

Greater Manchester Health and Care Workforce Collaborative

UPDATE



February 2020

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What next for the Workforce Collaborative?

The Workforce Collaborative Board met on 20th February and one of the main topics of discussion was the future of the Workforce Collaborative after funding was confirmed for the core team to support the work of the Collaborative for 2020/21.

The Collaborative was established in 2017 and in that time by working together we have been able to deliver improvements to the way we work, as well as sharing best practice and resources. The landscape has changed significantly since 2017 and it is important to use this valuable opportunity to refocus, to understand how we navigate the various agendas and make sure we're delivering for Greater Manchester. As part of this work, we have had discussions with our Steering Group, Workforce Leaders and our Workforce Engagement Forum.

The Board discussed the priorities for the Collaborative with consideration of the final NHS People Plan which is due to be published soon, as well as Greater Manchester's unique position as an advance integrated care system and the region's ambition to improve partnership working across public services. The Board agreed that our priorities should be aligned to the People Plan, with recognition that our work applies to health AND care, and in areas such as Workforce Race Equality, the Collaborative provides support across public services.

With these priorities approved, the next step will be to develop a business plan for 2020/21 to set out what the Collaborative is going to deliver.

National Apprenticeship Week

We celebrated National Apprenticeship Week 2020 with lots of activity all over Greater Manchester. The culmination was a fantastic event celebrating our public sector apprentices on Friday 7th February. In total 99 apprentices attended from 18 different public sector organisations. There was excellent feedback from the apprentices and several suggestions about how their experience could be improved, which has been fed back into the public sector apprenticeship network.

Earlier this month also saw the Mayor launch [GMACS](#), the Greater Manchester Apprenticeship and Careers Service, which is a unique careers and apprenticeship service for young people in Greater Manchester. From Year 7 through to becoming an adult, young people will have access to a range of useful tools to help them build their skills, search and apply for opportunities with businesses and apprenticeships, as well as for college and post-16 courses. All secondary schools and colleges in Greater Manchester are being encouraged to sign up to GMACS to allow their students to benefit from the new site, where everything – from details of apprenticeships, careers advice and plans, and even a personality quiz to help young people decide a career – can be easily accessed in one place. More information can be found here: www.gmacs.co.uk.

Blended Roles Trail Blazer Pilot

The Greater Manchester Blended Roles trailblazer pilot explored how we can work in a more integrated way across health and social care at a neighbourhood level, for the benefit of residents and the workforce. The pilot brought together the local authority, district nurse teams and the independent home care providers to help address workforce challenges, whilst improving continuity of care, communication across services, reduce delays in care and to ensure district nurses were able to focus on more complex cases.

The pilot saw home care workers supported to make timely care interventions after receiving training in particular healthcare tasks tailored to the person receiving care and support. The pilot ran for a six month period and through an integrated approach to developing solutions and implementing these at a neighbourhood level, significant improvements emerged that included more joined up care, more timely interventions, improved staff moral and district nurse time freed up for more complex cases. This has now been expanded to incorporate work that had also been piloted around person centred care and support and this combined approach is now being rolled out across all four neighbourhoods in Tameside. Other localities are now looking to adopt this approach, with Bury aiming to launch in spring. A toolkit has been created to support roll out in other localities and includes: conditions for readiness, templates and guides for action planning and a step by step approach from development of an implementation team, to scaling up the initiative. For more information please email gm.workforce@nhs.net.

RECAP Programme

As part of the cross-public sector approach to tackling workforce race equality in Greater Manchester, the first cohort of the Race Equality Change Agents Programme started at the beginning of the year. The cohort includes 30 participants from 22 different public sector organisations and includes managers and frontline staff. RECAP is an exciting opportunity to support individuals and organisations to champion action to tackle race inequality. Participants will be supported to deliver projects within their organisation and their experience and lessons learned will be shared across the programme and the Workforce Collaborative. The programme will run for a year, with a second cohort starting in August. For more information please email gm.workforce@nhs.net.

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.