

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



January 2020

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Workforce Collaborative Board

The Workforce Collaborative Board met on 17th December with the Board's new chair, Karen James Tameside and Glossop NHS Trust Chief Executive.

At the meeting there were three main topic areas:

- GM Working Together presented and the whole system approach was noted as ambitious but essential to enable small organisations within the system to access support, resources and expertise that will enabling whole system benefit.
- The Primary Care Workforce Programme were granted delegated authority to take the plan through the Primary Care Delivery Group to action, while maintaining monthly highlight reports for oversight by the GM SWC Board.
- Additionally, it was agreed that the GM Workforce Collaborative Steering Group will embed the activities identified from KMPG report and will incorporate them into the delivery plan for 2020/21. The Steering Group will hold responsibility of progression of the identified activities: enabling workforce productivity, preparing of implication of new models of care and preparing for technology shift.

GM Commissioning Academy 2020 – applications open for cohorts 5 and 6

Thinking of developing your integrated commissioning skills? Or considering this as part of your career path? Then make sure you look at this development programme providing an unmissable opportunity to bring commissioners from across our GM public services to investigate, innovate and connect better ways to work across more collaborative, integrated approaches.

Deadline for completed forms is midnight, Friday, 7 February 2020. If you have any questions, or to submit your application form, contact Alison Bali - a.bali@nhs.net

Shifting power to our people: training and development resources to help us improve the lives of our communities

Public Services across Greater Manchester are on a journey to sharing power with the people and communities we serve. Our success depends on confident individuals and communities having the power and tools to shape their own neighbourhoods (The Greater Manchester Strategy "Our People, Our Place").

To build strong trusting relationships with local people and communities we need to think about how we all behave, our skills, what power we have and how we used it. We have worked across Greater Manchester, with the New NHS Alliance to develop some resources to support this change.

The narrative card deck developed sets out a vision of what it will be like when power has shifted and what our destination could look like for our stakeholders. It suggests some of the ways system and community leaders can work to shift power and provides examples of what Greater Manchester and each locality has already achieved.

The card deck contains a variety of tasks, each designed to prompt us to reflect and act. The cards were designed to support the work of neighbourhood multi-disciplinary team leaders but can be used in a range of settings. They can be used by individuals, in support and supervision sessions, or in group meetings. To find out more contact: annette.cloherty@nhs.net or visit the [Workforce Futures Centre website and go to GM Working Together and select Shifting Power.](#)

Apprenticeships

Here are some of the latest figures from the Apprenticeship programme:

- We currently have Levy gifting of over £2 million committed by registered levy donors.
- Over £750,000 agreed in transfers/gifting to date and 41 confirmed apprenticeship starts with further in progress. All have been assisted via levy transfer facilitated by the levy match making service since launch.

The Primary Care Workforce Strategy

At the GM Workforce Collaborative Board in December 2019, the Primary Care Workforce strategy was ratified. Several areas of feedback received from HR Directors have been incorporated into the Strategy and underpinning implementation plan. The strategy has now been socialised with key boards and stakeholder groups with all feedback considered and incorporated. The strategy and plan are will be delivered through the Primary Care Strategy Implementation Group and the monthly Primary Care Workforce Core Steering Group. Regular updates will be provided. For more information and full details of priority areas, contact andrea.anderson2@nhs.net

AHP

The first meeting of the GM AHP Council went ahead in mid-January. The AHP council was established to deliver the AHP strategy for GM and to provide a single point of access for GM AHP leadership, expertise and local intelligence. The council is comprised of senior AHP partners in provider organisations and higher education institutions. It will build on the work of and replace the GM AHP Workforce Group, in continuing to support the delivery of the GM workforce priorities. The Council's key aim is to deliver the GM AHP strategy, provide AHP advice and leadership to GM. It will provide an AHP perspective and contribution, ensuring that this diverse group of professions is integral to decision making in GM by providing appropriate AHP representation in relevant GM work streams.

Psychological Safety in the Workplace

Share your thoughts in this 10-minute [survey](#)

Designed to understand how psychologically safe you feel as an individual within your team, and workplace. This includes the environment that your team leader creates, the beliefs that you hold about your team, and finally the behaviours that you see within the teams you work with.

This survey is being sent across Greater Manchester to all those working across our public services. Responses will be invaluable to our research and will inform the work we do to support staff in Greater Manchester. Responses will be fully confidential; they cannot be seen by any members of your team or management and cannot be attributable to any individuals.

If you would like to be involved in the next phase of the work, and take part in any future discreet focus groups, please email your name and preferred contact details to patti.turfrey@wwl.nhs.uk.

The survey closes on Friday 21st February

EVENTS

Apprenticeships: BAME Workshops

As part of the GM BAME Apprenticeship Project and the Department for Education Five Cities Project, Greater Manchester Combined Authority is working to understand why the number of Black, Asian and Minority Ethnic (BAME) individuals in apprenticeships is lower than the number of BAME individuals in other types of employment, but to do this we need your help.

We are running a number of small, informal workshops across Greater Manchester with BAME apprentices to understand why they chose to do an apprenticeship, to help us improve the diversity of Greater Manchester's apprentices.

Please share this invitation and date with your apprentices that may be interested in taking part

[Rochdale, 3 February 2020](#)

National Apprenticeship Week, 3-7 February 2020

We are hosting an event celebrating Public Sector Apprentices during National Apprenticeship Week. Our event is on Friday 7th February – 10am-3pm @ Greater Manchester Fire and Rescue Service Training Centre Cassidy Close Manchester M4 5HU. [Book your place](#)*
Andy Burnham, Mayor of Greater Manchester, and Jim Wallace, Chief Fire Officer will be coming to say a few words. *Places are limited to five per organisation, at least four should be apprentices.

Sharing and Learning from Best Practice in LGBT Health

13 March 2020 9:30am – 5:30pm, Science and Industry Museum, Manchester

This is a national learning event taking place in Manchester, to share best practice in reducing health inequalities for LGBT people across the NHS, social care and voluntary sector. Participants will take away practical solutions to addressing LGBT health inequalities locally and there will be opportunities for networking. [Book your place here](#)

GM Children and Young People's Mental Health Workforce Development Plan

Following on from the workforce event in October, two groups have been set up to help take practical steps to improving the experience of working across GM. We would really appreciate your expertise and experience to support our work. These initial sessions will help shape how groups will run, the contents, how often we meet and where. Ongoing sessions will hope to support practical steps to workforce issues across GM. These groups will feed into the GM CYPMH Workforce Steering Group to put things into action.

Recruitment and New Roles: Recruitment from outside of GM, into GM and the development of new roles

Friday 7th Feb at 930am-11am at Pathology Seminar Room, Trafford Pathology Seminar Room, Trafford General Hospital, Moorside Road, Urmston, Manchester, Greater Manchester, M41 5SL

Looking After Our Own: Developing supervision and leadership frameworks, CPD training opportunities and developing wellbeing offers

Friday 21st February at 930-11am at Seminar Room 2, Postgraduate Centre, Manchester University NHS FT, Oxford Road Campus, Manchester M13 9WL

If you wish to attend or would like more information, please contact Lucy Galvin, Assistant Psychologist for GM CYPMH Workforce: lucy.galvin@mft.nhs.uk

If you would like to get in touch or ask for more information on anything in this update please email gm.workforce@nhs.net.