

Report title: HMR Locality People Group Assurance Report

Report to: HMR Locality Board

Date of meeting: 29 August 2023

Cabinet Portfolio Holder: Councillor Daalat Ali (Deputy Leader and Cabinet Member for Health)

Report of: Rosemary Barker - Assistant Director (Workforce and Organisational Development) and Clare Nott - Director of HR, Rochdale Care Organisation on behalf of HMR Locality People Group

Public or private: Public

Key Issue: No

Published on the Forward Plan: No

1. Points of Escalation & Any decisions required

1.1 No points of escalation this reporting period

2. Key Risks

2.1 An overview of the Q1 People BAF risk can be seen below. The risk has reduced in Q1; the work groups to support delivery of the People Strategy have been established and will continue to progress in Q2. This has included the recruitment event outlined below, work to develop entry routes in to health and care and progress to raise standards of employment within health and care.

Strategic Risk	Exec Lead	Monitoring Committee	Aligned Locality Objective(s)	23/24 Opening (Inherent) Risk Score	Q1 Score
BAF 5 – IF we do not recruit, develop and retain a motivated and skilled workforce and provide opportunities for our local population THEN we may fail to deliver high quality services and / or to improve the experience of our workforce	Clare Nott Rosemary Barker	PPL	People	20	16

3. Areas of outstanding practice and innovation

HMR Recruitment Event

3.1 Since the last assurance report in relation, work has been underway to the deliver the priorities of the HMR Health and Care People Strategy. Most significant to report is the health and care recruitment event which took place on 20th July 2023.

- 3.2 The recruitment event included representation from over 20 statutory and independent health and care providers and pre-employment support and training organisations with the ambition to support organisations with existing entry level vacancies and provide a route into a health and care career for local people.
- 3.3 This cross-sector recruitment event was successfully delivered through quick mobilisation, collaborative working and the contribution of all partners through their proactive efforts, enabling the event to be delivered within a tight 8-week lead time. The event was also supported by the Prince's Trust by a small £2000 grant that covered the venue costs of using Middleton Arena and printing advertising and candidate booklet information. The prince's trust also ran regular pre-interview technique sessions throughout the day and the Primary Care Academy/Rochdale Health Alliance provided information about wellbeing including financial wellbeing.
- 3.4 330 people booked onto the event ahead of the event, with around 280 people actually attending on the day. Over 87% who attended said that they would attend a similar event in the future and 71% of people enrolled or applied for an opportunity on the day. Some interviews for roles took place on the day and some appointments were made for NCA support worker roles, whilst other organisations were using the event instead of the usual application process. It is expected that this approach reduces cost to recruit due to reduced clinical input time.
- 3.5 Over a 100 people who attended are currently registered with the job centre and specific pre-employment course was designed and delivered for some of those people in readiness of the event. This aligns with our strategy golden threads and overall ambition to raise ambition and create opportunities within health and care for our local people. Many people reportedly anecdotally that attending the event meant they applied for roles they would have previously dismissed and also helped them to build their confidence by speaking directly to recruiting managers. People were also supported to link with local training providers for routes into health care for those who were not quite work ready.
- 3.6 Partners attending the fair noted that it was also an excellent opportunity to network with one another and build relationships whilst also supporting them to recruit in a different way. It also enabled local people to understand the varied roles within health and care beyond traditional support worker roles.
- 3.7 The event was the first of its kind for the borough, and a thorough evaluation is currently underway to determine the outcome of number of people recruited to, once recruitment processes have been finalised. The learning from the event will be considered by the HMR LPG in order to plan in future events, alongside the local Work and Skills team at Rochdale Borough Council.

4. Any other highlights

- 4.1 The HMR LPG is overseeing the development of a business case to support the full delivery of the HMR health and care People Strategy. The business case will outline key efficiencies against investment and supplement the narrative within the strategy. It is planned for the business case to be reviewed by LCO governance in September initially. A further update regarding the development will be included in the next assurance report.
- 4.2 The HMR LPG subgroups are developing an approach to support HMR to be a health and care 'good employment' borough to support uptake of the GM Good Employment Charter. The employment charter aims to raise employment standards to support retention and provide better working conditions for local people, thus have an improvement on the economy. The standard has seven key principles which members must meet; pay, secure work, engagement and voice, health and wellbeing, people management, flexible work and recruitment. The HMR LPG will be bringing a decision paper to HMR Locality Board in

October to outline the approach and gain agreement for this to be taken forward for the locality.

Background Papers: N/A

Contact: Clare Nott, Director of HR, Rochdale Care Organisation,
clare.nott@nca.nhs.uk

Rosemary Barker, Assistant Director (Workforce and Organisational Development),
Rochdale Borough Council.

rosemary.barker@rochdale.gov.uk