

Guidance document on NHS 10year workforce plan consultation

Deadline: 7th November 2035

Why your voice matters

The consultation is not just about numbers, it's about **reimagining the NHS workforce** to meet the demands of a rapidly evolving healthcare landscape, in light of the [NHS 10-year plan](#). The plan outlines three major shifts:

- From **hospital to community**
- From **analogue to digital**
- From **sickness to prevention**

These shifts aim to fundamentally change how care is delivered, and this consultation will review roles and skills are needed to make this successful. The government is seeking **real-world evidence**, especially around:

- Workforce productivity improvements
- Digital tools that have changed care delivery
- Training and skills development aligned with future needs
- Prevention and cost savings

Your input can help ensure the final plan reflects the realities and needs of your teams, service users, and communities. To ensure dietetics is fully recognised and meaningfully represented in this consultation, we need a strong, visible volume of responses. Every submission adds weight to our collective voice and increases the likelihood that our priorities will be acknowledged in the final outcomes.

Guidance

Suggested response structure:

To help create confident and impactful responses to the questions in the consultation, you may consider using the structure below:

1. Introduction: briefly introduce your point and the potential outcomes.
2. Evidence summary: present key data or examples that demonstrate workforce impact.
3. Alignment with NHS priorities: show how your evidence supports the three major shifts outlined above.
4. Recommendations: offer practical suggestions for the question that centre on workforce planning, especially where efficiencies can be made (e.g., cost-effective, reduced use of resources).
5. Conclusion: summarise your key messages and express support for strategic change, that includes dietetics.

Types of Evidence to Include

When preparing your response, consider including:

- Quantitative data showing improvements in outcomes, efficiency, reduced resources and costs.
- Case studies or examples of successful workforce changes.
- Evidence of digital tool implementation and outcomes.
- Prevention strategies and associated cost savings.

Language tips for responding to the consultation

Below we have crafted some strategic language tips to help you create responses that resonate with policymakers. Using outcome-focused, aligned, and evidence-backed language can significantly increase the impact of your submission.

- Use outcome-focused language: emphasise the results and impact of your proposals (e.g., 'This approach will improve patient outcomes by...').
- Align with NHS priorities: reference the NHS 10-Year Plan's key shifts (hospital to community, analogue to digital, sickness to prevention) to show relevance.
- Highlight cost-effectiveness: Demonstrate how your suggestions can lead to savings or better resource utilisation (e.g., 'This model reduces unnecessary hospital admissions by X, saving £X annually').
- Be clear and concise: avoid jargon and keep sentences direct and easy to understand.
- Support claims with evidence: use data, case studies, or real-world examples to validate your points, where possible.
- Use active voice: statements like 'We implemented...', 'We are perfectly placed to...', 'The dietetic team developed a treatment plan', are more compelling than passive constructions such as 'We have been perfectly placed', 'Has been implemented', 'The treatment plan was developed by the practice', these do not emphasise the importance of the dietetic staff.
- Be strong in the dietetic impact: be assertive and confident in your tone when highlighting impact and evidence of dietetic intervention and outcome (e.g., 'Our work directly influences outcomes in X', 'Our specialty is indispensable in delivery...', 'We bring unmatched expertise'). Using hedging language, such as 'this could potentially', 'it could be possible', is often overlooked.
- Frame challenges as opportunities: instead of focusing on challenges, or problems, highlight how change can lead to improvement.
- Appeal to shared goals: use language that reflects common values such as equity, access, and quality of care.
- Include measurable outcomes: Where possible, quantify the benefits or return on investment (e.g., 'a 20% increase in service efficiency', 'For every £1 invested in X with bring £x in return')
- Maintain a professional tone: be respectful, constructive, and solutions-oriented throughout your response.

Next steps for you:

If you are responding as an individual, we recommend the following:

1. Review the consultation documents
2. Start gathering evidence from your organisation
3. Use our guidance to shape your response
4. Submit your evidence by **7 November 2025** via the [official consultation portal](#)

If you are responding on behalf of a BDA specialist group, please follow:

1. Review the consultation documents
2. Start gathering evidence from your organisation
3. Use our guidance to shape your response
4. Submit your evidence to the **BDA**, to **I.marston@bda.uk.com** for review by **Monday 3rd November 2025**
5. Submit your evidence by **7 November 2025** via the [official consultation portal](#)

©2025 The British Dietetic Association

3rd Floor, Interchange Place, 151-165 Edmund Street, Birmingham, B3 2TA

email: info@bda.uk.com

Commercial copying, hiring or lending without the written permission of the BDA is prohibited.

bda.uk.com