

CULTURAL CHANGE & WORKFORCE DEVELOPMENT TO SUPPORT THE CREATION OF AN INTEGRATED CARE ORGANISATION

Salford CCG, Greater Manchester West Mental Health NHS Foundation Trust, Salford City Council and Salford Royal NHS Foundation Trust - working together to support the workforce to radically change the health and social care system.



Our Aims

- The adult population of Salford will be enabled to retain their independence and take a much more active role in their own care. GPs, community and social care staff, working with communities and 3rd sector providers, will work in an increasingly integrated way, with single needs assessments and rapid and effective joint responses, provided in and around the home.
- Benefits for adults in need of care will include: Ability to make their own decisions; feeling safe and supported; confidence in managing their own condition; knowing who to contact for support; receiving more support in their community, able to plan for the later stages in life.
- For the system - the benefits will be greater sustainability of care services, efficiency and value for money, and a future-proof, flexible workforce.

Overview

A key factor in ensuring the success of the Salford Integrated Care Organisation will be our workforce. Our workforce development programme will ensure all our staff are engaged in the design of the new system, and can competently and confidently contribute to its success.

Our programme is bringing staff together to share a common language, culture, and values – setting the scene for effective team working.

Our successes. We have:

- Further strengthened the commitment for the workforce engagement and development programme throughout the partner organisations.
- Completed our initial workforce engagement sessions to inform the development of the programme.
- Completed an additional design phase to refine the programme to maximise its effectiveness.
- Launched a leadership development programme for 100 managers to drive the success of the ICO.
- Created a team of co-facilitators drawn from all partner organisations to support and drive forward the programme.
- Confirmed a schedule of engagement and development events reaching 800 staff at all levels.

