

## **GM Health & Social Care Partnership and Trade Union Partners**

### **Principles of Engagement**

#### **1. Introduction**

- 1.1 The scale of change within Greater Manchester is complex and we are the first in the country to achieve Devolution. Our challenge therefore is to deliver our ambition to integrate health and social care at pace, within financial balance and to take our workforce with us through the process
- 1.2 We know that this transition will take time to achieve but health and social care services need a profound transformation in culture and should create an environment where staff are able to safely challenge, learn and improve.
- 1.3 We know that there is strong evidence and research which shows that engaged staff deliver better health and social care which in turn leads to improved patient/social outcomes and improved organisational outcomes. There should be partnership working with trade unions at a regional and local level and the views of staff and trade unions should be taken into account throughout the change process.

#### **2. Principles of Engagement**

The principles of effective joint working agreed by the GM Strategic Workforce Board and the GM Workforce Engagement Forum are:

- 2.1 To ensure openness, honesty and transparency in communications, respecting confidentiality and agreed external positions where appropriate by building trust and a mutual respect for each other's roles and responsibilities.
- 2.2 To ensure early discussion of emerging issues, and maintain dialogue on policy and priorities to ensure a no surprises culture.
- 2.3 To ensure top level commitment, reinforced by senior level representation, to strive for high quality outcomes for patients and the public through a positive and constructive approach based on shared goals and aspirations.
- 2.4 The Partner Organisations recognise the value of their workforce and are committed to retain and develop employees fully utilising their skills, abilities and knowledge to provide high quality, efficient and cost effective services.

- 2.5 Throughout this change and beyond, we are committed to working in partnership with the Trade Unions and other stakeholders. We are committed to open communication and engaging with staff to actively participate in the changes.
- 2.6 All reasonable steps will be taken to avoid loss of staff in order to ensure that valuable skills and experience are not lost to health and social care services across GM.
- 2.7 It is recognised that change is a difficult process and people cope with change in different ways. We are committed to supporting staff during this time using appropriate OD interventions and use of other supporting facilities. Line managers will have a key role throughout this process. Additional support and joint training will be put in place to ensure manager and trade union representatives are prepared for the task of supporting their staff through this process.