

Sub regions

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The North West was split into 3 sub-regions for the purpose of NW Streamlining, and these were Greater Manchester, Cheshire and Mersey and Cumbria and Lancashire.

Cheshire and Merseyside

The 18 NHS trusts across Cheshire & Merseyside (C&M) were engaged with the streamlining programme from March 2016.

They established six workstreams and eighteen Trust Implementation Groups (TIGs). PMO representation at workstream meeting and TIG meetings ensured that the implementation of deliverables was fully supported all trust and system level by the Streamlining Area Manager and Implementation Officers.

The Cheshire & Merseyside Streamlining programme was recognised in the 2018 North West Healthcare People Management Association (HPMA) HR Excellence awards as a finalist in the 'Working across systems' category for the collaborative work completed as part of the programme.

In addition to the core deliverables that were focused on as part of the NW Workforce Streamlining Programme, Cheshire & Merseyside trusts focused on a number of additional sub-regional milestones:

Recruitment

Values Based Recruitment ? sharing best practice leading to implementation

Time to Hire (TTH) ? agreeing parameters for measurement and overcoming TTH challenges

Honorary Contract administration process (including agreed KPI's)

Training

Care Certificate ? which can be shared upon transfer

PREP - Policy Review Engagement Partnership (known as Policy in other sub-regions)

Working in collaboration with Trade Union colleagues on the following:

C&M wide agreed Notice Periods for new starters (and existing staff where possible) ? shared with other regions for wider adoption

Honorary Contract ? shared with other regions for wider adoption

TUPE Overarching Principles ? shared with other regions for wider adoption

Starting Salary on Appointment ? for further review with new Agenda for Change (AfC) guidance

Medical Staffing

Locally Employed Doctor Terms & Conditions

Acting Down Policy

Rapid Induction for Locum staff

Systems

Core HR transactions ? review of systems used/interfaces available with ESR

Registration Authority/Production of Smartcards ? ID process review

Representative alignment to other workstreams to provide technical expertise

Following the ending of the NW Workforce Streamlining Programme Office arrangements on 31st March 2019, all six workstream groups will continue within Cheshire & Merseyside.

The sustainability plan for Cheshire & Merseyside [8] is available to download and can be viewed in the End Programme Report [9].

Cumbria and Lancashire

Trusts throughout Cumbria and Lancashire have been working towards the core deliverables of the programme and some locally agreed priorities and activity. The core deliverables and progress towards them, as at PMO end date (March ?19), is outlined in the ?End Programme Report? available on the main page of this website.

Non-core areas of focus

Careers & Engagement

Agenda for Change (AfC) Contract Refresh

Establishment Control

Standardised compliance reporting for statutory and mandatory training

The sustainability plan for Cumbria and Lancashire [10] is available to download and can be viewed in the End Programme Report [9].

Greater Manchester

Greater Manchester trusts have been working towards the core deliverables of the NW programme and some locally agreed priorities and activity. The core deliverables and progress towards them, as at PMO end date, is outlined in the End Programme Report [9].

Original Non-Core areas of focus for GM are detailed below, however, it should be noted that a decision was taken mid programme cycle focus firmly on the core deliverables to ensure they were achieved.

Recruitment Workstream ? non-core focus

Mandating the DBS Update Service for all eligible staff

Implementing a values based recruitment question bank

Recording qualifications on ESR

NB: work on these has ceased, however, the recruitment group will continue to work on new local priorities as part of GM sustainability plans.

Training Workstream ? non-core focus

Training alignment to the Dementia Framework (DF) and development of competencies for DF training which can then be accepted between Trusts when staff transfer.

Agreed consistent techniques for Prevention and Management of Violence and Aggression (PMVA) across the two Greater Manchester Mental Health Trusts, which can then be accepted between the 2 Trusts when staff transfer.

NB: Work in these will continue as part of GM sustainability plans for streamlining.

Policy Alignment Workstream ? non-core focus

Designing and developing (or reviewing and adopting from one of the other sub-regions) the following GM recommended policies:

- Notice Periods
- Probation Periods
- Secondments
- Honorary Contracts
- Mandatory Training & Induction Policy

NB ? only the Mandatory Training & Induction Policy has been finalised and is being adopted by GM trusts.

Following the ending of the NW Workforce Streamlining Programme Office on 31st March 2019, Groups continue to meet within Greater Manchester.

The sustainability plan for Greater Manchester [11] is available to download and can be viewed in the End Programme Report [9].

Streamlining in other regions

There are other workforce streamlining programmes in other regions of the country, most notably London, the Midlands and the East of England. Information on their work programme and progress to date can be found by following the links below. The North West Streamlining Programme are developing close links with the work in these regions to make best use of their experience and lessons learned.

NHS Employers site [12]

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Source URL (modified on 12/04/2019 - 14:31): <https://www.hee.nhs.uk/our-work/workforce-streamlining/sub-regions>

Links

[1] <https://www.hee.nhs.uk/our-work>

[2] <https://www.e-lfh.org.uk/>

[3] <https://www.healthcareers.nhs.uk/>

[4] <https://www.hee.nhs.uk/news-blogs-events>

[5] <https://www.hee.nhs.uk/about>

[6] <https://www.hee.nhs.uk/covid-19>

[7] <https://www.hee.nhs.uk/complaints>

[8]

https://healtheducationengland.sharepoint.com/:i:/g/Comms/Digital/ETynAv9yoQhErUzGiQollBcB_jOXjtTPe9uF-h9mjMb9DQ?e=fzQtk0

[9]

<https://www.hee.nhs.uk/sites/default/files/documents/NW%20Streamlining%20End%20Programme%20Report%20>

[10]

<https://healtheducationengland.sharepoint.com/:i:/g/Comms/Digital/EZevWTU00FBHmL0sfDCmvMoBirZ9kCIOxr>

[11]

https://healtheducationengland.sharepoint.com/:i:/g/Comms/Digital/Ecb_9jxmeq1BskXwxjeWFsMBzgzGLoO99vH

[12] <http://www.nhsemployers.org/your-workforce/recruit/streamlining-programme>