

Greater Manchester Health and Care Workforce Collaborative **UPDATE**

August 2018



- **INVITATION: Working Together Across Public Services - Co-Production Workshops**
- **Allied Health Professions (AHP) in GM: September Event**
- **Teaching Care Homes Leadership Development Programme**
- **Flexible Working**
- **Our Pass - Your journey starts here**
- **Greater Manchester Good Employment Charter**

INVITATION: Working Together Across Public Services - Co-Production Workshops

As part of the recent developments to bring together a coherent Workforce and Leadership offer across Greater Manchester, you are invited to take part in one of four co-production workshops running across September.

The GMHSCP Organisational Development team have been working closely with Public Service Reform team colleagues at the GMCA, and North West Employers as the strategic lead for leadership to look at opportunities for our public service to work together across Greater Manchester – health, social care, local authorities, voluntary and community organisations, and our emergency services. A strategic proposition has been agreed with our senior leads across Greater Manchester, and we are co-producing an Implementation Plan which will look at how we collectively:

1. **Develop** a clear understanding of what makes a great public service leader in GM
2. **Deliver** GM-wide Leadership programmes running cross-sector
3. **Prioritise** areas of work that could be done once at GM-level for greater impact
4. **Create** consistency across locally delivered Workforce and Leadership programmes, and
5. **Establish** a unified programme, resourcing and governance arrangements for GM approaches to Workforce and Leadership developments.

You are invited to participate in one of four workshops running across September - contribute your ideas, input into the evolving plans, and help co-design the priorities and approaches that can be taken to realise these ambitions.

It is critical that we have involvement from as many people working across our GM public services as possible:

- Monday 9th September, 1.30pm - 4.30pm: Oldham Civic Centre
- Wednesday 18th September, 9.30am - 12.30pm: The Christie NHS Foundation Trust
- Friday 20th September, 9.30am - 12.30pm: GMFRS Training & Safety Centre, Bury
- Thursday 26th September, 9.30am - 12.30pm: GMP Training Centre, Sedgley Park
- Thursday 26th September, 1.30pm - 4.30pm: GMP Training Centre, Sedgley Park

Click the following link to indicate your potential availability for the above dates:

<https://doodle.com/poll/76mxwkkqnic7qxqs> – please add in your name AND email address. We will come back to you and confirm details for your workshop – you only need to attend one session. You are welcome to share this with colleagues across your organisations. We are hoping to have a good mix of colleagues at each session so that the discussions are as productive as possible.

If you have any questions please contact: john.herring@nhs.net or sheni.ravji-smith@nhs.net

Allied Health Professions (AHP) in GM Event: Setting the direction, celebrating progress – Wednesday 4th September 2019

Our second GMHSCP event focusing on Allied Health Professions is taking place on Wednesday 4th September in Manchester. This follows on from our 'Shaping the Future' event in November 2018 where we started to think about what our GM AHP strategy might look like.

The aims of the day are to: provide an update on GMHSCP transformation programmes and strategic workforce objectives, launch and showcase the GM AHP Strategy, and celebrate the achievements of the GM AHP workstreams

Speakers include:

- Suzanne Rastrick, Chief Allied Health Professions Officer, NHS England
- Jon Rouse, Chief Officer, GMHSCP
- Vicky Halliwell, Deputy Dean, School of Health and Society, University of Salford (GM AHP Workforce Group Chair)

This event would be particularly useful to GM AHPs in provider organisations in all settings, including primary and social care, as well as senior leaders responsible for AHPs in provider organisations and HEIs.

Lunch and refreshments will be provided. For any enquiries please contact Nicola Gough at: n.gough@nhs.net. To book your place please visit: <https://www.eventbrite.co.uk/e/ahps-in-greater-manchester-setting-the-direction-celebrating-progress-tickets-65245608371>

Teaching Care Homes Leadership Development Programme

In mid-July we launched a leadership programme for Registered Managers, Deputy Managers and other senior social care staff. The programme was developed to support the Teaching Care Homes Programme and has been extended to the wider adult social care sector, with 48 people from across seven localities on the cohort.

The programme aims to increase the confidence and competence of those in leadership and management positions in adult social care, enabling them to lead effective services and also to develop the next generation of talent. The programme will run until January 2020, with an evaluation taking place in March. It is anticipated that learning from the programme can inform the development of succession planning and aspiring manager development across adult social care in Greater Manchester.

Flexible Working

In March 2019, the Partnership engaged Timewise to work collaboratively with us in developing principles and an approach to flexible working. We have since established a steering group to help drive and implement this approach, delivering manager masterclasses in addition to a Flexible Working Workshop that was held on the 10th July. The workshop was attended by 45 people from multiple organisations including health, care, housing, local authority and transport. The event aimed to really inspire change and spread existing good practice from across GM by sharing case studies and promoting advocacy.

We learned that there is plenty of interest in flexible working and many organisations are already looking in to what they can do to become more flexible and agile employers. Since the July workshop, our Workforce Transformation Partner Ali Green, has been developing a Flexible Working Manager Toolkit to share the tools provided by Timewise and the principles developed by the steering group. This is still in its draft phase and was discussed with HR Directors at the Workforce Leadership Forum.

The project is generally at an early stage at GMHSCP and has initially focused on non-patient facing roles for flexible working. The Partnership understands the need to include patient facing roles in order to produce an effective, flexible workforce offer across GM. We understand that Timewise are themselves engaged in further improvement work for flexible working with patient facing roles and therefore anticipate greater opportunities for bringing this work together, to share our learning and encourage widespread adoption.

If you have any questions or contributions you'd like to make, please contact: alison.green45@nhs.net. An update is also included in the attachments below.

Education Transformation Alliance

HEE and the GM H&SCP previously set up a GM Education Transformation Subgroup, to report into the Strategic Workforce Collaborative Board to deal with the education elements. We are now looking to refresh and relaunch this group as the Education Transformation Alliance and would like to invite you to join us on our new venture. The Alliance will meet bi-monthly and our first meeting will be a workshop event on Monday 30th September, a diary invitation will follow this email.

The Education Transformation Alliance will bring together colleagues from health & social care and education across Greater Manchester. It will be a platform to share education transformation work streams to ensure there is a joined-up approach when identifying new roles that can support workforce development.

One key area of work will be the development of career pathways which will focus on and offer the local community vocational and academic opportunities. These pathways will begin at school level, progressing through colleges and HEI's whilst mapping the learners' journey from entry level into the GM health and social care system through to senior management, professional or chartered professional.

Our Pass - Your journey starts here

A brand new bus pass has been launched that will revolutionise the lives of youngsters across the city region. Our Pass is designed to transform the lives of young people living in Greater Manchester. Its concept is simple: a travel pass that gives 16-18 year olds free bus travel across Greater Manchester – making getting to college, into training and into work not only easy, but possible, for Greater Manchester's 16-18 year olds. Alongside, the pass brings with it other opportunities, ranging from tickets for sports and music events to high-street offers.

To apply, you must be a Greater Manchester resident and be aged at least 16 and under 18 on 31st August 2019. Your pass is valid until 31 August after your 18th birthday. Apply online at www.ourpass.co.uk or call 0300 323 0777. Applicants will need proof of age and address, a photo and a credit/debit card to pay the £10 admin fee.

Greater Manchester Good Employment Charter

A key priority for GMHSCP is our Employment Offer which is designed to benefit all members of the GM workforce involved in the delivery of public services. As part of this work, the Partnership has played an important role in the development of Greater Manchester's Good Employment Charter, led by the Mayor of Greater Manchester.

The Charter encourages and supports employers to develop good jobs, deliver opportunities for people to progress, and help employers in the city-region grow and succeed. By supporting the Charter and being part of the Supporters Network which launched in July, we are demonstrating our commitment to becoming one of the best places to live, work and play in the world. The launch was an incredibly well attended event with lots of interaction with employers, unions, workers, SMEs and more. Talks were given by a number of those involved in the development of the Charter as well as a Q&A session.

The Charter will be embedded in public procurement through the city region's social value framework – which gives additional weighting to bids delivering social value in procurement processes. Businesses receiving investment through the Greater Manchester Combined Authority's investment funds will also now be required to become Charter supporters. The three tiers of the Greater Manchester Good Employment Charter are:

Tier 1: Supporters - for those employers who support the aims of the Charter and Greater Manchester Strategy, but are not yet in a position to meet the requirements of accreditation.

Tier 2: Membership – requiring employers to demonstrate excellent practice in key characteristics of employment practice, these are:

1. Secure work
2. Flexible work
3. A real living wage
4. Workplace engagement & voice
5. Excellent recruitment practices & progression
6. Excellent people management
7. A productive & healthy workplace.

Tier 3: Advocates - employers who meet high standards in all the key employment characteristics to be Members, then go out to other employers to encourage them to raise employment standards and join the Charter process.

For more information visit: <https://www.greatermanchester-ca.gov.uk/what-we-do/economy/greater-manchester-good-employment-charter/>

If you have any questions or would like to know more about the Good Employment Charter and the Supporters Network, please email: goodwork@greatermanchester-ca.gov.uk

If you have any questions or require further information or resources, please email gm.workforce@nhs.net. You can also follow us on social media: on [Facebook](#) and [Twitter](#).