

HPMA Roadshow

22nd June 2018

Leading the Workforce change locally

Andrew Foster, Chief Executive, Wrightington, Wigan and
Leigh NHS Trust

Paula Roles, Strategic Workforce/HR Lead, Healthier Lancashire
and South Cumbria

Christine Samosa, Strategic Workforce Lead for the Health and
Care Partnership in Cheshire and Merseyside

Yvonne Rogers, Strategic Workforce Lead, Greater Manchester
Health and Social Care Partnership

Here we are again



The challenges we all face

- A workforce crisis
 - Numbers
 - Funding for CPD
 - Workload
 - Morale
- And.....
 - Ageing workforce
 - Integration with social care
 - Brexit

The GM Workforce Programme 2017

Strategy, planning and architecture

- **Developing a comprehensive Workforce Strategy:** setting out the priority areas of the GM workforce programme
- **Supporting localities in improving and implementing their Locality Workforce Plans:** that are practical, implementable and address strategic challenges.
- **Establishing the GM Workforce Collaborative:** bringing together stakeholders across GM

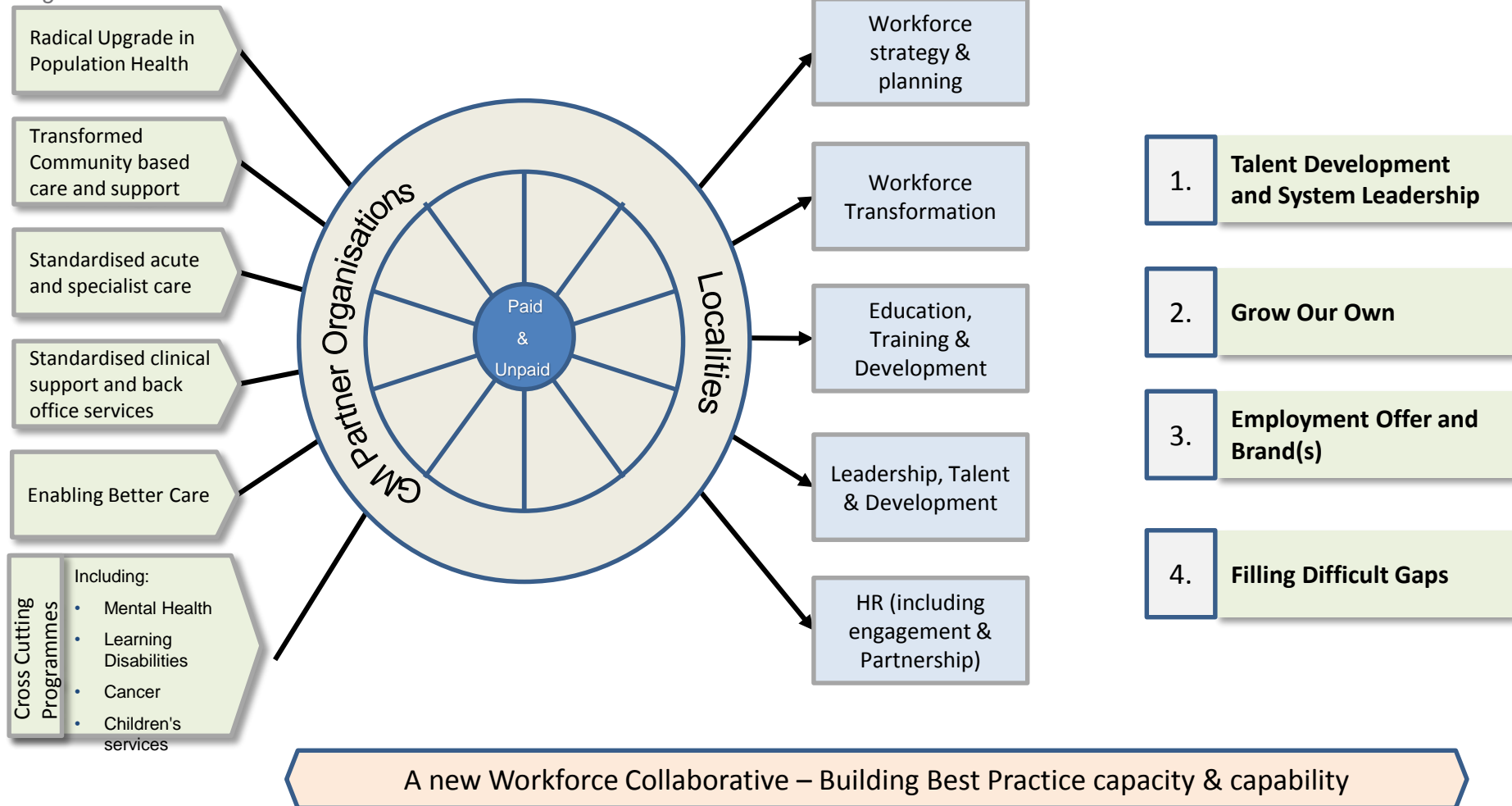
How the strategy was developed

Key GM transformation themes & cross cutting Programmes

The locality & GM level plans

key messages

strategic priorities



Greater Manchester Workforce Collaborative

GM Strategic Workforce Collaborative Board



Health Education England

Greater Manchester Health and Social Care Partnership

Achievements to date

- £1million GM **funding** plus £1million from HEE in 17/18
- Labour **market intelligence** report on GM health & social care
- A public-sector wide GM **OD network**
- A '**Leaders Summit**' for over 300 GM Health and Care leaders
- **Joint HRDs** Forum for health and local authorities
- Development of a GM Workforce **Race Equality Strategy**
- **Continuity of Service** Protocol
- GM Health and Care **Champion Awards**
- **Workforce Collaborative** attended by over 100 stakeholders
- **Workforce Futures Centre** – website of information and resources

Our plan for 2018

- Integrated **Careers Hub** for health and care
- Establishment of a **GM Talent Board**
- GM Health and Care **Champion Awards**
- Flagship health and care **apprenticeship programmes**
- **Toolkit for carers** in employment
- GM **nursing recruitment campaign**
- GM **employment brand** and offer
- Developing solutions for **hard to fill gaps**
- GM workforce **race equality action plan**

Overseas Doctors

- Learn, Earn and Return; trainees pay £35,000 for the course
- Full time middle grades; ST 3/4 in year 1; ST 4/5 in year 2
- Saturday training Edge Hill and Wrightington
- Very low attrition rate through concentration on pastoral care
- A solution to the growing Middle Grade Gap
- 14 years as a worthy but small project; intake of 20 pa;
 - 2016 intake 38
 - 2017 intake 58
 - 2018 offers made 300; expected intake 125
- Successful campaign to overturn Home Office visa cap

The GM Advantage

- Integrated governance framework for health and social care – The GM H&SC Partnership
- £450 Transformation Fund
- GM Mayor
- GM Workforce Collaborative – engagement and networks
- MoU with Health Education England
- The ability to JFDI

The importance of looking carefully



Questions for the panel