



Meeting: ADULT SOCIAL CARE AND HEALTH
DEPARTMENTAL BRIEFING

Date: 10th July 2008

Agenda items number: **6**

REPORT OF THE SERVICE HEAD OF EQUALITIES AND BUSINESS PERFORMANCE

CREATING A WORKFORCE FIT FOR THE FUTURE

1. Purpose of the Report

- 1.1 The purpose of the report is to inform members of the Adult Social Care Workforce Strategy and the implementation of the strategy.

2. Information and Advice

- 2.1 The Strategic Director of Adult Social Care and Health has a statutory responsibility to ensure that there is an adult social care workforce strategy for all the social care sector in Nottinghamshire. To meet this challenge Adult Social Care and Health has worked in partnership with Nottingham City Council, the Nottinghamshire Health Community, the independent and voluntary care sector and Skills for Care, East Midlands, to plan the future of the social care workforce.

- 2.2 A stakeholder consultation event, "Creating the Future Social Care Workforce" took place to share the aims and objectives of the Workforce Planning Project Board. This involved not only delegates from across the sector as well as health colleagues but also a range of service users representing all service areas. The objectives which were raised during the workshop have been incorporated into the strategy. These included:

- the importance of being enabled to live in the community
- having choice and control
- the training and responsiveness of workers
- accessing services with ease assisted by trained staff to facilitate the navigation of services
- being treated with dignity and respect
- feeling safe.

- 2.3 The future requirements for the workforce across the social care sector need to reflect the national and regional strategies and to meet the needs of the people within the community. The guiding strategies for the sector have been set out within 3 main national documents:

- “Options for Excellence” – by 2020 social care workers to be in the right job, at the right time, with the right skills
- “Our Health, Our Care, Our Say” White paper which will change the way services are provided, placing greater choice and control in the hands of the people who use them
- Putting People First - a ministerial concordat outlining the aims and values which will guide the transformation of adult social care, putting customers at the centre of services and promoting their own individual needs for independence, well-being and dignity.

2.4 The workforce strategy reflects the strategic direction of the department and will underpin the achievement of the following objectives:

- ensuring that the services meet the outcomes for social care and health
- developing self-directed support
- facilitating increased choice and control
- ensuring high quality services with a specific focus

2.5 The Workforce Planning Team and the Learning and Development Unit will deliver training for staff across the social care sector to ensure that they understand the importance of increasing choice and control for service users. The training will focus on the changes that need to be made to ensure that the aims and values of “Putting People First” are achieved. In addition, training has also been identified to meet the needs of personal assistants and funding will be made available from the adult social care workforce grant to support this.

2.6 The workforce strategy outlines the demographic changes which indicate that the total resident population in Nottinghamshire is approximately 1,041,300 and is predicted to increase by over 7% over the next 20 years, with the largest percentage increase seen in the over 60 age group. The strategy also identifies the key issues which will need to be addressed in order to ensure that there is a fit for purpose workforce, including recruitment and retention, turnover levels and the need for well trained staff.

2.7 The strategy document and its objectives are valid for 2 years. The next step is to develop workforce plans to meet the objectives in all service areas. A workforce template has also been devised for use by providers. The workforce planning team will support the independent sector to make use of the template which will in turn ensure that providers are also planning their workforce to meet the same objectives as the statutory sector.

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(Comm/DB25)