

Our Strategy Missions



Mission 5

Supporting our workforce and our carers at home

Ensure a sustainable workforce.

- **Workforce Integration by enabling leaders and staff to work across traditional boundaries** to support service integration and through sharing best practice
- **Good Employment** including increasing membership of the Greater Manchester Good Employment Charter and payment of the Real Living Wage
- **Workforce Wellbeing** including improved staff wellbeing support
- **Addressing Inequalities** including adapting the recruitment process to provide alternative entry routes for diverse talent
- **Growing and Developing** including developing our Greater Manchester careers approach and retention plan
- **Supporting Carers** including more consistent and reliable identification and support for unwaged carers

Mission 5 Case Study

Good Employment Charter: Creating opportunities for all.

Despite Greater Manchester's underlying economic strength, there remain some significant issues with the quality of work offered – with unstable and low-paid work still prevalent in our economy, wages not meeting the cost of living, and roles not offering accessibility or flexibility, leading to a workforce that lacks diversity.

Supporting the NHS in realising its contribution to social and economic development is now a core remit of NHS GM.

Public Sector partners across GM are committed to improving the Greater Manchester economy through our roles as employers, by attracting more people from local communities into health and care, and to building a sustainable workforce for the future by increasing membership numbers of the Good Employment Charter in health and social care.

In March 2023 Hawkley Brook Medical Practice in Wigan became the first Primary Care member of the Good Employment Charter. We now have thirteen approved members (in primary

care, social care and VCFSE) and a further 100 organisations have pledged their commitment to raising standards of employment across Greater Manchester by officially registering as supporters of the GM Good Employment Charter.

The GM Health Anchor network is creating space for shared learning, coherent vision and aligned plans for local supply chain opportunities and enhanced local employment pathways. A community of practice networks has been established across primary care, social care, NHS trusts and community organisations to support employers to learn about best practice and implementation from exemplar employers; reflect on existing workforce practice and policy; and develop a greater understanding of the Charter membership assessment process and benefits.

This work is helping to improve people's lives by supporting employers to offer roles that provide better opportunities for our diverse residents to grow, develop, and thrive in the workplace.

“This Good Employment Charter is a major step towards making sure that new and existing jobs right across Greater Manchester are underpinned by a commitment to equality, fair pay, and giving employees a say in how their workplaces are run – securing our city-region as an area of employment excellence. As we face up to the challenges of these unprecedented times, the Good Employment Charter will be absolutely fundamental to our ambitions to build back better and fairer for all.”

**Mayor of Greater Manchester,
Andy Burnham**