

Greater Manchester Health and Care Workforce Collaborative

UPDATE

September 2018



Continuous Service Commitment

We have worked with NHS organisations, Greater Manchester Fire and Rescue service, Transport for Greater Manchester and local councils to develop the Continuous Service Commitment, which has the support of 30+ public sector organisations.

This means staff can now keep their service related benefits, such as annual leave entitlement, sick pay and maternity schemes, when they move between a whole host of public sector organisations in Greater Manchester.

Continuous or 'unbroken' service has long been recognised when moving between local councils or between different NHS organisations, but this is the first time it's been recognised across different public sector employers.

The landmark commitment has been achieved as a result of partnership working between Greater Manchester's public sector employers and our trade union partners. It is an example of how we are using the opportunities of devolution to find better ways to recruit and retain high quality staff in our transforming public services.

The Commitment came into effect on **1st April 2018**, and will apply to all staff that move between any of the supporting organisations from this date. [Click here](#) to see the full list of organisations.

Over the course of the first year we will be evaluating the implementation of the commitment and assessing its impact.

Collaborative funding applications

Throughout the year the Collaborative Steering Group reviews funding applications for Greater Manchester-wide projects and initiatives aimed at addressing key workforce challenges. At the beginning of September the Steering Group approved a number of exciting applications, which will now begin to be progressed. These include; a Greater Manchester primary care career and recruitment event, funding to support the development of the mental health workforce programme, a project to support localities to gather primary care workforce data and scoping and production of a prototype of an online platform for the recruitment and retention of Personal Assistants (for people who employ their own staff through a personal budget – funded from either social care or health).

We will keep you updated on all of these projects – but if you have a particular interest in getting involved with anything, please email gm.workforce@nhs.net.

GM Way – Leadership event

This week we brought together system leaders from across the public sector in Greater Manchester to develop the 'GM Way' – our approach to public sector leadership. The session explored how we operate as a system, regardless of role, profession and organisation, to deliver seamless services to the citizens of Greater Manchester - maximising our assets with efficient use of resources. The session was opened by Andrew Foster, Chair of the Greater Manchester Strategic Workforce Collaborative Board and Chief Executive for Wrightington, Wigan and Leigh NHS Foundation Trust, and facilitated by Amazon Web Services, who were keen to support the event in their own time to share their expertise and help develop something innovative.

Challenging conversations explored opportunities including Greater Manchester leadership apprentice development, unifying principles, talent and reward. This was a great step forward in collaborating across multiple sectors, unpacking the leadership challenge to improve outcomes for our citizens.

We will evaluate the outcomes of the event, whilst continuing to engage with leaders at all levels and our front line staff to set out our approach to public sector leadership.

Cancer and Mental Health Workforce Plans

Following the submission and approval of the Greater Manchester Mental Health and Cancer Workforce Plans earlier this year, work continues with providers and commissioners to understand future workforce capacity.

Key pieces of work being taken forward and led by the Health Education England (HEE) team in Greater Manchester for the mental health programme include; continued support from HEE and NHS England to CCGs and IAPT providers around the IAPT trainee application process, exploring of utilisation of the WRaPT tool to support the development of workforce models and facilitating conversations which lead to targeted workforce interventions using the HEE STAR framework methodology

Meanwhile, while the workforce data remains a focus of discussion and attention with regards to cancer, HEE is putting in place support to move Cancer Alliances and systems onto considering key workforce interventions for the high priority/high risk areas.

Have you signed up to the Workforce Futures Centre?

In May we launched the Workforce Futures Centre, an online platform for the Greater Manchester Health and Care Workforce Collaborative. 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.

Over the summer we have been working our way around locality workforce groups to demonstrate use of the site and encourage locality engagement with it. If you have not set up your account, [click here](#) to get set up today.

Allied Health Professions in Greater Manchester: Shaping the Future

On Friday 30th November we will be hosting the first Greater Manchester-wide event to engage Allied Health Professions (AHPs) and senior leaders in the new AHP workforce programme and to begin the production of a Greater Manchester AHP workforce strategy.

Spaces are filling up quickly for this full day event, but if you are interested in attending, [click here](#) to register.

Grow Our Own Summit – FULLY BOOKED!

The next full meeting of the Workforce Collaborative, the Grow Our Own Summit, taking place on Monday 8th October is now fully booked.

Thank you to everyone who has booked their place. More information will be shared with you shortly. We are operating a reserve list, so if you haven't yet managed to book a place and are still interested in attending – please just drop an email to 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.