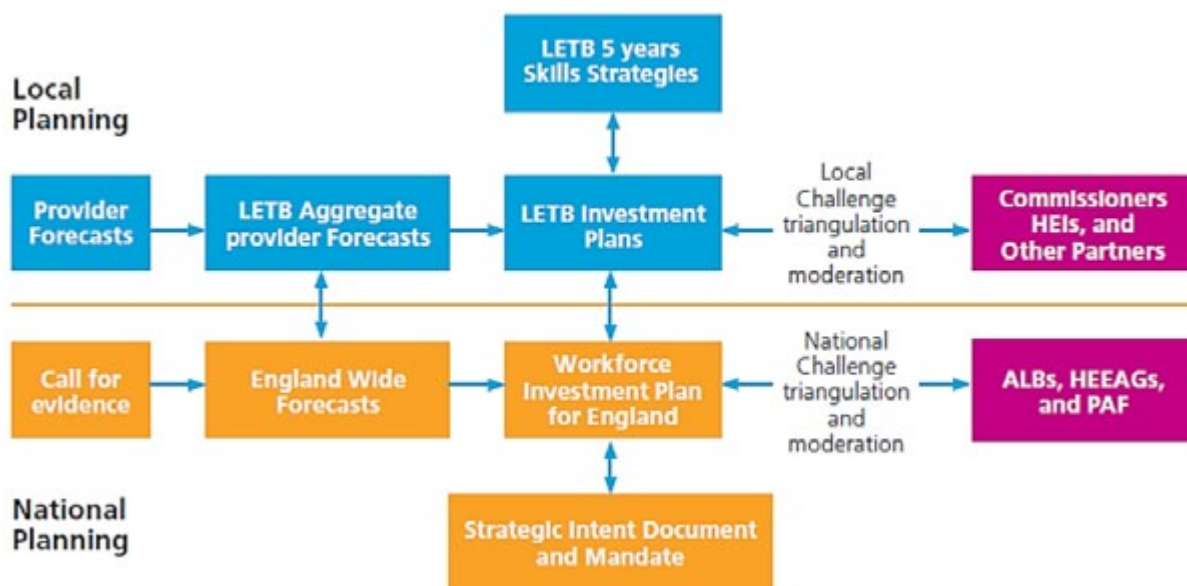
Description:

Health workforce planning takes place at a number of levels in England and is organised within an overall framework of statutory relations between the DH and Health Education England (HEE).

Health Education England ensures ‘that the future workforce has the right numbers, skills, values and behaviours’ and annually sets out its commissioning intentions in the Workforce Plan for England which is subsequently used as the basis of the contracts that each Local Education and Training Board (LETB) places with local education providers for that academic year (Health Education England, 2014).

To inform these training commissions, Health Education England take the five year plans from LETBs, who in turn have taken five year projections from NHS projections from NHS providers. For approximately 110 workforce roles, HEE then decides on whether to increase or decrease training commissions based on triangulation of the local planning forecasts with the national planning forecasts (as shown in the diagram below) and set out in detailed workforce planning guidance issued by HEE annually (HEE, 2014).





Health Education England workforce planning process

Health Education England has introduced as part of national processes a ‘call for evidence’. This key and formal part of the process provides:

‘the opportunity for stakeholders and other partners not directly involved in the locally led LETB process to input their evidence and associated judgment, from a national perspective, on future workforce requirements.’

Evidence submitted is used as part of HEE’s **process of triangulation**, review and moderation of each year’s workforce forecasts and investment plans. This evidence sits alongside other intelligence, including analysis and reports commissioned by HEE and the Department of Health from the Centre for Workforce Intelligence (CfWI) and any primary analysis undertaken by HEE alongside partners such as the Health and Social Care Information Centre (HSCIC). HEE’s Chief Professional Officers also produce briefings from their professional perspective that are incorporated into this process, so that shared assumptions about the future may be constructed.

National triangulation then takes place between Health Education England and the other Arm’s Length Bodies that include NHS England, Monitor, the NHS Trust Development Authority and the Care Quality Commission. This is part of an overall and systematic engagement with national stakeholders throughout the course of the planning cycle, including with Royal Colleges, professional representative organisations and trade unions.

HEE's planning process is explicitly about the skills, values and behaviours of the future workforce as well as future numbers (including 'numbers' in relation to new roles). In the Call for Evidence template that is provided by HEE there are examples of the evidence requested. There are three main sections:

1. *Future Service and Workforce Models;*
.....
2. *Forecast of future supply and demand - volumes;*
.....
3. *General / Other Evidence not included elsewhere.*
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Further information:

- The key features of the process of triangulation are described on HEE website <http://hee.nhs.uk/work-programmes/workforce-planning/hee-workforce-planning-201415-call-for-evidence/>
- Department of Health, (2014) A mandate from the government to Health Education England. <https://www.gov.uk/government/publications/health-education-england-mandate-april-2014-to-march-2015>
- Health Education England (2013) HEE's national Workforce Plan <http://hee.nhs.uk/wp-content/uploads/sites/321/2013/12/Workforce-plan-UPDATE-interactive.pdf>
- Health Education England (2014) HEE's Call for Evidence <http://hee.nhs.uk/work-programmes/workforce-planning/hee-workforce-planning-201415-call-for-evidence/>
- Health Education England (2014) HEE's Call for Evidence template [Call-for-evidence_Template-2014_15-2.doc](#)
- Health Education England (2014) HEE's Workforce planning guidance 2014/15 [WORKFORCE PLANNING GUIDANCE FOR THE 2014/15 ROUND FOR 2015/16 EDUCATION COMMISSIONS - Workforce-planning-guidance-2014-15.pdf](#)