

# Report



meeting	HOME CARE STUDY GROUP	
date	18 <sup>th</sup> November 2003	agenda item number

## **WORKFORCE DEVELOPMENT – A JOINT APPROACH FOR OLDER PEOPLE’S SERVICES**

### **Introduction**

1. This paper summarises Countywide progress in workforce development to provide joint health and social care services for older people.
2. There is widespread acknowledgement that workforce development is key to the modernisation agenda for older people’s services. LDPs in both the North and South of the County identified workforce issues as potential risks to delivery of the targets relating to older people.

### **Progress**

3. Earlier this year, health and social care partners in the County agreed to join with the Modernisation Agency’s Changing Workforce Programme (CWP), to explore the potential for improving services through role design. This approach was agreed by the Nottinghamshire Health and Social Care Partnership Board at its meeting on 6 January 2003.
4. A joint Steering Group was established, including chief officer representation as follows:
  - Stuart Brook – Director of Social Services
  - Adele Creswell – Chief Executive, Gedling PCT
  - Clive Brooks – Chief Executive, Ashfield PCT.

### **Changing Workforce Programme**

5. A Countywide workshop was held on 8 May to utilise the CWP toolkit. The event focused on generic roles across a range of older people’s services and was particularly targeted at frontline practitioners. It was an inclusive process which involved key stakeholders – service users and their representatives; PCTs; Social Services; the voluntary sector; Nottinghamshire Healthcare Trust. (It did not include the acute trusts as the focus was on community roles).

6. As a result of the work generated at the toolkit event, the Steering Group has agreed to development work on the following four roles:
  - Generic health and social care worker;
  - Health and social care support worker in mental health services for older people
  - Support worker within intermediate care;
  - Service Adviser working across health and social care.
7. Small, time-limited task groups are being established to take forward the detailed work for each of the four roles, under the aegis of the Steering Group.
8. A follow-up workshop is planned for 11 September to update the original participants of the toolkit event and to bring together the four task groups.

### **Accelerated Development Programme**

9. Nottinghamshire has recently successfully applied to be in the CWP's first wave national Accelerated Development Programme (ADP) for support workers in intermediate care. This will build on the work already begun locally with the CWP and is a reflection on the progress and commitment of health and social care partners across the County.

### **Partnership with Trent Workforce Development Confederation**

10. The NSF-Older People Implementation Managers (North Nottinghamshire and the Boroughs) have linked with colleagues in Trent WDC to promote an integrated approach to workforce development for older people's services. The WDC is involved with and supports Nottinghamshire's work with the Changing Workforce Programme.
11. There is a commitment to learn from national developments on adopting a 'care group' approach to workforce planning and development. Coventry and Warwickshire WDC is leading the national work on the older people 'care group'. This approach is one we are keen to explore locally as it works across organisational barriers, which is an important factor for older people, many of who often require services from both health and social services.

### **Resources and Implementation Plan**

12. Resources (non-recurrent) to support the joint work across the County have been identified as follows:
  - CWP has committed £5,000 to support the work on role design;
  - ADP participation has secured £10,000 for the development work on support roles in intermediate care;
  - Continuing Professional Development monies in North Nottinghamshire - £25,000;

- Borough Local Delivery Plan for Older People - £10,000.

### **Total £50,000**

13. The Steering Group has agreed to use these resources to support the recruitment of a temporary joint Project Manager (reporting to the NSF Implementation Managers) for an initial period of 2 years to ensure that momentum is maintained and real progress is achieved. (Further resources will be sought through the Local Delivery Plan process for Year 2). Key responsibilities will be to:
- Co-ordinate workforce development and planning for joint roles in older people's services;
  - Develop a detailed project plan;
  - Manage and support the work of the four task groups;
  - Support the Steering Group.

### **Conclusion**

14. A good start has been made locally on adopting a joint approach to workforce development as part of the move towards greater levels of integration. The work has top-level support and has adopted an inclusive process involving key stakeholders.
15. The challenge now is to maintain momentum and ensure the work is properly resourced, in recognition of its key role in the modernisation of services for older people.

**Sharon Creber**  
NSF Implementation Manager  
Boroughs

**Bev Wormald**  
NSF Implementation Manager  
North Nottinghamshire