

Greater Manchester Health and Care Workforce Collaborative

UPDATE

May 2018



Locality workforce engagement workshop

This month we worked with the Greater Manchester Health and Social Care Workforce Engagement Forum to bring together locality workforce chairs and trade union leads for a workshop. This is the first event of its kind and was a valuable opportunity to bring everyone together to understand the different experiences within each locality, and the varying stages they are at, as well as exploring areas where we can learn from others. It also gave the localities an opportunity to set out the support they needed from the Greater Manchester Workforce Programme. The event was well attended by employer and trade union representatives and allowed for more progress to be made in joining up work between the localities and sharing our experiences.

A further event will be taking place over the summer to build on the discussions in this workshop and provide the opportunity for localities to share some best practice examples of what has worked well for them.

Carers in employment

An initial analysis has now been undertaken of the recent carers survey, which was distributed across Greater Manchester to help us to better understand the challenges and experiences that carers across the region face when balancing care and work. A key finding from the 427 responses received is that the most important factors in enabling employees to balance care and work are:

- having a supportive manager and colleagues who understand caring responsibilities and;
- having some flexibility in working hours enabling a better balance

Just over half of respondents felt they were currently supported to maintain this balance, but over a third feel currently unsupported, and nearly a quarter of respondents hadn't made their employer aware of their caring responsibilities. Generally those in micro (less than 10 employees) and small (between 10 and 50 employees) organisations report higher levels of support from their employer than those in medium and large organisations, and were more likely to make their employer aware of their caring responsibilities.

We are now using the analysis to help build a Greater Manchester best practice standard for supporting our working carers, which includes a toolkit of useful resources that will shortly be launched. The best practice standard will also aim to encourage employers to adopt better practices in supporting working carers, both to improve health and well-being of a considerable proportion of the workforce (1 in 9 employees within Greater Manchester), and in turn to get business benefits such as increased morale, lower turnover and absenteeism, and better engagement.

Greater Manchester Health and Care Champions – shortlist announced

We have now announced our shortlist for the Greater Manchester Health and Care Champion Awards, after almost 400 nominations were received. Our shortlist of 33 individuals and teams includes a GP, a nurse, a social worker, carers, volunteers and support group for fathers and many more. All shortlisted nominees have been invited to attend a sponsored event taking place at the

Museum of Science and Industry in July, where the winners will be announced. You can read the full shortlist [here](#).

Leadership Development Fund

The NHS North West Leadership Academy (NHS NWLA) is now inviting applications for their Leadership Development Fund which support at least one of our three strategic objectives:

- System and place based leadership; individually and collectively across sectors.
- Building leadership for inclusion; developing a more diverse and inclusive leadership community.
- Developing future-focused and inclusive talent management and succession planning.

You can apply for a grant of between £5,000 and £50,000 if your organisation is a **member** of the NHS NWLA at the time of applying and for the duration of your leadership intervention.

Applications from a collaborative of organisations are very welcome, provided the lead applicant is an NHS NWLA member which will assume legal and financial responsibility for all aspects of the leadership intervention.

For a full information and application pack please contact nwla.grants@nhs.net or visit the NHS NWLA [website](#). The closing date for applications is 11:59pm on Friday 15th June 2018.

The next Workforce Collaborative stakeholder event

Plans are now underway for the second full meeting of the wider Workforce Collaborative stakeholder group following the first successful event in January, which was attended by over 100 stakeholders. The event is scheduled to take place in October, and invitations will be circulated next month. In the meantime, we are keen to ensure the event programme reflects the feedback received in January, and are therefore seeking your suggestions on what you would like to see on the agenda. In particular we would welcome suggestions on what workshops you would find helpful to support either the delivery of your locality workforce plans or in helping to deliver the wider Greater Manchester strategy. The previous workshops covered apprenticeships, leadership development, development of the Greater Manchester employment brand and the use of the WRaPT Tool to help fill difficult gaps. Please send any suggestions to gm.workforce@nhs.net.

Devolution difference

This month Greater Manchester Health and Social Care Partnership (GMHSCP) has been working with the Mayor of Greater Manchester to celebrate what has been achieved since we took control of our £6bn health and social care budget in 2016. The 'Devolution Difference' campaign has celebrated progress in reducing the time patients who are well enough to go home spend in hospital, the creation of thousands of cancer champions out in our communities and the faster diagnosis of people suffering from dementia, and much more. You can watch a short video about the Devolution Difference [here](#).

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.