

# Greater Manchester Health and Care Workforce Collaborative

# UPDATE

*August 2018*



## Grow Our Own Summit – Date for your diary!

Following the successful first meeting of the wider Greater Manchester Health and Care Workforce Collaborative in January, invitations have now been issued for our next event, the 'Grow Our Own Summit', taking place **9am – 13:30pm on Monday 8<sup>th</sup> October 2018 at the Museum of Science and Industry.**

This event will focus on our 'Grow Our Own' strategic priority and will involve key discussions and presentations on those areas where we are working together across Greater Manchester to grow our own workforce. It will build on the success of the first meeting in January; providing key updates, followed by interactive workshops.

The event is a valuable opportunity to receive updates on Greater Manchester-wide initiatives, as well as a chance for localities to share their experience and any best practice. Our workshops will then focus on gaining valuable input from all attendees on key areas where we have agreed to work collectively.

If you have not received an invitation, and would like to attend please email [gm.workforce@nhs.net](mailto:gm.workforce@nhs.net). Please note that places are limited and you may be asked to agree one attendee on your organisation's behalf.

## A plan for primary care

As part of the Greater Manchester Health and Social Care Workforce Programme, a Greater Manchester Primary Care Workforce Plan is currently in development to support the sustainability of the primary care system and ensure its workforce is able to support the move to provide more care in the community.

The workforce plan is being developed in partnership with primary care teams across the localities. Initial priorities include:

- Understanding the workforce composition and profile
- Establishing a multi-disciplinary workforce supporting new models of care
- Establishing and embedding new roles
- Redefining a career in primary care as a career of choice
- Organisational development and leadership development

We will continue to keep you updated on this programme of work, however if you would like to get more involved please email [gm.workforce@nhs.net](mailto:gm.workforce@nhs.net).

## Virtual Workforce Information System

A proposal has been approved by the Strategic Workforce Collaborative Board to develop a Virtual Workforce Information System. This will see the rapid development of a pilot of a single system that provides an overview of the shape and composition of the workforce within Local Care Organisations and Integrated Care Organisations. Manchester Local Care Organisation will be used

for the pilot, working closely with Bolton and Oldham localities. Once developed, this system will be rolled out to support all localities within the next 12 months. We will continue to keep you updated.

### Funding secured to support GP retention

We have secured £376k national funding to support a Greater Manchester GP Retention Scheme. The scheme aims to facilitate GPs to stay in the workforce; through promoting new ways of working and offering additional support. This will include increased flexibility for GPs, such as; GPs providing mentoring and clinical supervision, offering a portfolio model, working in an acute setting e.g. A&E streaming, providing clinical leadership into LCO developments and supporting clinical research, as well establishing a peer support network. The scheme will commence in September 2018.

### Supporting Allied Health Professionals to return to practice

Senior leaders, Practice Education Facilitators, Workforce Leads and AHP Service Managers from across Greater Manchester have been invited to attend a half day event taking place on Friday 21<sup>st</sup> September 2018 to find out more about how we can support more qualified Allied Health Professionals to return to practice (RTP). The event will explore the collaborative and organisational benefits of offering RTP, including financial incentives, and provide a chance to discuss how a Greater Manchester-wide approach to RTP could be shaped.

The event has been organised as part of the Workforce Collaborative's wider programme of work to support our AHP workforce which focuses on how we can ensure we have a sustainable AHP workforce and capitalise on the opportunities AHPs can provide to solve system challenges.

If you would like to find out more about the event or get more involved in the wider programme please email [gm.workforce@nhs.net](mailto:gm.workforce@nhs.net).

### In-depth report into social care sector

Last month we told you about an in-depth report we had commissioned from Skills for Care into attrition, recruitment and movement across and within the social care sector. Analysis was undertaken by locality, by role type and by both care homes and domiciliary care sectors to allow localities to see where the particular pressures are within their social care sector.

We have now received the initial findings of the report which identify that turnover across the sector as a whole is 24.3%, and this varies significantly by locality and by job role, with registered nurses and care workers showing the highest levels of turnover. Factors having an impact on turnover include age (younger workers are more likely to leave the sector), average hourly pay rates, Registered Managers being in place within care provider services, and care workers possessing relevant qualifications. Turnover is significantly higher during the first year of employment within social care, and the majority of recruitment is from within the sector. Vacancy rates also vary significantly by locality and by occupation, with the highest vacancy rates among social work roles, Registered Managers, and Registered Nurses.

The full report, will be shared with localities to assist in identifying and addressing local priorities emerging from the report, and will also be shared on the [Workforce Futures Centre](#) next month.

### 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](mailto:gm.workforce@nhs.net).