

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

November 2019



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Apprenticeships programme updates

The Greater Manchester Digital Levy Matchmaking service continues to grow, and we currently have **Levy gifting of £ 1,699,000 committed by levy donors**. There is 'over £400,000 agreed in transfers/gifting to date and 22 confirmed apprenticeship starts have been assisted via Levy transfer facilitated by the Levy match making service since launch'. This is the first scheme of its type in the country and helps ensure we keep as much Apprenticeship Levy funding as possible in GM.

'Look Beyond' has been announced as the theme for National Apprenticeship Week 2020 and will celebrate the diversity that apprentices bring to organisations. We will be celebrating our Greater Manchester Public Sector apprentices with an event for them on **Friday 7th February – 11am-3pm @ Greater Manchester Fire and Rescue Service**. More details will be available nearer the time.

Contact Philip.Pennill@greatermanchester-ca.gov.uk for further information.

Part-time PhD opportunities

Manchester Metropolitan University are offering a number of part-time PhD scholarships.

The Decent Work and Productivity Research Centre is advertising for up to four part-time PhD Scholarship students to do research on good employment issues in Greater Manchester, or in Adult Social Care (more widely). Details of these scholarships, including how to apply are contained in the link below:

See link below and circulate the details to organisations and individuals who may be interested, and who work in / are interested in areas pertinent to the study.

[Manchester Metropolitan University: Shaping Good employment in Greater Manchester on in Adult Social Care. Four part time PhD Scholarship Opportunities](#)

Teaching Care Homes

GMHSCP have developing a Teaching Care Homes model across Greater Manchester to positively impact the quality of care across the care home sector. A key component of the programme is workforce and through a model co-designed with care homes, and key stakeholders from across health, social care and education, we are testing innovative approaches to leadership development, succession planning, and to embedding a culture of continuous learning and improvement through reflective practice, coaching and sharing of expertise.

So far this has included:

- Building on last year's successful pilot registered manager leadership programme, and incorporating aspiring manager programme to address succession challenges
- Developing an Education Support Model in collaboration with MMU and Salford University which includes training in peer-assisted learning and coaching techniques, and rolling out and testing a best practice model (Excellence in Resident Centred Care) pioneered by Schlegel Villages in Canada, and adapting this to be UK specific

Early feedback on the workforce model, which started in September 2019, has been very positive, staff and managers involved in the programme indicated in November that this has started to impact positively on staff engagement, learning and development, as well as approaches to management and leadership, which in turn will support better outcomes for residents.

For more information contact jo.finnerty@nhs.net

Mental Health Workforce

Children and Young People's Mental Health Workforce Strategy

The Children and Young People's Mental Health Workforce Strategy was launched at a workshop in October, attended by multi- disciplinary teams with a focus on GM CAMHS services.

The 100 strong attendees contributed by setting out their priorities, issues and suggestions around: Wellbeing; Professional Development; Recruitment; Retention. This will be taken forward by the CAMHS Workforce Strategy Steering Group (WSSG) – next meeting 29/11/19

CAMHS colleagues have been invited to take part in working groups and contribute to the WSSG. The output will be developed by the WSSG to inform the agenda for the next CAMHS Workforce Strategy Event 09/03/20.

Mental Health Workforce Data

Mental Health Trusts have been participating in a series of workforce data collections which included HEE e-Workforce Tool and a local Baseline Mental Health Workforce requested by Greater Manchester Health and Social Care Partnership.

The findings will be used to support a refresh of the GM MH Strategy long-term plan ambitions, and to establish base line thus providing clearer understanding of the roles, structure and composition of teams delivering MH

services on each locality. This will underpin future Mental Health workforce strategy and provide accurate information for workforce planning.

For more information contact: coll.bell1@nhs.net

Be a Greater Manchester Nurse – Campaign Update

The '[Be a Greater Manchester Nurse](#)' campaign re-launched in September and ends at the end of this month, a further push with additional materials and promo being sent to and publicised by our healthcare organisations and our four GM universities.

The next phase is a focus on return to work nurses for the May university intake, there will potentially be a media plan in mid Jan.

The 2018 campaign was nationally recognised at the [Recruitment Marketing Awards](#) Ceremony in London on the 30th October.

Shortlisted for three awards, the campaign won 'Best Video' and the 'Grand Prix', the overall winner of the Award.

This recognition is a testament to everyone's hard work and input into recruiting more Nurses to Greater Manchester and inspiring a career in Nursing. Thank you all for your continued support and collaboration on this campaign. For more information: Caroline.Williams3@mft.nhs.uk

System Leadership Talent Management and Organisational Development

Greater Manchester Working Together

Following a busy few months in September and October the GM Working Together paper was presented to Jon Rouse, Eamon Boylan, Carolyn Wilkins and Karen James, which has been approved to be developed into a full programme plan. For more information contact: jackie.pratt1@nhs.net

Talent engagement and support

We have held Talent Management visits with senior leaders in all ten localities and also with organisations covering multiple localities (e.g. Northern Care Alliance, Manchester Foundation Trust, Pennine Care FT, Greater Manchester MH) to build on the baseline. Other engagement meetings held with wider public service including GM Police; GM Fire and Rescue, VCSE, Adult Social Care. We have also completed questionnaires to understand the talent baseline – final baseline report developed and signed off by GMHSCP Executive Board. From these activities we are exploring cross sector opportunities.

Cross system working

We are exploring cross sector coaching and mentoring opportunities between NWLA and ADASS. We're also looking and creating inclusive talent approaches with GM WRES steering group representatives. Support for launch of GM reciprocal mentoring programme across public services being led by NCA on behalf of the partnership.

Conversations taking place with the wider public service about how we look at talent management across a whole system and provide opportunities for cross system stretch assignments.

Leadership Academy: North Regional Talent Board

The North Regional Talent Board have opened nominations for aspirant 'ready now' Medical and Finance Directors to join the Aspire Together North Talent Pool.

Please support this nomination window through sharing this briefing note to contacts in your network/organisation.

For more information on the Leadership Academy: www.leadershipacademy.nhs.uk/aspiretogether/aspire-together-north-regional-talent-board/

For more information on the Finance Leaders National Talent Pool: www.futurefocusedfinance.nhs.uk/senior-talent-management/talent-pool

Events

Communities of Practice Flexible Working Workshop on 5/12/19

A reminder that there are still place available on the Communities of Practice Flexible Working Workshop on the 5 December at the Manchester Conference Centre between 9:30am and 12:00pm [Book your place here](#).

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](#).