



# Greater Manchester Endoscopy Workforce Review

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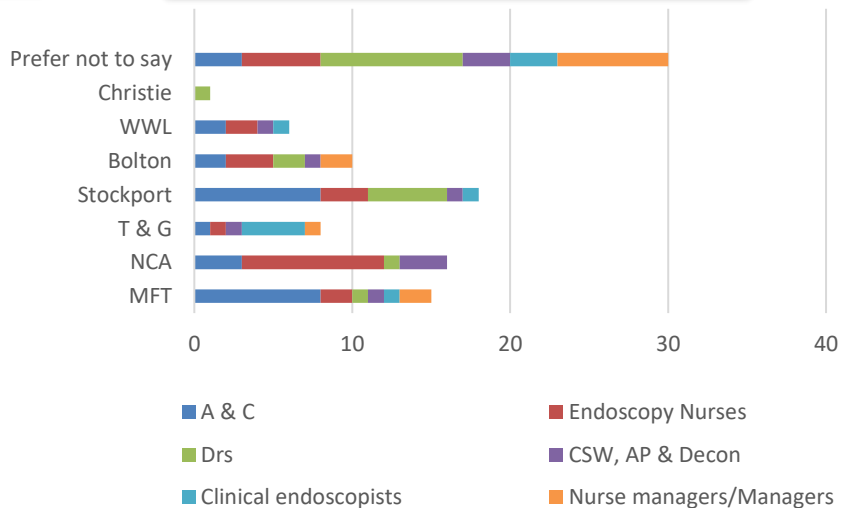
## Background & Aims

This project was an opportunity for GM to focus on its own specific challenges and successes around its endoscopy workforce to inform future workforce solutions. We identified priority areas for GM endoscopy units. Information was gathered directly from the workforce and collated to allow a greater understanding of complex issues broken down into themes. The review will support the development of new workforce models and pilots based on skill mix, competencies and the skills needed to deliver these services, rather than being restricted by professional group. The recommendations will support the development of a GM endoscopy workforce strategy.

## Methodology



## Roles & Trusts where people work



## Findings

- Recruitment issues are experienced for all
- Family friendly hours and location are important
- Working patterns and location are important for recruitment
- Need for clinical educator/trainers to provide early career support and deliver quality training as trained staff are rarely recruited
- An increase in skill mix is required to support recovery
- Fewer training opportunities are available post pandemic
- Personal and professional development opportunities are highly sought after but are limited
- Job titles, scope of practice and pay bands vary Well trained & supported Bookings teams are essential to ensuring maximum utilisation of capacity
- International recruits require strong support
- Health & wellbeing support varies & isn't accessible to all

## Recommendations

- Explore how to improve staff retention
- Grow our own and upskill existing staff
- Network to consider mitigation for attrition
- Train more trainers and Practice educators
- Utilise the Digital staff passport to expedite training
- Explore standardising roles & SoP
- Explore standardising patient documents
- Improve access to leadership skills & make leadership roles more attractive
- Improve access to health & wellbeing
- Ensure bookings teams are fully resourced
- Investigate if pay harmonisation can be introduced in GM

## Conclusion and next steps

All endoscopy units across GM engaged and participated in the workforce review. They described a detailed picture of challenges, successes, and good practice within their units. Whilst there are many challenges ahead, the endoscopy workforce has shown it is open to new ways of working, new roles and skill mix to deliver high quality patient focused services.

The report will be shared with key stakeholders across GM and relevant regional groups. We will identify key themes, findings and priorities which will be presented to the GM endoscopy network and GM Cancer alliance. A discussion will ensue to agree a plan of action for the endoscopy workforce over the next 12 months.