

Greater Manchester Health and Care Workforce Collaborative UPDATE

October 2018



Grow Our Own Summit

On Monday 8th October we held the second full meeting of the Workforce Collaborative at the Museum of Science and Industry. The event was attended by over 110 representatives from across Greater Manchester, with good representation from providers, local authorities, primary care, independent care providers and education providers. The event focussed on our Grow Our Own priority area and included programme updates, system best practice sharing from Rochdale Council around maximising the apprenticeship levy, Heywood, Middleton and Rochdale's Primary Care Academy and The Federation of Jewish Services who spoke about how they have tackled recruitment and retention challenges in the care sector. This was then followed by five different interactive workshops, around key 'grow our own' themes such as developing new career pathways, apprenticeships and growing a diverse and inclusive workforce.

We are in the process of gathering feedback from attendees to continue to shape our work going forward and also review the potential format for future events. Overall the thematic approach of focusing on one priority area worked well and we know many of you welcomed the broad range of organisations represented, and the system best practice session as an opportunity to find out more about the good work taking place across Greater Manchester. The next session, which is scheduled for February, will focus on our Filling Difficult Gaps priority, and we will be making sure we incorporate the lessons and feedback from October's summit for this event, including longer workshops. We are already looking for system best practice to be showcased at the event – please email gm.workforce@nhs.net if you have something you would be happy to share.

Supporting our working carers

Earlier this year we worked with working carers across Greater Manchester to create a best practice toolkit to help and encourage employers of all sectors and sizes across Greater Manchester to adopt supportive employment practices to support their working carers. We'd like to thank everyone who supported this work – through promotion of our working carers survey, to those partners who have helped with the development of the toolkit.

Today the Greater Manchester Working Carers Toolkit was provided to all Greater Manchester Health and Social Care Partnership organisations so they can begin to develop an action plan for supporting their working carers. We will be officially launching the toolkit on 30th November, to coincide with Carers Rights Day, and will be asking all Greater Manchester employers to use the toolkit to help them better support their carers.

If you would more information about the toolkit please email gm.workforce@nhs.net.

Workforce Race Equality

Over the last couple of months we have been reviewing the membership of our Workforce Race Equality Steering Group, which has been leading the work on developing an action plan following the commitment made by leaders in June to tackle race inequality in the workplace together. We have expanded the membership of this group to ensure we have good representation from across the public sector and the new group has now met several times. The group has developed a paper which is currently going through various governance structures. The paper sets out five key areas of work:

- Developing and then using Greater Manchester level data and metrics in regard to workforce race equality from both a qualitative and quantitative perspective
- Developing and sustaining organisational and system cultures which are truly diverse and inclusive
- Having visible senior leadership prepared to engage with the agenda and building a strong narrative for change
- Enabling recruitment and talent management systems to address the issues
- Sharing good practice and lessons learned across professions, organisations and localities.

The next step will be to secure a lead organisation to take forward the work on behalf of Greater Manchester. We will continue to keep you updated.

Guaranteed Employment Scheme

In his speech to NHS Providers last week, Mayor of Greater Manchester Andy Burnham set out the region's vision for a "Greater Manchester model" and outlined the 'unique opportunity' the city-region has to integrate health with all public services, such as early years, education, community safety, housing and employment. As part of this speech, he announced our plans for a guaranteed employment scheme for nurses that successfully complete their studies at one of the four Greater Manchester universities. The scheme will form part of a wider programme of work underway to improve the support in place for student and newly qualified nurses and sets out Greater Manchester's commitment to being *the* place to study and build a career as a nurse.

With support from providers and universities in place, we will be working together to develop the details of the scheme, working closely with students themselves. The scheme will be in place for students who begin their course in early 2019.

You can read the Mayor's full speech [here](#).

Celebrating Greater Manchester's Allied Health Professions

Did you know there are 14 different professions within the Allied Health Professions? Or that they are the third largest professional group in the NHS? They include roles such as paramedics, physiotherapists and dieticians. Monday 15th October marked the first national Allied Health Professions (AHPs) Day – an opportunity to celebrate the contributions of AHPs to our health and care services, and improve our understanding of the role they play. You can find out more about all 14 professions [here](#) or follow the Greater Manchester AHP Network on Twitter at @GM_AHP.

To mark the day, our Director of Workforce Janet Wilkinson shadowed an orthoptist at Royal Manchester Eye Hospital and will be sharing her experience on GMHSCP's website soon.

There are still places on our first Greater Manchester-wide event to engage Allied Health Professionals and senior leaders in the new AHP workforce programme and to begin the production of a Greater Manchester AHP workforce strategy. If you are interested in attending the event on Friday 30th November, [click here](#) to register.

Greater Manchester Employment Charter

Following consultation earlier in the year on what should be included in a charter, the draft Greater Manchester Employment Charter has now been issued by the GMCA for consultation. The consultation is available [here](#). We would encourage you and your organisation to review the Charter and give your feedback through the identified channels. We will be developing a Workforce Collaborative response, so if you could also send us either a copy of your individual response or other comments/ feedback via gm.workforce@nhs.net, that would be extremely helpful.

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.