

Appendix 1 People contacted for policy review and discussion

Surname	First name	Title	Organisation
Abberley	Bob	Head of Health	UNISON
Alberti	Professor Sir George	National Clinical Director for Emergency Access	Emergency Care Strategy Team
Amos	David	Deputy Director, Human Resources Directorate Head of the Policy Delivery Division	Department of Health
Armstrong, FRCP(Ed), FRCP (Glas), FRCGP	E.	Chief Medical Officer	Scottish Executive Health Department
Axelby	Jackie	Chief Executive, Northern England	
Aynsley-Green	Professor Al	National Clinical Director for Children	Department of Health
Bevan	Gwyn	Director of Research and Information	Commission for Health Improvement
Bhugra	Professor Dinesh	Dean Elect	Royal College of Psychiatrists
Black	Professor Nick	Head Department of Public Health and Policy	London School of Hygiene & Tropical Medicine
Black	Professor Carol	President	Royal College of Physicians
Blott	Margaret J.	Chairman	Medical Workforce Advisory Committee
Bogle	Ian	Chair of Council	British Medical Association
Boyle	Roger	National Director for Heart Disease	Department of Health
Brundtland	Gro Harlem	Director General	World Health Organization
Burnham	Rodney	Director of Medical Workforce	Royal College of Physicians
Burr	William	Dean of Postgraduate Medical and Dental Education	Department for Postgraduate Medical and Dental Education, University of Leeds
Butterworth	Tony	Chief Executive	Trent NHS Workforce Development Confederation
Campbell	Henrietta	Chief Medical Officer	Department of Health, Social Services and Public Safety
Cooke	Lorelei	Health Policy and Economic Research Unit	British Medical Association
Cowan	George	Medical Director JCHMT	Royal College of Physicians
Dawson	David	Consultant Physician and Director of Organisational & Clinical Development	Trent Strategic Health Authority
Denton, OBE, FRCN	Sylvia	President	Royal College of Nursing

Health Service Workforce and Health Outcomes

Surname	First name	Title	Organisation
Derbyshire	Keith	Head of Workforce - Senior Economic Adviser	Department of Health
Donaldson	Sir Liam	Chief Medical Officer	Department of Health
Edwards	Christina	Associate Director	NHS Clinical Governance Support Team
Edwards	Nigel	Policy Director	NHS Confederation
Ellsworth	Sherry	Future Healthcare Network	NHS Confederation
Fillingham	David	Director	NHS Modernisation Agency
Finlayson, OBE	Niall D C	President	Royal College of Physicians, Edinburgh
Ford	Jon	Health Policy and Economic Research Unit	British Medical Association
Geldart	Alistair	Chief Executive	Wakefield West Primary Care Trust
Goldacre	Professor Michael	Unit of Health Care & Epidemiology	Department of Public Health
Gravelle	Professor Hugh	Associate Director	National Primary Care Research & Development Centre
Gray	Phil	Chief Executive	Chartered Society of Physiotherapy
Hall	Ruth	Chief Medical Officer	Welsh National Assembly Government
Hall	Professor David	President	Royal College of Paediatrics and Child Health
Hallendorff	Margaret	Chief Executive	The Royal College of Ophthalmologists
Halligan	Professor Aidan	Deputy Chief Medical Officer	Department of Health
Hargadon	Judy	Director, New Ways of Working	NHS Modernisation Agency
Hargraves	Christobel	Chief Executive	National Confidential Enquiry into Perioperative Deaths (NCEPOD)
Haslam	Professor David	Chairman of Council	Royal College of General Practitioners
Henderson	Alistair	Policy Manager	NHS Confederation
Hill	Judith	Chief Nursing Officer	The Department of Health, Social Services and Public Safety
Hodgetts	Sue	Chief Executive	Devon & Cornwall Workforce Development Confederation
Hutton	Professor Peter	Chairman	Academy of Medical Royal Colleges
Hutton	Professor Peter	President	Royal College of Anaesthetists
Ireland	Kate	Assistant Director, Quality	North & East Yorkshire & Northern Lincolnshire Strategic Health Authority
Jarvie	Miss Anne	Director of Nursing	Scottish Executive Health Department
Kennedy	Rosemary	Chief Nursing Officer for Wales	Welsh National Assembly
Kiddie	Prue	Head of Multiprofessional Postregistration Learning and Developments	National Workforce Development Board

Health Service Workforce and Health Outcomes

Surname	First name	Title	Organisation
Lindley	Peter	Joint Workforce Support Unit	Sainsbury Centre for Mental Health
Lorimer	Professor AR	President	Royal College of Physicians and Surgeons of Glasgow
Madhok	Rajan	Medical Director	North & East Yorkshire & Northern Lincolnshire Strategic Health Authority
Malone	Beverley	General Secretary	Royal College of Nursing
Marshall	Tom	Senior Lecturer	Health Impact Assessment Research Unit
McCormack	Professor Barry	Chief Economic Adviser	Economic and Operational Research Unit
Mohammed	Mohammed	Senior Research Fellow	Health Impact Assessment Research Unit
Monaghan	Angela	Director of Nursing	Harrogate Healthcare NHS Trust
Moore	Julia	Strategic Medical Workforce Representative	Department of Health
Morris, FRS, FRCS	Sir Peter	President	Royal College of Surgeons of England
Muijen	Matt	Chief Executive	Sainsbury Centre for Mental Health
Mullally	Sarah	Chief Nursing Officer	Department of Health
Munro	Alasdair	Head of Economics and Information Division	Scottish Executive Health Department
Neligan	Paddy	Medical Director	Selby & York Primary Care Trust
Neuberger	Rabbi Julia	Chief Executive	The King's Fund
O'Halloran	Paul	Director of Practice Development and Training	Sainsbury Centre for Mental Health
Osborn	Sue	Chief Executive	National Patient Safety Agency
Parry	Jayne	Director	The Health Impact Assessment Research Unit
Philp	Professor Ian	National Director for Older People's Services	Department of Health
Richards	Professor Mike	National Clinical Director for Cancer Services	Department of Health
Sands	Tim	Branch Head, Workforce Planning	Department of Health
Sheehan	Anthony	Chief Executive, National Institute of Mental Health	Department of Health
Sibbald	Bonnie	Deputy Director	National Primary Care Research & Development Centre, University of Manchester
Simpson	Peter	President	UK Royal College of Anaesthetists
Simpson, OBE	Professor Jenny	Chief Executive	British Association of Medical Managers
Southgate	Professor Dame Lesley	President	Royal College of General Practitioners
Staniforth	Martin	Deputy Director, Human Resources Directorate	Department of Health

Health Service Workforce and Health Outcomes

Surname	First name	Title	Organisation
Temple	Professor John	President	Royal College of Surgeons, Edinburgh
Thewlis	Sarah	Chief Executive	Nursing and Midwifery Council
Thornton	Stephen	Chief Executive	The Health Foundation
Vallance-Owen	Andrew	Medical Director	British United Provident Association
Vincent	Professor Charles	Director, Clinical Risk Unit	University College London
Wardle	Adam	Chief Executive	North & East Yorkshire & North Lincolnshire Workforce Development Confederation
Watson	Mike	Director, CPD	Royal College of Physicians
Wilkinson	John	Principal Research Officer	Policy Research Programme, Department of Health
Williams	Susan	Chief Executive	National Patient Safety Agency
Woods	Paddy	Advisor in Medical Staffing and Development	The Department of Health, Social Services and Public Safety, Belfast
Wyn Owen CB	John	Secretary	The Nuffield Trust
York	Nick	Senior Economic Adviser	Department of Health

THE UNIVERSITY *of York*

— DEPARTMENT OF —
HEALTH SCIENCES

Dr Annette Lankshear

Room A/TB/224

Alcuin College

Seeborn Rowntree Building, Area 4

4

Heslington

York YO10 5DD

Direct line: (01904) 321361/321368

Fax: (01904) 321388

E-mail: al25@york.ac.uk

May 2003

NHS R&D Service Delivery and Organisation programme

The NHS R&D service delivery and organisation programme has commissioned a group of University of York researchers to review the evidence between staffing and outcomes in primary and secondary care. Specifically, this scoping report will use a systematic approach to take a broad sweep of the relevant literature in order to:

- Identify, categorise and summarise research examining the effect on patient outcomes of staff/patient ratios and the degree of training or specialisation of the staff.
- Assess the reliability of the data sources and the quality of the methods used to see the extent to which the results are valid and to make recommendations about ways in which methods could be developed to produce more robust evidence in the future.
- Map out the significant gaps in knowledge where more research might add value either through addressing new questions or replicating international research in an NHS setting.
- Consider, with the input of policy makers, professional organisations and those responsible for education and development, the possible implications for health care policy.

There are policy questions associated with these four issues, e.g.:

- To what extent are workforce staffing decisions historically determined?
- What examples exist of changes in staffing or staff management to improve outcomes and/or throughput?
- What evidence is currently being used to make staffing and staff contract decisions?
- Are there rational reasons for the considerable variation in staffing levels, as shown, for instance, in the Dr Foster Hospital Guide?
(http://www.drfooster.co.uk/hospital_guide/main/choosehospital.asp)
- What specific questions regarding the relationship between staffing, staff contracts and outcomes are priorities for research commissioning?

Our aim is to ensure that policy makers like you are aware of our work and have an opportunity to contribute to it. Prior to our meeting, we would be grateful if you could gather together any unpublished materials that would inform our study.

Many thanks for your help

Dr Annette Lankshear

cc Professor Trevor Sheldon
Professor Alan Maynard

This document was published by the National Coordinating Centre for the Service Delivery and Organisation (NCCSDO) research programme, managed by the London School of Hygiene & Tropical Medicine.

The management of the Service Delivery and Organisation (SDO) programme has now transferred to the National Institute for Health Research Evaluations, Trials and Studies Coordinating Centre (NETSCC) based at the University of Southampton. Prior to April 2009, NETSCC had no involvement in the commissioning or production of this document and therefore we may not be able to comment on the background or technical detail of this document. Should you have any queries please contact sdo@southampton.ac.uk.