

# Greater Manchester Health and Care Workforce Collaborative UPDATE

October 2019



## Greater Manchester Health and Social Care Workforce Plan

In 2017 we produced the Greater Manchester Workforce Strategy, which was built from the 10 locality plans and identified four priority areas. Since then, we have been delivering the Greater Manchester workforce programme together. Over the last few months there have been several key publications, such as: [The Greater Manchester Model](#), [NHS Long Term Plan](#) and [Interim People Plan](#) and the [GMHSC Prospectus](#).

Taking these into consideration, we are developing the Greater Manchester's Health and Social Care Delivery Plan 2020-24. It sets out how we will implement the Health and Social Care Prospectus and the NHS Long Term Plan in Greater Manchester. We have drafted a workforce chapter for the Delivery Plan, it outlines our vision for the workforce, key workforce challenges and needs, as well as highlighting how we are meeting the requirements of the NHS Long Term Plan. Key sections are outlined below.

| A new operating model for workforce   | Make health and care the best place to work  | Improving leadership culture   | Addressing workforce shortages  | Delivering 21st century care  |
|---|--|--|---|---|
| <ul style="list-style-type: none"> <li>• GM Workforce Strategy</li> <li>• Workforce Collaborative structures and governance</li> <li>• MOU with HEE</li> <li>• Workforce planning</li> <li>• Workforce support to transformation themes e.g. primary care workforce strategy</li> </ul> | <ul style="list-style-type: none"> <li>• Continuous service commitment</li> <li>• Supporting the Employment Charter</li> <li>• Workforce Race Equality</li> <li>• Health and Care Champion Awards</li> <li>• Supporting working carers</li> <li>• Flexibility and wellbeing</li> </ul> | <ul style="list-style-type: none"> <li>• Working together across public services</li> <li>• BLFI (Building Leadership for Inclusion) pilot</li> <li>• GM Talent Board and community of practice</li> <li>• Registered Managers leadership programme</li> <li>• OD and ED&amp;I networks</li> </ul> | <ul style="list-style-type: none"> <li>• Addressing nursing shortages</li> <li>• Growing the medical workforce</li> <li>• Addressing shortages in primary care</li> <li>• Expanding and supporting the AHP workforce</li> <li>• Health and Social Care Careers hub</li> </ul> | <ul style="list-style-type: none"> <li>• Workforce Futures Centre</li> <li>• Virtual Workforce Information System</li> <li>• Building a digital ready workforce</li> <li>• Virtual reality programme</li> <li>• Apprenticeships</li> <li>• Non-Medical place-based tariff pilot</li> <li>• New roles</li> </ul> |

Greater Manchester's Health and Social Care Delivery Plan 2020-24 will be submitted nationally in November and next steps taken forward through the Workforce Collaborative Steering Group and Strategic Workforce Collaborative Board.

## Agreed funding allocations

Following confirmation of HEE funding, the Workforce Collaborative Steering Group and Strategic Workforce Collaborative Board have approved allocation of further funding to continue several targeted projects into 2020/21. These include continuation of:

- the GM PMO for Nursing, Midwifery and AHPs, to be hosted at Manchester University NHS Foundation Trust, to support development of a sustainable Nursing & Midwifery pipeline for Greater Manchester

- the roll out of virtual workforce information system (VWIS) to enable pilot localities to fully embed the tool which provides a visualisation of workforce data in Local Care Organisations

These projects support the delivery of the GM Workforce Strategy, the NHS Long Term Plan, Interim NHS People Plan and HEE investment priorities. We have targeted resource to areas of high challenge within the workforce agenda – addressing workforce shortages in nursing and AHPs; and integrated workforce planning. We will continue to provide updates on the work of these projects going forwards.

### **New Chair for Strategic Workforce Collaborative Board**

We would like to pass on our thanks to Andrew Foster, Chief Executive at Wrightington, Wigan and Leigh NHS Foundation Trust, for chairing our Strategic Workforce Collaborative Board for the last few years and wish him the best of luck in his retirement. We are pleased to welcome our new Chair, Karen James, Chief Executive at Tameside & Glossop Integrated Care NHS FT who will chair her first Board meeting in December. Welcome Karen!

### **Allied Health Professions Day**

Monday 14 October was the 2nd national annual AHPs Day, a social movement enables the 14 allied health professions to come together within services, organisations and regions. It is an opportunity to recognise the contribution of AHPs to patient care and population health, and a chance to get to know and celebrate our skills and achievements with fellow AHPs.

This year's event to showcase our careers resources and to recognise our careers ambassadors. was well attended by careers ambassadors and senior AHP and workforce representatives. The session focused on AHP careers promotion and introduced the group to resources available to them including our 'Routes into AHP' resource and VR equipment. The Mayor joined us to try out our VR kits and highlighted the important role of AHPs.

### **Apprenticeships update**

The Greater Manchester Apprenticeship Approach is the commitment from our public sector organisations to maximise their apprenticeship levy. We have now passed 6,000 GM public sector apprentices since its introduction. This figure includes new and existing staff, aged from 17 to 61 and from entry level 2 right through to (masters) level 7.

Latest figures suggest that nine of our public sector organisations are now hitting the 2.3% government target, and overall Greater Manchester averages are significantly better than the national. We have also recently launched the country's first digital matchmaking service which will make it easier to keep unspent levy funds in Greater Manchester. Almost £2million has already made available on this service to support apprenticeship training.

### **Working Carers Toolkit and support for working carers**

A toolkit has been co-designed with working carers to enable employers across Greater Manchester to support those employees who also provide care. The toolkit sets a baseline of expected standards and provides practical tools and templates, building on established good practice and regional and national research. To support adoption of the toolkit and support to working carers, we have signed up to a Greater Manchester-wide membership of Employers for Carers - all local authorities, NHS Trusts, the Combined Authority and SMEs across GM, will have access to resources to help them support their working carers. Pages will be hosted on the Employers for Carers website by each local authority, and all ten have now been developed and launched. Local Authorities will now be looking to promote free membership, and access to all these resources to SMEs within their locality

### **GM Winter Preparation Workshop: Friday 18 October**

This workshop is a key part of our winter preparations and will provide an opportunity for senior leaders from across the system and the North West Regional NHSI/E team to collectively review the preparatory work for winter that has been undertaken within localities and across Greater Manchester

## Awards

The GMHSCP Carers Programme is a finalist in the HSJ Awards 2019 under the 'System Led Support for Carers Award.' Winners will be announced on the 6 November. The **Working Carer Toolkit has also been shortlisted for the 2019 HPMA (North West) Awards** under the category 'We look after our people'. Winners will be announced on 28 November.

## Greater Manchester Workforce Race Equality

As part of Black History Month, we are launching (in partnership with Northern Care Alliance) three initiatives for public services to support our commitment to tackle workforce race equality across public services.

15 October: **Inclusive Libraries programme** launched in the People's History Museum. It aims to collect digital content to build a library of lived experience of Black, Asian and Minority Ethnic (BAME) people which can be used by public service organisation across Greater Manchester.

22nd October: **Launch of RECAP Programme** which is going to develop 60 people from across our public services in the next 18 months in a combination of equality and diversity and change management skills. Each participant will deliver a change programme in their organisation or across a locality, aimed at tackling workforce race equality.

28th October: **Launch of our mentoring offer** which looks at opportunities to mentor BAME staff to support their development and also reciprocal mentoring which connects senior leaders more closely with the lived experience and knowledge within their BAME workforce.

## GM Working Together

The workforce team have been looking at the opportunity to link up key areas of the workforce plan to ensure they are working across the whole of public services for Greater Manchester, supporting the GM Mayor's vision of a unified public service for Greater Manchester. The team ran five engagement workshops in September in Fire, Health, Local Authority and Police locations across GM and have also attended around 20 boards from across public services. The team identified a focus on Leadership, Talent, Culture, Good Employment, Equality and Diversity and Workforce Reform and are in the process of pulling together the feedback from all the sessions to present a final paper to senior leaders in November. The aim of this paper is to detail an implementation plan for the key areas identified to support public services across Greater Manchester move towards more unified leadership and workforce approaches and models.

## GM Health and Social Care Careers Hub

The Hub's aim is to improve the information and support available to those looking for career opportunities in the NHS in Greater Manchester. Last week (9 October) saw the first social care insight event was hosted by City Care Partnership. The event provided young learners with an opportunity to find out about the different elements of care provided to people with learning disabilities and was the first to be co-delivered with the service users. Since April 2019, the Hub has supported 69 careers events and 288 individual learners

Work has also begun on developing enhanced industry placements pilot to develop a GM wide infrastructure to support T-level qualifications in health and social care. Contact: [careers.hub@mft.nhs.uk](mailto:careers.hub@mft.nhs.uk) to discuss collaboration opportunities.

## Return to practice nursing campaign

A Greater Manchester-wide employer led Return to Practice model, in association with MMU, is in development with a pan-Greater Manchester training agreement and job description /specification agreed. Changes to University provision has meant that the start date has been put back to a May cohort. The PMO has commissioned a communication strategy with RCN /GMHSCP communications leads about the Return to Practice recruitment campaign to run in conjunction with

the national HEE 'We are Returning Nurses' Campaign Stakeholder Toolkit. The PMO are currently facilitating the development of case study videos from former Return to Practice students.

### **Virtual Reality schools project**

The aim of this project is to develop a co-ordinated education programme, delivered by professional educators to engage schools through a virtual reality environment which hopes to inspire and attract children and young people (5-18) to get into health and social care roles.

Through the design of interactive material, the power of virtual reality will bring children and young people's learning to life and will be aligned to the national education curriculum. A team has been commissioned to develop three proof of concept modules which will be designed with students and delivered across two pilot schools in Greater Manchester.

### **Workforce Futures Centre celebrates 1st birthday**

The [Workforce Futures Centre](#), an online platform for the Greater Manchester Health and Care Workforce Collaborative is celebrating its first birthday. To celebrate, localities are invited to design an infographic which best represents their locality. Send entries to: [gm.workforce@nhs.net](mailto:gm.workforce@nhs.net) by 30/11/19

### **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).