

Greater Manchester Health and Care Workforce Collaborative

UPDATE

January 2018



Background

To improve the health and wellbeing of our population and deliver the bold ambitions of Greater Manchester's devolution deal, we need to create a health and care workforce for the future. Whilst some challenges are best addressed at a local level, there are others where Greater Manchester needs to work together to tackle them. That's where our Greater Manchester Workforce Strategy comes in, to support our local workforce plans.

The strategy sets out the top four areas that are best addressed together. These are: Talent Development and System Leadership, Grow Our Own, Employer Offer and Brand and Filling Difficult Gaps. A full copy of the strategy can be read [here](#). It was approved after development and consultation with health and care organisations, and the wider workforce across the region, with the Workforce Collaborative created to support its delivery. The Workforce Collaborative is made up of partners from across the region including hospitals, local authorities, universities, the voluntary sector, carers organisations, trade unions and many more. By coming together and making the most of the skills we have across the region, we can start to deliver our strategy and implementation plan and develop a health and care workforce for the future.

This is the first of our monthly updates which will provide you with the latest Greater Manchester Workforce Programme news, let you know about upcoming key events and developments, and celebrate the successes the Collaborative achieves together. We hope you find it to be helpful and please feel free to pull out content that you would like to share within your own organisations.

First meeting of the Workforce Collaborative

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. The event was a valuable opportunity for those who had not yet been involved to understand the Collaborative's vision for 2021 and for all attendees to understand what progress had been made to date. Attendees also took part in workshops which outlined and sought feedback on key programmes of work, including; the employer brand and benefits package, a leadership development framework, workforce planning for the future and widening access to apprenticeship programmes. The event was a real success which saw all attendees sign up to be members of the Collaborative and outline their commitment to supporting the delivery of the Greater Manchester Workforce Strategy.

We are currently analysing the information and feedback gathered so we can use it to shape our plans going forward. A further meeting of this kind will take place in early autumn.

Addressing workforce race inequality

In December HR directors from NHS organisations, GM Fire and Rescue Service, and local authorities across Greater Manchester came together with Equality, Diversity and Inclusion Leads for the first public sector Workforce Race Equality Standard (WRES) workshop.

The workshop explored the effectiveness of the Workforce Race Equality Standard (WRES) in measuring the progress of NHS providers against a number of indicators of workforce equality and whether learning could be used to support work across the whole public sector. All attendees made pledges at the end of the workshop and both the discussion and pledges will be taken to the Workforce Race Equality Steering Group which looks at how we address race inequality across health and care in Greater Manchester to enable our workforce to fulfil their potential and to create a workforce that reflects the population we serve.

[Click here](#) to watch a video message from Jon Rouse, Chief Officer at the GMHSC Partnership, which was used at the event.

Coming soon: Workforce Futures Centre

We're in the process of developing the Workforce Futures Centre, which will provide an online platform for the Workforce Collaborative; where Greater Manchester localities can access a wide range of toolkits, resources and best practice to support the delivery of their local workforce plans and the wider Greater Manchester strategy. We are aiming to launch in spring. If you are interested in getting involved with user testing of the platform, please get in touch using the details below.

Continuity of service protocol

We have been working with public sector organisations to develop a Greater Manchester Continuity of Service Protocol to support the flexibility and movement of our workforce across the public sector ensuring key skills, knowledge and experience are maintained. It will also allow public sector employees to maintain their service related employment benefits and support the integration between health and social care. We will be asking all local authorities and NHS organisations across the region to adopt this voluntary protocol from April 2018.

Building a leadership framework

We are working with the Leading GM programme to revisit what it means to be a leader in Greater Manchester by talking to people from across public service and our local communities. We are also working with the Greater Manchester Combined Authority (GMCA) to explore what the expectations and activities for system leaders, place based leaders and front line workers should be. We will use this work to build a leadership framework which Organisational Development and Workforce Leads can use to underpin leadership and role development across Greater Manchester in the future and will be testing it with colleagues in the coming months.

A deal for nurses

A report into the impact of the removal of training bursaries on the future nursing supply for Greater Manchester has been completed. The report indicates that a direct replacement of the NHS bursary is unlikely to resolve our region's challenges with nursing numbers. The report and subsequent analysis found that a person-centred approach that addresses the areas of concern that nurses have expressed, e.g. accommodation, childcare, wellbeing and development will best help secure and retain our nursing workforce. Going forward we will use these findings to help develop an attractive deal for nurses in Greater Manchester.

Have your say on national workforce strategy

NHS England, NHS Improvement, Public Health England, Health Education England and the Department of Health have launched a draft national health and care workforce strategy, 'Facing the Facts, Shaping the Future'. This is the first system-wide strategy to be created in over twenty years and sets out what has been done since 2012, what we are doing now, and the challenges for the future up to 2027. The full document can be [read here](#) and is open for consultation until Friday 23rd March 2018 before the final strategy will be published for the NHS's 70th birthday in July. We will be working with partners to submit comments on behalf of the Collaborative, but would encourage you and your organisation to have your say too.

Support for the localities

As well as supporting local areas to develop and implement their workforce plans, the Greater Manchester Workforce Collaborative also provides the opportunity for colleagues to bring their workforce challenges to our monthly Steering Group who can help offer creative solutions and access to useful resources and expertise. If you would like to bring an issue to a future meeting please get in touch using the details below.

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.