

Greater Manchester Health and Care Workforce Collaborative

UPDATE

June 2018



A Greater Manchester commitment to tackling race inequality in the workplace

Greater Manchester's public sector employers will be the first in the country to work together to tackle race inequality in the workplace, after our leaders signed a collective commitment. Signatories include NHS organisations and local authorities, Greater Manchester Fire and Rescue Service and Greater Manchester Police.

For decades, research has shown that staff from Black and Minority Ethnic (BME) backgrounds experience discrimination, harassment, and exclusion in the workplace in the UK.

Discrimination is not only harmful to the individual, but also to the wider public sector. Evidence shows that having a more representative workforce, and diversity at senior leadership levels results in better outcomes for the public. It creates a more inclusive, engaged and efficient workforce.

Public sector organisations currently have their own ways of approaching race inequality in the workplace, but this historic commitment means that for the first time we will be working with other NHS organisations, local authorities, police and fire service to take action.

We will build on existing work to improve diversity from the boardroom to the frontline, to tackle bullying and harassment experienced by BME staff and ultimately improve the services our public bodies provide.

With this commitment in place, a draft action plan will be developed in partnership with staff, trade unions and BME staff groups before being launched in the autumn. As well as bringing together data to provide a clearer picture of the experiences of BME staff within different public sector organisations, the plan will also map out positive action to be taken to address race inequality.

If you would like to get more involved in this work, please email gm.workforce@nhs.net.

The Workforce Futures Centre is LIVE

The Workforce Futures Centre, an online platform for the Greater Manchester Health and Care Workforce Collaborative, is now live. The site provides a one-stop-shop for Greater Manchester localities to 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.

The Workforce Futures Centre provides an outline of the Greater Manchester Health and Care Workforce Programme and our vision and progress to date, as well as discussion forums and 'Ask the Expert' facilities, plus our latest news and events. It includes resources from our universities, NHS North West Leadership Academy, North West Employers, Skills for Care, the Growth Company and many more.

The site requires log-in access, which you can set up on your first visit to the site. [Click here](#) to view the site.

Over the coming weeks we will be organising workshops with locality workforce leads to run through the site and how it can be used to support their work.

Education Transformation Sub Group established

The first meeting of our Greater Manchester Education Transformation Sub Group took place on the 11th June. The group has been established to complement existing workforce structures in Greater Manchester. The group will focus on the education transformation agenda, providing an opportunity to explore local requirements and solutions across the multidisciplinary workforce in health and social care. Members include colleagues from across health, social care, the voluntary sector and education.

The first meeting was well attended and two co-chairs were identified, Dr Alison Lea (General Practitioner) and Samantha Baron (Professor of Social Work). Discussions included best use of the apprenticeship levy, inter-professional learning and a range of education initiatives such as the Registered Managers Leadership programme.

For more information about the Sub Group, please contact Laura Dunaway, Education Transformation Programme Manager: laura.dunaway@hee.nhs.uk.

Greater Manchester nurse recruitment campaign

Over the last few months the Greater Manchester Delivery Group (nursing and midwifery) has been leading a project, in collaboration with Greater Manchester Health and Social Care Partnership, our four universities, NHS providers, GP practices and social care providers including the independent care sector to develop a Greater Manchester nurse recruitment campaign. The campaign highlights the fantastic career opportunities for nursing in the region and aims to drive more nurses to study here, start their career here, and really develop and excel here. The campaign will launch next week, and the team are working closely with organisational recruitment teams to prepare to promote the campaign and manage enquiries. We will continue to keep you updated.

Leadership pilot for Registered Managers

In order to improve the way our care homes are run, it has been recognised that a priority area for workforce transformation is to develop leaders within the sector to confidently deliver quality care and maximise outcomes for residents. To do this, Greater Manchester Health and Social Care Partnership, together with Health Education England, have developed a pilot leadership development programme for Registered Managers within Greater Manchester, and we are currently seeking expressions of interest from training providers to deliver this.

The deadline for applications is 13th July 2018, and any organisations wanting further information should contact us on gm.workforce@nhs.net. Applications will subsequently be sought from Registered Managers to apply to join the pilot programme, which will run from September 2018 to January 2019.

E-bike scheme for public sector employees

We are working with the Green Commute Initiative, a not-for-profit, social enterprise, to support our health and social care workforce to have affordable access to e-bikes.

E-bikes are a perfect commuter choice, allowing people to travel longer and hillier routes, enabling older and less active people to take up or return to cycling, improving health and reducing traffic congestion, but they are more expensive. The Green Commute Initiative can operate alongside your existing Cycle to Work scheme, and is available to public sector employers through a procurement framework, at no cost.

If you would like more information about how to access the scheme please email gm.workforce@nhs.net.

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.