

## Greater Manchester Health and Care Workforce Collaborative Update – September 2020

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### Return of our monthly update

Our monthly Workforce Collaborative update was paused while members of the GM Workforce Team were redeployed to support the COVID response and much of our programme put on hold. Although this update hasn't been produced, the last six months have seen the Workforce Collaborative continue to work together and support our system's pandemic response. While it has been an incredibly challenging time from a workforce perspective, it has seen us work together to support one another and our workforce. From September, we will return to issuing a monthly update; to support our ongoing COVID response and collaborative working. If you have something you would like to share, please email [gm.workforce@nhs.net](mailto:gm.workforce@nhs.net).

### Our People Plan for Greater Manchester

In the Summer NHS England published the NHS People Plan for 2020/21. The plan sets out practical actions for employers and systems, as well as the actions that NHS England and NHS Improvement and Health Education England will take, over the remainder of 2020/21.

As a Greater Manchester level, our task is to interpret this to develop a system plan that supports our wider ambitions for workforce transformation, and ensure we go further to deliver it across health and care.

During the development process it emerged that what our system needs is greater than a system action plan running to March 2021, but rather a full refresh of our Workforce Strategy to reflect the new landscape in Greater Manchester; to support our COVID recovery and beyond. After discussion with workforce leaders and various governance meeting, this is exactly what we have decided to do.

**V 1.0 of Our People Plan for Greater Manchester** has been developed and is currently undergoing a period of initial engagement with key stakeholders, before a further round of engagement through October. Our ambition is that our plan will reflect what the system needs and will work in tandem with activity taking place at locality and organisation level – supporting our established subsidiarity approach.

A fundamental driver running throughout the plan is to look at the system as a whole. Our People Plan is for every member of our broad and diverse health and care workforce, paid and unpaid. Where possible, we remain committed to supporting the Greater Manchester model for public service.

Our People Plan has been included in this update for you to review and provide feedback. Please email any feedback to [gm.workforce@nhs.net](mailto:gm.workforce@nhs.net). The deadline for feedback in this first engagement round is 2 October 2020. We will continue to keep you updated.

### Workforce Collaborative Summit 2020

Our People Plan for Greater Manchester will form the focus of our upcoming summit. This year our Workforce Collaborative Summit will be held virtually over a period of two weeks in November. Between **9th – 20th November 2020** you will have the opportunity to attend a variety of talks, workshops and discussions around key workforce topics focussed on our People Plan and COVID recovery. More information on how to book on to this event will be shared soon. In the meantime, if you are interested in delivering a session please email [gm.workforce@nhs.net](mailto:gm.workforce@nhs.net).

### Update on Collaborative funded programmes

- Nursing, midwifery and AHP Programme  
During the last six months this programme has focused on how students could be deployed to support the system with the appropriate supervision and risk assessment. In total, over 2,500 nursing, midwifery and AHP students were deployed. They are now working closely with HEIs and HEE to increase the number of students starting education programmes, as well as working to maximise learning environment capacity and developing career pathways, including the expansion of nurses and AHPs in primary care. They also continue to support recruitment and retention of the Nursing Associate (NA) workforce for GM and there are now approximately 444 qualified NA's in a variety of sectors across GM with a further 521 apprentices in training.
- GM Health and Care Careers Hub  
At a recent update to our Steering Group the hub outlined their progress to date which has seen them directly support 1,053 learners, as well as 86 events and engaging with 190 GM schools. The hub's current focus is developing a strong online offer to engage with learners during the pandemic and to compliment face-to-face interactions once the restrictions are eased. They are also launching their new website shortly and working to expand their employability programme (more information on Step into Care below).
- Virtual Workforce Information System  
The Virtual Workforce Information System (VWIS) is an innovative project aiming to enable a whole system view of the Greater Manchester workforce; focusing on NHS Trusts, primary care (GP practices) and local authority. All Greater Manchester localities have now been invited to participate with VWIS and have received induction packs. The team have developed new ways of overcoming induction hurdles, including a clinic-style session to resolve any information governance concerns. Training manuals and guidance documents have also been created to ensure localities have a smooth VWIS journey. The project timeline has been updated to onboard the remaining providers by the end of year 2 (March 2021) and year 3 looks to increase scope, accuracy and granularity for the primary care workforce (proposal currently under consideration).
- Virtual Reality Schools programme  
A digital agency has now been appointed to work with Manchester Metropolitan University to develop an app which will include interactive games, augmented reality and virtual reality. The aim of the app is to encourage children, Key Stages 1-4, to consider a career in health and

care, whether that be in health and social care roles or support positions. This is done by offering realistic experiences from the point of view of a member of the health and care workforce. The app is currently in development.

### New projects

In August, Greater Manchester Health and Care People Board (formerly the Greater Manchester Health and Care Strategic Workforce Collaborative Board) granted funding for two additional system projects:

1. *One Workforce, One Model*: To build a place-based integrated workforce planning and development system to help establish local workforce requirements. This will support discussions to deliver workforce initiatives at locality level and help create better connections across health and care sectors.
2. *Virtual learning platform*: To create a digital environment with blended learning opportunities across health and care. The platform will map existing health and social care learning resources and IT infrastructure and develop an education framework to support localities to adopt a new model and deliver the learning requirements to achieve improved health outcomes for our communities.

### Other Greater Manchester initiatives

#### Step into Care

Greater Manchester Health and Social Care Partnership have been working in collaboration with our Health and Social Care Careers Hub and WEA (a voluntary sector adult learning provider) to develop a fully funded entry level work-based recruitment programme, with support from Skills for Care and the Department for Work and Pensions. This rolling programme, which launched in May 2020, is aimed at those people currently out of work and education who are interested in pursuing a long-term career in adult social care, and who would benefit from a distance-learning education programme to give them the basic skills to pursue a career in social care. The aim was to develop a programme that was sustainable and supported the sector through the COVID 19 pandemic.

Participants undertake a six-week accredited training programme that focuses on the theoretical elements of the care certificate and leads to a L2 Award in Introduction to Health and Social Care, as well as L1 awards in mental health and stress awareness. Successful participants then undertake a values-based interview for a work experience placement with social care providers, with the aim of recruitment into a vacancy.

Currently recruitment is taking place with a range of care homes and supported living providers and the team are in conversations to expand this to include home care and the PA workforce who provide health and social care and support through direct payments.

The programme has had some real initial success, with 20 participants from the initial cohorts now in permanent employment with social care providers, and 15 currently on placement. Programme 5 launched in September, and so far, 30 learners have enrolled onto the programme.

Evaluation of the programme is ongoing, with lots of positive early feedback, and this feedback continues to shape its development. For more information, please contact: [Sue.Wright@mft.nhs.uk](mailto:Sue.Wright@mft.nhs.uk).

## Greater Manchester Resilience Hub

The Greater Manchester Resilience Hub provides emotional wellbeing support to all health and care workers who live and/or work in Greater Manchester and may have been affected by COVID 19.

The team of qualified NHS mental health professionals are experienced in working with adults, young people and children. They offer help and support to health and care workers as well as their families for anyone who may have experienced stressful or traumatic events associated with COVID 19.

They offer a confidential wellbeing questionnaire for health and care workers, plus their families, to complete. This can be completed online, or with over the phone.

Staff can visit [penninecare.nhs.uk/c19screening](https://penninecare.nhs.uk/c19screening) for more information and to complete the confidential wellbeing questionnaire. Alternatively, they can call 03330 095 071 or email [gm.help@nhs.net](mailto:gm.help@nhs.net) for more information.

**A range of internal communication assets are available to organisations wishing to promote the Resilience Hub to their staff. Contact [louise.lewis17@nhs.net](mailto:louise.lewis17@nhs.net) for more information.**

## Latest HEE funded offers



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## Our People Plan for Greater Manchester



Our People Plan for  
Greater Manchester V

## A final note

This is a short note to say that Yvonne Rogers retires this month. We would like to wish her all the best in her retirement. Claire Rix will be covering Yvonne's role as Strategic Workforce Lead on a part time secondment over the next few months. Sue Howard will also be joining the Greater Manchester Health and Care Workforce Team as Programme Manager from November, on secondment from GM ARC (Applied Research Collaboration).