



# Digital Staff Passport Pilot in Cancer Services

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## Background and Methodology

One of the key activities within the Greater Manchester Cancer Workforce Strategy was to pilot new employment models to allow staff movement and respond to the needs of people affected by cancer and deliver quality healthcare. To support this, the Workforce & Education Team piloted the NHSE/I Digital Staff Passport to understand the capabilities of use and benefits for the Greater Manchester Cancer Workforce.

## Outcomes

This pilot has demonstrated a proof of concept that the Digital Staff Passport delivers real benefits and meets the needs of the cancer workforce

- All Trusts in Greater Manchester and East Cheshire are registered for the Digital Staff Passport and have completed the relevant HR training and ESR processes
- As part of this pilot, all Trusts have issued and verified Digital Staff Passports for staff and within cancer services, nine passports have been issued and verified across four different professional groups
- Potential financial, workforce and patient benefits of utilising the passport have been demonstrated
- Two case studies from this pilot have been published on the National website to raise the profile of Greater Manchester cancer services as an exemplar for being responsive to innovative digital solutions

## Benefits

### Patient Benefit:

- Skilled staff can be quickly released and received reducing cancellations
- Potential reduction in unwarranted variation through provision of opportunities for all staff to upskill / standardise practice

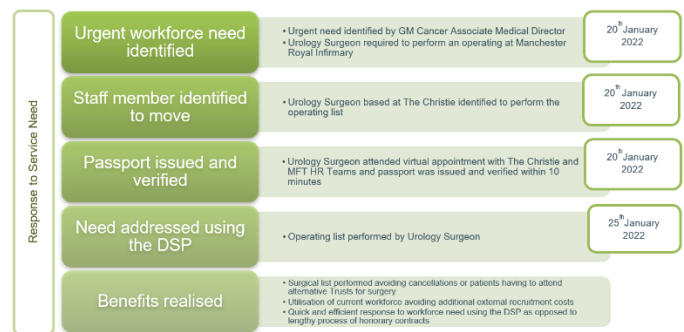
### Workforce Benefit:

- Development and upskilling opportunities
- Increased exposure to system wide services
- Aids retention of staff by providing the opportunity to mobilise and stay within the NHS

### Financial Benefit:

- Reduced costs for employing agency staff
- Reduced workload for HR teams
- Speeds up the onboarding process for newly recruited staff

### Demonstrated benefit to workforce mobilisation in response to service



## Implementation and Sustainability

The Digital Staff Passport pilot has demonstrated the change in mindset and reduction in resistance to change to incorporate digital innovations to support our cancer workforce; evidenced by the appetite of expanding workforce groups involved. Engagement from HR Directors and system Senior Leaders is now key to embed the Digital Staff Passport as business as usual and sustain the implementation at an organisational level.

Behaviours which will influence increased use and raise the profile include sharing of case studies and positive experience along with utilisation of resources available outlined in the below sustainability offer from the Greater Manchester Cancer Alliance:

- A toolkit has been created for stakeholder engagement and to provide support for teams here in Greater Manchester with all information needed
- A dedicated webpage has been developed on the Greater Manchester Cancer website with links to the National website, downloadable resources, and specific pages for both clinical and HR teams
- Two Nationally published case studies which will help to increase the credibility of the Digital Staff Passport; one relating to the pilot in Greater Manchester and one specifically relating to the Urology surgeon who performed the operating list
- An NHSE/I Standard Operating Procedure template available to embed the Digital Staff Passport as business as usual
- Communications resources to publicise the Digital Staff Passport within organisations
- Social media communications based on real life case studies



## Conclusion and Next Steps

The pilot has achieved the main aims of raising awareness of the passport across Greater Manchester and supporting the implementation of a tool to mobilise the cancer workforce to support addressing workforce shortages and training and development opportunities, which can only enhance service delivery.

Next steps include publicising this pilot evaluation report with other specialties to utilise the Digital Staff Passport and influence longer term ambitions. The report will be shared with key stakeholders across Greater Manchester and the Northwest Region to share outcomes and learning.

Positive pilot outcomes have led to expanding use within the Northwest Diagnostics Academies to enable the flexible movement of faculty throughout the Northwest to support workforce pressures and increase access upskilling opportunities.