

Greater Manchester Health and Care Workforce Collaborative **UPDATE** February 2018



First meeting of the Workforce Collaborative – event summary

On 15th January 2018 over 100 representatives from NHS organisations and local authorities across all ten Greater Manchester boroughs, as well as representatives from universities, trade unions, carers groups and many more attended the first meeting of the wider Workforce Collaborative. An analysis of key findings from the event has now been completed, and a short summary of this provided below.

At the event, attendees were asked what support they needed to be able to deliver their local workforce plans and support the delivery of the Greater Manchester Workforce Strategy. Popular requests included; communications and engagement, the opportunity to network and share best practice, access to research and intelligence, as well as a Greater Manchester approach to apprenticeships and developing new roles.

Following the event, we are pleased to provide an update on a number of initiatives that will help provide this support. We have recently appointed a Communications and Engagement Manager, and have developed a clear narrative and visuals for the programme to help tell our story, and introduced regular communications, including this bulletin. There is also more information about our communications and engagement strategy below. In addition, soon we will be able to share best practice across the region, when the **Workforce Futures Centre launches in spring**. This will not only provide an online platform for sharing best practice, but will share latest intelligence and reports as well as toolkits and tips to support the delivery of local workforce plans and the wider Greater Manchester strategy. More information will be shared on this soon.

Attendees also outlined what support they were able to provide to the system. This included: mentoring and work experience opportunities, championing the Workforce Collaborative, providing representation for key groups, as well as the opportunity to engage with members/networks, and supporting the delivery of workforce plans within a locality. This was a really useful exercise which helped us understand key enablers and blockers across the system, and how we can better work together. Every 'ask' and offer of support has now been analysed – over 300 were submitted - and specific requests for help have been followed up directly.

Overall, the event and subsequent feedback has demonstrated a real commitment to the Workforce Collaborative and to working together to deliver the change needed to create a workforce for the future. A further meeting of this kind will take place in early autumn.

Developing Workforce Reference Groups

One of the priorities underpinning the Workforce Programme is support for the other Greater Manchester transformation themes identified in 'Taking Charge'; our five year plan for health and care, to address any workforce implications. To aid this work we are establishing Workforce Reference Groups for Themes 1 (Population Health), Theme 2 (Transforming Community Based Care and Support), Theme 3 (Standardising Acute and Specialist Services), Cancer, Dementia, Mental Health and Children and Maternity. These groups will be made up of representatives including workforce, finance, operational management, clinicians and trade unions. Their role will be to develop workforce plans to support the delivery of the transformation programme and ensure these align with the wider Greater Manchester Workforce Strategy.

The Theme 3 Workforce Reference Group is already up and running and the others are currently being developed. If you would like more information about one of these groups please email gm.workforce@nhs.net.

The Champion Awards are coming

The Greater Manchester Health and Care Champion Awards, the first region-wide awards to recognise members of our paid and unpaid health and care workforce that regularly go above and beyond to improve the health and wellbeing of our communities, **will launch in early March**. There are eleven awards which include categories such as Rising Star, Volunteer of the Year, Outstanding Carer and People's Champion. The awards are open to all individuals or teams, paid or unpaid, who work in the health or care sector in Greater Manchester and nominations can be completed by colleagues or members of the public who wish to see an individual or team's hard work recognised. All nominations will be reviewed by a nomination panel and the winners announced at a sponsored event in July 2018.

Information about how to nominate will be shared once the nominations open. In the meantime, you can follow the awards on Twitter [@GMChampions2018](https://twitter.com/GMChampions2018).

National Apprenticeship Week

To celebrate National Apprenticeship Week (5th – 9th March 2018) the GMCA are organising a public sector apprentice event on Tuesday 6th March. The event will bring together over 150 apprentices to highlight the opportunities being a public sector apprentice in Greater Manchester brings, as well providing attendees the chance to network and gather information about the support available to them. All public sector organisations employing apprentices have been contacted directly and asked to attend the event with up to six apprentices. If you would like more information please email Nic.Hutchins@greatermanchester-ca.gov.uk.

Supporting working carers

Following the launch of the Carers Charter for Greater Manchester in January, the GMHSC Partnership has demonstrated its commitment to carers and adopted the Working Carers Pledge. The pledge was developed using established good practice and engagement with carer organisations and outlines twelve commitments to working carers such as support with balancing multiple roles, help to stay healthy and well, and access to support and information they might need.

As we begin to look at how we make sure carers across Greater Manchester receive the support they need in the workplace, a survey has been developed to understand the different challenges working carers can face and the support made available to them by their employer. This survey is open to all carers in the region and can be completed [here](#). All public sector employers have been asked to share the survey within their organisations. We would welcome your support and will keep you updated.

Citizen Leadership Programme

The NHS North West Leadership Academy Citizen Leadership Programme offered an opportunity for over 100 local women to develop leadership capabilities and to engage with decision makers in their localities. These pilots were successful in proving the concept and demonstrating the real impact the programme can have at a local level. The Leadership Academy now wish to explore how these positive outcomes can be sustained and extended to other localities and community groups. To find out more please contact nwla.info@nhs.net.

Communications and engagement strategy developed

To support the delivery of the Greater Manchester Health and Social Care Workforce Strategy, a communications and engagement strategy has been developed. The approach it outlines is stakeholder-led, tailored for different audiences and open and inclusive. Its objectives include the development of a clear and consistent narrative, increasing awareness around the work of the Workforce Collaborative and supporting teams to communicate and engage within their locality. The strategy has been shaped by health and local authority communications and engagement colleagues and has been approved by the Workforce Collaborative Steering Group and the Workforce Engagement Forum.

Get in touch

If you would like to get in touch or ask for more information on anything in this update please email gm.workforce@nhs.net. Visit www.gmhsc.org.uk for more information on GMHSC Partnership's wider work and [click here](#) to sign up to their newsletter.