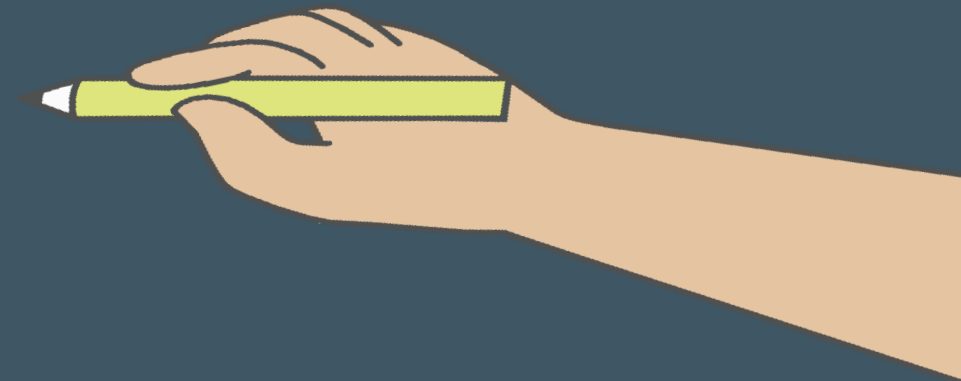


GM Workforce Bureau

April 2022

Prepared by

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Introduction

Engagement

Working in partnership with the System.

Oversight

Provide central strategic oversight

Assurance

Ensure staff are equipped with the skills, competencies

Access

Operate as a single point of access, connecting the system

Objectives and Aims:

- 1) Compliment existing model and workforce planning in community.
- 2) Promote national protocol and new ways of working.
- 3) Working with an array of workforce supply partners to support additional workforce within the system
.....
- 4) Work with system partners to provide workforce engagement, oversight and assurance across the Greater Manchester Integrated Care System
- 5) Develop a sustainable workforce to support better future planning and stabilisation across the system
- 6) Provide strategic and operational support to develop a GM Workforce Retention Plan

Stats & Figures March 2021 – 28th Feb 2022

A selection of key successes from the GM Workforce Bureau



5540
shifts deployed



184
sites supplied staff by GM WFB



138
of locations were School Sites



70%
Overall average fill rate.



55
Superusers trained



486
People trained over **21** specialist webinars to deliver Covid vaccinations
234 training BLS/ PBLs sessions
1530 individuals trained (Jan 21- Feb 22)



circa. **605**
Head count on the MVP bank



14
Sites supported by Military colleagues



2,153,883 1st doses
2,015,537 2nd doses
1,480,324 Boosters

540
Shifts deployed through Military colleagues



Surge Response

Dec21-Jan22 marked.
400% Shift request increase
From Avg. month Mar-Nov 21



Medical Support Workers

24 Employed across NW



- ✓ Pop Ups
- ✓ Outreach models
- ✓ Peripatetic Model
- ✓ Hard to Reach Communities
- ✓ Home Bound Teams
- ✓ 12-15YO cohort
- ✓ 5-11YO cohort
- ✓ Care Home Teams
- ✓ Third Party Delivery



- ✓ HM Prisons
- ✓ Surge planning and delivery
- ✓ Operations Excellence modelling
- ✓ National Protocol Model
- ✓ Upskilling of Staff
- ✓ Training and Competencies
- ✓ Rapid Response
- ✓ Military (MACA) Planning and Co-ordination

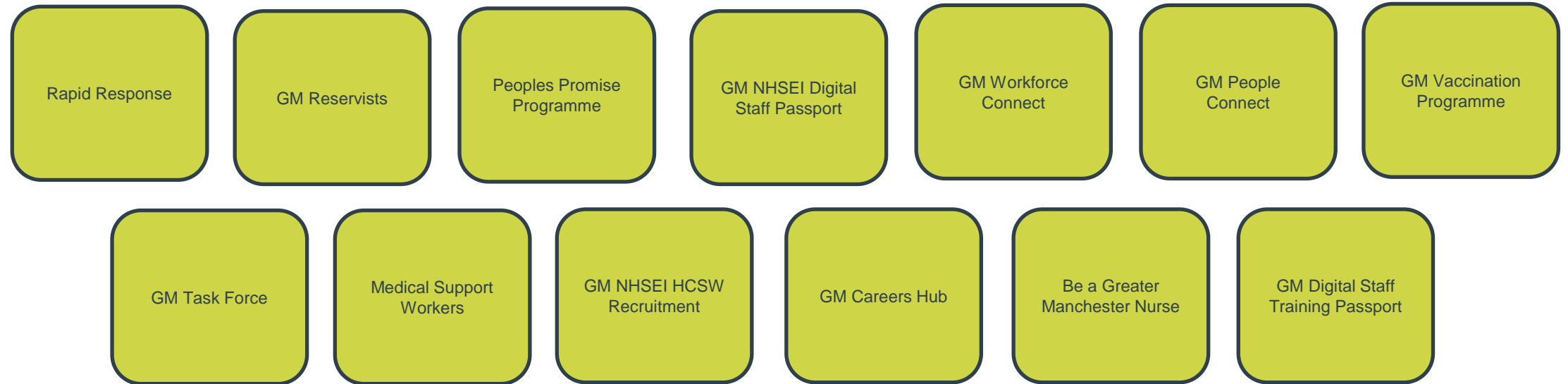


Health Awards Submissions

3 x HSJ Awards
3x HPMA Awards
1x Nursing Times Awards

GM Workforce Bureau development and wider Retention Plan

GM Wider Workforce Retention Plan



GM Access

Links to

Military

Primary Care
Transformation Team

Social Care

NHSP/ RVS / SJA

HEE

National Workforce
Team NHSEI

Region / NW People
Team NHSEI

GM Workforce Retention Plan Next Steps

**Greater
Manchester
Access**



NHS

GM Reserves



Design and Planning is under way for the wider GM Retention plan to support System workforce challenge in respect of:

- 1) Recent GM Staff Survey Results
- 2) Latest GM Model Health data
- 3) Alignment to the People Promise Exemplar programme; NHS People Plan; GM People Plan
- 4) Wider retention plan born from the GM Vaccination programme which cuts across the wider workforce programmes of Health and Well Being and OD.

**Greater
Manchester
Access**



<https://gmaccess.org.uk/>

Stage 1 Launch: December 2021

Stage 2 Development: February 2022 to May 2022

- Reformatting to aid useability in line with user feedback
- Working in collaboration with the Greater Manchester Nurses to host and incorporate their website into GM Access
- Additional areas of specificity for career development
- Work to incorporate areas of the GM Career Hub

Stage 3 Further Refinement: June 2022 and onwards

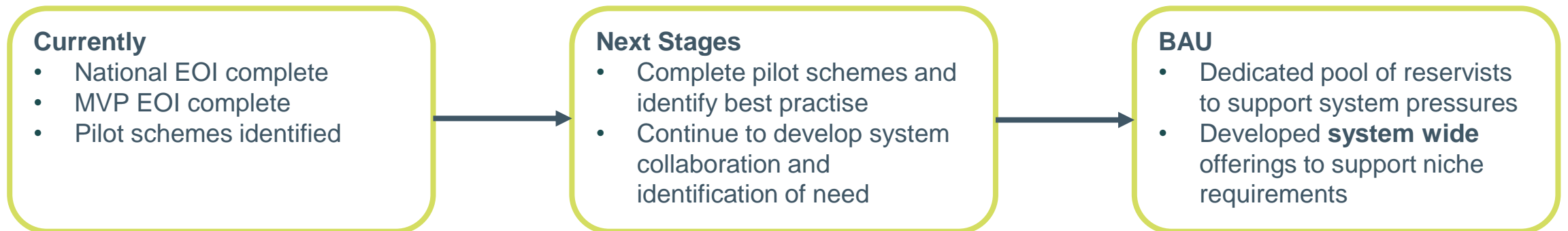
- Work alongside wider system to identify needs and opportunities
- Continue to develop offering to aid in wider retention





The programme aims to work in collaboration with system partners to:

- 1) Provide a whole system approach to support new ways of working
- 2) Develop a dedicated pool of people to supplement the Greater Manchester health and care workforce during periods of demand and complement existing local retention plans





The NHS People Promise Exemplar seeks to improve the experience of NHS people, ensuring they stay well in the NHS for longer.

The purpose

- To test the assumption that optimum delivery of all NHS People Promise interventions delivered in one place simultaneously can deliver improved staff experience and retention outcomes - beyond the sum of the individual components.
- 23 organisations identified nationally to test the assumption that optimum delivery of all NHS People Promise interventions, delivered in one place simultaneously, can lead to improved staff experience and retention outcomes - beyond the sum of the individual components.
- The GM People Promise sits within the wider GM Retention Plan

Preparation and Mobilisation

- Preparation in GM currently being undertaken to mobilise this piece of work.
- Early planning of GM Retention Programme produced in line with People Promise Exemplar and submitted to Region with the emphasis of this being an iterative piece.
 - ✓ GM Organisation: NCA
 - ✓ People Promise Manager appointed
 - ✓ People Promise ICS Lead in place
 - ✓ Engagement with NHSE/I Retention Lead and project life cycle initiation
 - ✓ Wider GM Retention Plan inclusion of People Promise Exemplar Programme
 - ✓ Review of the Model Health System and GM Staff Survey Results
 - ✓ Cross cutting themes identified in line with the GM People Plan