



Nottinghamshire Health and Social Care Community

Changing Workforce Programme New Roles for Older Peoples Services

Sharon Creber Bev Wormald

Changing Workforce Programme
September 11th 2003



Progress so far

- Oversight and support of Health and Social Care Partnership Board
- Establishment of senior level steering group
- Toolkit event 8th May 2003 to scope new roles
- Identification of four new roles



New roles

- Generic health and social care worker
- Health and social care support worker for older people with mental health problems
- Support worker within intermediate care
- Service Adviser across health and social care



Accelerated Development Programme

- Application to become first wave site for the national ADP for support workers in intermediate care
- 105 applications – Notts chosen to be one of 15 first wave sites
- Cluster – Leicester City/St.Mary's Hospital Kettering – meeting November
- ADP event 16th and 17th March 2004



External supports

- Changing Workforce programme
- Trent Workforce Development Confederation (care group approach)
- Trent Strategic Health Authority
- Financial and practical support within a national context – opportunities to learn from elsewhere



Where are we now?

- ADP event 3rd/4th September
- 11th September event to launch work on 4 roles in Notts
- Leadership for working groups identified
- Appointment of a Project Manager
- Local Action Workshop 11th November
Edwinstowe house



A framework for change

- Level 4 (NVQ level 4) Assistant Practitioner able to assess e.g. CCO Occupational Therapist
- Level 3 (NVQ level 3) Added competencies e.g. rehab support worker, rehab therapy assistants, senior CCAs, HCAs
- Level 2 (NVQ level 2) core competencies under professional supervision e.g. CCAs (Home Care), HCAs
- Level 1 domestic induction pre NVQ



Objectives for today

- Revisit themes from 8th May to confirm problem analysis
- Examine group composition for gaps/co-options as necessary
- Identify what needs to be in place to support plans and implementation – to be fed back to steering group



Outputs for groups

- Production of a job description
- Person specification
- Training and education requirements
- Test new roles
- CWP/Toolkit materials will support process and source work already undertaken elsewhere



What next?

- Agree strategic direction (steering group)
- Development of a project plan (Project Manager)
- Mapping of tasks/roles/pay scales
- Agree levels of care roles
- Development of measures/business case