Meeting: Locality Board			
Meeting Date	3rd July 2023	**Action**	Receive
Item No.		**Confidential**	No
Title	Workforce update		
Presented By	Kath Wynne - Jones		
Author	Kath Wynne Jones/Kat Sowden, SRO Workforce		
Clinical Lead	n/a		

Executive Summary
Update on ongoing programmes of work within Workforce workstream – OD and workforce strategy development

Recommendations
For information

OUTCOME REQUIRED *(Please Indicate)*	**Approval** ☐	**Assurance** ☐	**Discussion** ☐	**Information** ☒
APPROVAL ONLY; (please indicate) whether this is required from the pooled (S75) budget or non-pooled budget	**Pooled Budget** ☐	**Non-Pooled Budget** ☐		

Links to Strategic Objectives	
SO1 - To support the Borough through a robust emergency response to the Covid-19 pandemic.	☐
SO2 - To deliver our role in the Bury 2030 local industrial strategy priorities and recovery.	☐
SO3 - To deliver improved outcomes through a programme of transformation to establish the capabilities required to deliver the 2030 vision.	☒
SO4 - To secure financial sustainability through the delivery of the agreed budget strategy.	☐
Does this report seek to address any of the risks included on the NHS GM Assurance Framework?	☐

Implications

Implications						
Are there any quality, safeguarding or patient experience implications?	Yes	☐	No	☐	N/A	☒
Has any engagement (clinical, stakeholder or public/patient) been undertaken in relation to this report?	Yes	☒	No	☐	N/A	☐
Have any departments/organisations who will be affected been consulted ?	Yes	☐	No	☐	N/A	☒
Are there any conflicts of interest arising from the proposal or decision being requested?	Yes	☐	No	☐	N/A	☒
Are there any financial Implications?	Yes	☐	No	☐	N/A	☒
Is an Equality, Privacy or Quality Impact Assessment required?	Yes	☐	No	☐	N/A	☒
If yes, has an Equality, Privacy or Quality Impact Assessment been completed?	Yes	☐	No	☐	N/A	☐

If yes, please give details below:

If no, please detail below the reason for not completing an Equality, Privacy or Quality Impact Assessment:

Not required. Report for information only. Due process will be followed when workforce strategy is completed

Are there any associated risks including Conflicts of Interest?	Yes	☐	No	☐	N/A	☒
Are the risks on the NHS GM risk register?	Yes	☐	No	☐	N/A	☒

Governance and Reporting

Meeting	Date	Outcome
Strategic Workforce Group	01/05/2023	Update only on developing workforce strategy

Workforce Update

1. Introduction

1.1. This paper provides an update on ongoing workforce initiatives including system wide organisation development and producing the Bury workforce strategy

2. Background

Following the launch of the Greater Manchester People and Culture Strategy on 9th March 2023, Bury is required to produce a system wide workforce strategy aligned with the GM document bespoke to Bury locality

2.1. Workforce workstream continues to support the transformation programmes as an enabler. The workforce hub enables delivery of system wide OD programmes, system wide national training initiatives and locality based ethnography and strength based training.

2.2. The Bury Workforce Team are facilitating the development of a Bury Workforce Strategy based around the five priorities of the GM strategy:

1.2.1. Workforce Integration
1.2.2. Good Employment
1.2.3. Workforce Wellbeing
1.2.4. Addressing Inequalities
1.2.5. Growing and Developing our Workforce

3. Workforce update

3.1 A workforce workshop is scheduled for 6th July to progess the workforce priorities, agreeing the key outcomes, metrics, actions and workstream representation to progress the priorities, prior to presentation at the Strategic Workforce Group and subsequently the IDC board. Once the strategy is completed, it will be submitted to Greater Manchester People Committee by Kat Sowden, SRO for Workforce on behalf of the locality. It is anticipated that this will occur by the end of August 2023.

3.2 The workshop has been designed to take account of the financial pressures being faced across GM and prioritisation of actions will include a consideration of the financial benefit which each can contribute. There will also be a reminder of the financial context as part of the workshop to enable people to appreciate the wider operating environment.

3.3 A development programme has commenced to support the SROs and Clinical Leaders for the transformation programmes and enabling functions in clarifying roles and responsibilities and understanding support/development requirements. This session was also design to support the SROs to understand the requirements to undertake a baselines assessment of their programmes, identify their key priorities and metrics. The next event will occur on 5th July 2023

3.4 The workforce hub continues to support the transformation programmes providing expert HR knowledge, advice and guidance including the diagnosis, design and delivery of a number of OD programmes system wide. A number of programmes are currently being supported with key session design and delivery to support the West Neighbourhood Plan Priorities in determining improvement areas for Trauma/ACES services. Also an Independent Provider event (approx. 30 attended) was delivered in partnership with UTS and Bury MBC on the 18th May to identify collective workforce challenges which impact on the provision of their service delivery in the system. The next step is to

propose/implement collaborative support offers to assist the Providers in addressing their workforce challenges. Currently progressing through Bury MBC processes.

3.5   A system wide promotional/ recruitment event for entry level health and social care practitioners will take place in September 2023. A generic health and social care employment event scheduled for 5th July 2023 in Bury Town Hall will promote careers in all disciplines.

4   Associated Risks

4.1   Reduction in workforce hub resources by 1 WTE (FTC ending in August 2023) plus current 1WTE vacancy (progressing via NCA governance arrangements) with remaining 1 WTE postholder supporting the workforce requirements with support from AD of Workforce.
4.1.1   Increased requirements for support from transformation programmes.
4.1.2   Specific requirement for dedicated resource to support system wide Oliver McGowan training.
4.1.3   Delivery against the commitment to take a more distributed leadership approach.
4.1.4   Availability of workforce data across the system to monitor impact and outcomes.

5   Recommendations

5.1   For information only at this stage.

6   Actions Required

6.1.1   To continue to encourage commitment to the workforce programme from partner organisations and active engagement with a more distributed leadership approach.

Kat Sowden/Kath Wynne-Jones
June 2023