

GM WORKFORCE COLLABORATIVE FLEXIBLE WORKING – THE CONTEXT

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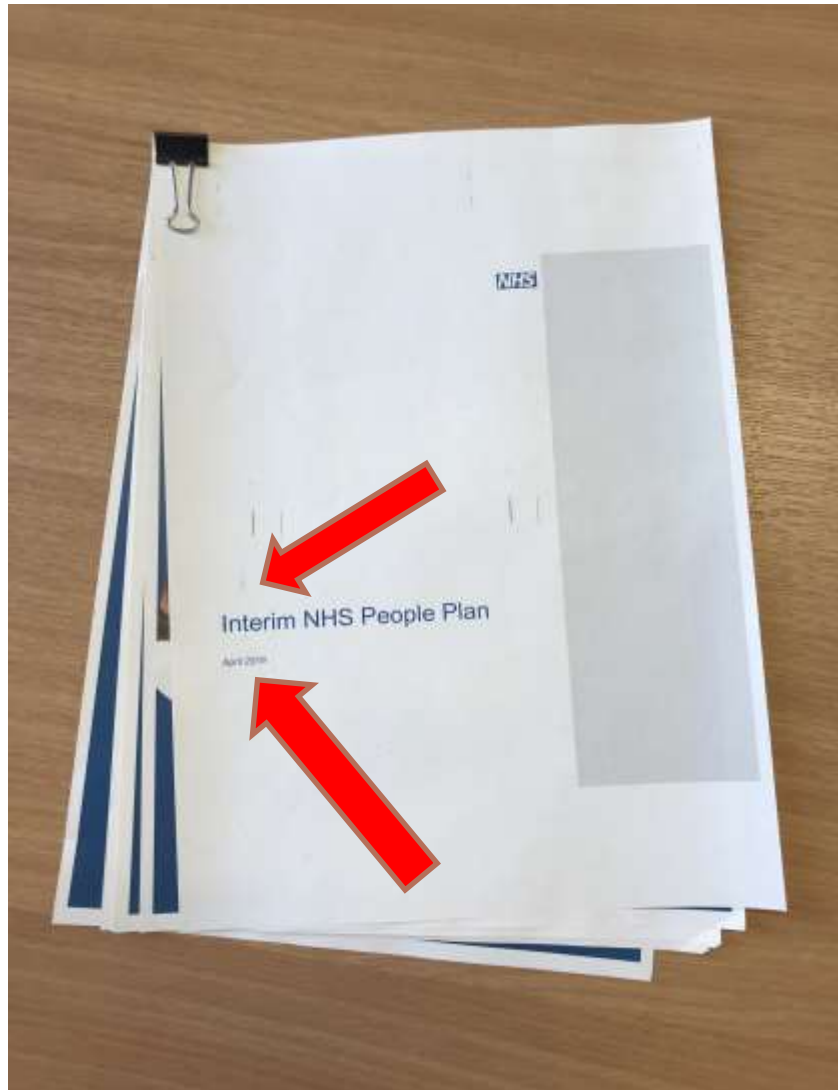
THE STATE OF THE NHS WORKFORCE

- Eight years of public sector austerity
- A workforce numbers crisis, especially in nursing
- A workforce morale crisis
- Government says workforce is top priority
- Public support for the NHS

LONG TERM PLAN AND INTERIM PEOPLE PLAN

- Long Term Plan: integration, technology, workforce
- Priority for nursing
- Low morale, workload pressure, bullying, lack of equality, high sickness absence,
- Much unhealthy culture; variable leadership
- Comprehensive Spending Review in 'Autumn' 2019

INTERIM PEOPLE PLAN - DELAY



INTERIM PEOPLE PLAN – WE WILL...

- Four main work streams
 1. Making the NHS a better place to work
 2. Improving the leadership culture
 3. Tackling the nursing shortage
 4. Delivering 21st century care
- Plus
 - Devolution of responsibility to STP/ICS

INTERIM PEOPLE PLAN - CONTENT

- make the NHS a great place to work
- make real changes to the NHS culture
- prioritise urgent action on nurse shortages
- support the move to a 21st century, community based, multi-disciplinary, flexible, technology-enabled workforce
- devolve power and responsibility to ICSs
- start now and build a final plan after the CSR

PROMISES, PROMISES

VISIONS OF PARADISE

Botticini's Palmieri Altarpiece

4 November 2015 – 28 March 2016



NHS AS BEST PLACE TO WORK - HEADLINES

- Creating a compassionate organisational **culture**
- Fair and caring employee-centred **practices**
- Enabling development and fulfilling **careers**
- A “core offer” to staff and a series of commitments
- More attention by NHS Boards; crucial role of HR Director
- A balanced scorecard; national standards and local priorities; CQC Well-led assessment and NHSI/E Oversight Framework
- CSR

FROM NATIONAL TO REGIONAL



GM DEVOLUTION ACHIEVEMENTS

- Governance arrangements embracing councils, CCGs and NHS Trusts
- A degree of working together that is probably not matched elsewhere
- Government investment of £450m in transformation
- A charismatic Mayor
- Prototype arrangements on topics such as IT, Procurement, Service Reconfiguration, Workforce and Finance

THE GM WORKFORCE COLLABORATIVE

- A strategy and 4 priorities
 1. Talent development and system leadership
 2. Employment Offer
 3. Grow your own
 4. Filling difficult gaps
- An MoU with HEE and structure for collaboration
- Achievements
 - Continuous service agreement
 - Increases in nurse training and nursing and AHP associates
 - Nurse recruitment scheme and guaranteed employment
 - Virtual Workforce Information System
 - International recruitment
 - Working Carers toolkit
 - Careers Hub

WHAT CAN WE DO FOR STAFF?

- Physical health – exercise, diet and access to care
 - Mental health – stress management; crisis support
 - Wellbeing – financial support, engagement
 - Appreciation – awards, recognition and thank yous
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- A healthy organisational culture
 - Free car parking
 - Your birthday off
 - Lots and lots of little things
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- Flexible working

FLEXIBLE WORKING

- Don't waste a good crisis
- Support the Interim Plan
- Show your expertise, energy and ingenuity
- Create a new GM 'offer' on flexible working

SUMMARY

- One of the key themes of Improving Working Lives (2000 to 2010)
- Our female workforce
- Childcare and Carers
- The 12 hour shift
- The right to ask for flexible working
- Retire and return
- Time to rethink the offer in GM