

GM Systematic Approach to Workforce Planning & Transformation Programme (OWOM/VWIS)

WORKFORCE TRANSFORMATION LOCALITY INVESTMENT FUNDING

Heywood Middleton and Rochdale

Stockport

Trafford

Manchester



LOCALITY	WORKFORCE TRANSFORMATION INVESTMENT	DELIVERABLES /STRATEGIC ALIGNMENT	FUNDING
HMR HEYWOOD MIDDLETON AND ROCHDALE	A project to expedite the development of a System Workforce Strategy and Integrated Workforce Plan to ensure there is a clear strategic vision for the Rochdale health and care workforce.	<p>Objectives:</p> <ul style="list-style-type: none"> To widen participation in the health and care workforce across the Rochdale borough Strengthen system leadership across HMR and identify, develop and deliver new roles for the future including blended roles and developing new roles in our neighbourhood teams whilst developing our anchor institution work To provide resources and engagement, education and development To support staff to work collaboratively and with other professions in a multi-disciplinary way to improve outcomes for the local population <p>Actions:</p> <ul style="list-style-type: none"> Complete GM Integrated Workforce Planning Training Locality sign up to VWIS Virtual Workforce Information System Develop and implement a System Workforce Strategy informed by locality workforce data gained from VWIS Undertake a joint recruitment approach for key roles Invest in career path opportunities to widen participation across the borough Development of leadership within each of the neighbourhood teams Ensure the health needs are known (linking with the Neighbourhood Programme) to plan the workforce required to meet the needs of the local population Support System Workforce Pressures, and embed a prevention workforce framework Engage with Schools and higher education to grow local talent and increase employability 	40K Contribution towards a Programme manager to deliver objectives Katie Gregg Appointed into this role
The actions described within the Workforce Transformation Activities align and connect to the workforce transformation enablers within the HEE STAR Tool: Supply, Upskilling, New Roles, New Ways of Working and Leadership, NHS People Plan and GM Systematic Approach to Workforce Planning & Transformation Programme (OWOM/VWS)			
STOCKPORT	The aim of the project is to work together as ONE System to build a resilient, valued and inclusive health and care workforce that promotes homegrown talent to create training and employment opportunities for local people and carers through a joint workforce plan.	<p>Objectives</p> <ul style="list-style-type: none"> To provide an inclusive employment experience for our colleagues from all backgrounds and communities. To provide local choices for training, education and career development. To improve the health and wellbeing of colleagues. To provide resources; culture and engagement; education and development. Support staff to work collaboratively with other professions in a multi-disciplinary way. <p>Actions:</p> <ul style="list-style-type: none"> Complete GM integrated Workforce Planning training. Establish a baseline of existing Human Resources & Occupational Development capacity, skills, and plans utilising the GM Integrated Workforce Planning training Develop and implement a Joint Workforce Strategy informed by locality workforce data from the Virtual Workforce Information System (VWIS) Focus on the ageing workforce Undertake a joint recruitment approach for key roles, Invest in career path opportunities, including for residents with additional needs such as care levels and young people with SEND. Recruitment to new roles in Primary Care Networks Launch a multi-professional leadership development programme Support teams to work collaboratively across professional and organisational boundaries to support residents Provide a shared training platform across the system Ensure our staff wellbeing programme is accessible and effective, Train all teams on supporting people with mental health issues, on cultural competence, and taking an asset-based approach Career Academy to deliver a Stockport Standard of Care, Engage with schools and higher education to grow local talent Introduce new ways of working, including agile, flexible, and digital, Focus on becoming best in class for equality, diversity, and inclusivity 	40K Contribution towards a Programme manager to deliver objectives Jonathan Greenstreet appointed into this role

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TRAFFORD	The project resource would support the further development of the Trafford Workforce Plan to ensure that we understand more fully the make-up and key trends of the integrated workforce to evidence where we target workforce development, interventions and sustainable workforce priorities .	<p>Objectives:</p> <ul style="list-style-type: none"> Recruitment /assignment of a resource with responsibility for workforce planning and analysis that supports our modernisation ambitions for enhancing health and care services to residents of Trafford and supports our ambitions to grow our own talent. Align our workforce priorities in the health and care system via the utilisation of the VWIS system which will enable a holistic view of resources to support our modernisation ambitions and neighbourhood workforce development. Create a shared and quantified understanding of current demand and consideration of future demand across the system. Clarification of the workforce sustainability plan priorities based on shared understanding of gaps in the health and care workforce through data. Identification of key interdependencies within and across the wider system, for example impact on external workforce needs; market development of the external care market and where we might need to influence developments in other services. Understand and assess the impact of COVID on workforce transformation Support the development of capabilities and capacity of the integrated workforce and feel more able to respond to need, through targeting relevant learning and development opportunities and specialist training. <p>Actions</p> <ul style="list-style-type: none"> A new operating model for our workforce aligned to the six pillars of reform which is flexible and so can respond to changing capacity, capability and needs. 'One workforce' concept built around a model of 21st century care, giving staff the freedom and time to focus on what's important and putting people at the centre of what we do. Improving our workforce data collection & increasing workforce diversity in line with Trafford's demographics Working together to create and embed new roles and career pathways as we transform our services and further through develop integrated models of care provided at home or in the community 	<p>40K</p> <p>Contribution towards project resource</p> <p>Tracey Sefton Project Lead</p> <p>Ann Hollis Workforce Planning Champion</p>
MANCHESTER	Developing and implementing integrated workforce planning within the LD (Learning Disabilities) service , using the GM integrated workforce planning model . This will be a pilot for integrated workforce planning for other services within the LCO. It will allow the LD service to shift from short-term operational planning and service delivery to a more long-term future proofed strategic service and contribute to workforce transformation .	<p>Objectives:</p> <ul style="list-style-type: none"> Undertaking this project supports two of the priorities within the GM People Plan. Implementing the GM integrated workforce planning model is core to the 'new ways of working and delivering care' priority. Building capabilities of the integrated workforce and developing new career paths supports the 'growing and training the workforce' priority <p>Actions:</p> <ul style="list-style-type: none"> Create a shared and quantified understanding of current demand and consideration of future demand, with connection to the supply enabler of the HEE Star. Clarification of the team offer based on above quantified understanding (eligibility is the current term but not particularly a strength based one). Co-produced response to modernisation of the workforce based on the quantified demand and explore different opportunities and initiatives for shaping the required workforce response. Identification of key interdependencies within and across the wider system, for example impact on in-house workforce needs; market development of the external market and where we might need to influence developments in other assessment services. Identification of the structure required to deliver integrated services and what this means in terms of roles required to support demand. This may result in new roles, which is a further enabler of the HEE Star. Support the ongoing systems work to enable integrated working. Understand and assess the impact of COVID on workforce transformation For those who use and access the integrated service to receive a more personalised service and experience less crisis in their lives, improving the individual experience of care. Identify what works well and what doesn't work well with integrated workforce planning, to provide input for developing our LCO strategy for broader integrated workforce planning. It will also serve as a case study of integrated workforce development that could be of benefit within the future ICS and other GM organisations. 	<p>40K</p> <p>Contribution towards Project Resource</p> <p>Jon Lenney / Liz Cundi Project contacts</p>

OWOM: WORKFORCE TRANSFORMATION INVESTMENT 2021/2022



2022 Locality Case Studies Available from 16th February 2023

Examples of LCO activities include:

- Locality Strategy Planning
- Reports, Presentations
- Workforce Planning Training
- Locality Events
- Collaboration and Shared Learning
- VWIS Workforce Data Intelligence
- Spread and Adoption
- Education Focus
- Future Opportunities



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