

# Greater Manchester Health and Care People Plan: System Delivery 2021-22

This plan outlines the People actions to be prioritised at system level to support our Greater Manchester health and care services over the coming year. It will remain under regular review to ensure it continues to be responsive to the urgent needs of the health and care system and prioritised accordingly.

## People Plan priorities

### Looking after our people

### Belonging in the health and care system

### New ways of working and delivering care

### Growing and training the workforce

## Actions for 2020-21

- Improve access to health and wellbeing support across the system
- Delivery of Greater Manchester-wide health and care awards
- Targeted support for our GP workforce; from qualification to leadership development
- Improve support to working carers through resource sharing

- Delivery of GM public service workforce race equality five-point action plan
- Development and delivery of Black Cultural Awareness Programme in primary care
- Improve the learning environment experience for ethnic minority learners for all non-medical placements
- Targeted action to promote use of bank staff across the system

- Develop a GM integrated workforce planning solution under the One Workforce, One Model Programme
- Continue delivery of the Virtual Integrated Workforce Information system
- Continue to support to international recruitment across the whole system in an ethical way
- Promote the development of neighbourhood based integrated health and social care roles
- Establish community workforce leadership group & dedicated PCN development support

- Targeted support for AHPs: promoting their roles and supporting their development
- Develop nurse and AHP career pathways in primary care
- Support the development of the People function within the new GM ICS and support those people impacted by this work
- Support GM participation in wave two of the digital staff passport
- Share and support the cascade of sustainable talent pipeline approaches across system
- Deliver a system-wide cancer academy model

- Support localities to access additional workforce for the delivery of their vaccination activities across primary care via the GM Workforce Bureau
- Targeted support to develop skills and talent within social care and VCSE sector
- Delivery of the virtual reality schools programme
- Develop careers platforms in social care
- Increase the number and quality of learning environments and supervision available
- Utilise the Greater Manchester Health and Care Careers Hub to grow our workforce
- Develop action plan for delivery of GM Virtual Learning Platform
- Develop a sustainable GM pipeline information system for nursing
- Develop an in-reach preceptorship programme that supports retention of nursing, midwifery and AHP learners

### Cross-cutters:

- Work with colleagues to coordinate collaboration across the system
- Programme and infrastructure support for the Workforce Collaborative and GM Health and Care People Board
- Work closely with HEE team and NHSE/I colleagues to align short, medium, and long-term workforce transformation programmes
- Coordinate GM Communities of Practice: to focus on supporting the system at this challenging
- Coordinate allocation of HEE workforce development funding across GM
- Delivery of virtual workforce summits and further workshops to share best practice and learning
- Work with partners to deliver system priorities in urgent and emergency care, mental health and cancer, amongst others

## Benefits and outcomes

- Improve staff well-being, morale, diversity & safety at all levels
- Reduce sickness and improve retention
- Improve patient care, experience and choice
- Increase capacity within the system
- Establish health and care as a career of choice in the region
- Greater joined up workforce planning
- Increase the visibility of the workforce agenda
- Develop a strong learning culture
- Share best practice across the system
- Improve effective senior leadership
- Attract new talent and skills into the system
- Improve equity of opportunity and experience for our workforce
- Reduce staff costs across the system
- Identify skills gaps to enable succession planning
- Support creation and movement of a more flexible mobile workforce