PWYLLGOR CRAFFU – GOFAL CYMDEITHASOL AC IECHYD

DYDDIAD: 25 MEDI 2018

PWNC:

CYNLLUNIO A DATBLYGU'R GWEITHLU: DULL GWEITHREDU RHANBARTHOL

Y Pwrpas:

Mae'r adroddiad hwn yn rhoi cyngor i'r Pwyllgor ynghylch y gwaith cydweithredol sy'n digwydd yng ngorllewin Cymru o ran cynllunio a datblygu'r gweithlu. Yn bennaf, mae'r gwaith hwn wedi cynnwys y tri awdurdod lleol yng ngorllewin Cymru; fodd bynnag, caiff y Gwasanaeth Iechyd Gwladol ei ystyried yn bartner allweddol a bydd yn cael ei gynnwys fwyfwy wrth i'r gwaith hwn fynd rhagddo. Mae llywodraethu rhanbarthol ar waith i sicrhau dull gweithredu cydgynhyrchiol ar draws yr holl asiantaethau partner.

Ystyried y materion canlynol a chyflwyno sylwadau arnynt:

Gofynnir i'r Pwyllgor Craffu nodi'r gwaith cydweithredol sy'n digwydd yng ngorllewin Cymru o ran cynllunio a datblygu'r gweithlu.

Y rhesymau:

Er mwyn i'r Aelodau gyflawni eu rôl craffu.

Angen cyfeirio'r mater at y Bwrdd Gweithredol / Cyngor er mwyn gwneud penderfyniad:
NAC OES

YR AELOD O'R BWRDD GWEITHREDOL SY'N GYFRIFOL AM Y PORTFFOLIO:-

Y Cynghorydd J. Tremlett (Deiliad y Portffolio Gofal Cymdeithasol ac Iechyd)

Y Gyfarwyddiaeth		
Cymunedau	**Swydd:**	**Rhif ffôn:**
Enw Pennaeth y Gwasanaeth/Awdur yr Adroddiad:	**Pennaeth Cydweithredu Rhanbarthol**	**(01267) 228978**
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SOCIAL CARE & HEALTH SCRUTINY COMMITTEE

DATE: 25TH SEPTEMBER, 2018

SUBJECT:
WORKFORCE PLANNING AND DEVELOPMENT: A REGIONAL APPROACH

Purpose and overview

1. This report advises the Committee on collaborative work underway within West Wales in relation to workforce planning and development. This work has predominantly involved the three local authorities within West Wales; however the NHS is seen as a key partner and will be increasingly engaged as this work progresses. Regional governance is in place to ensure a co-productive approach across all partner agencies.

National context

2. The Welsh Government's Plan for Health and Social Care, 'A Healthier Wales' was published in June 2018 in response to recent Parliamentary Commission's January 2018 report 'A Revolution Within: Transforming Health and Care in Wales'. Setting a clear vision for bringing health and social care services together, designing and delivering them around the needs and preferences of individuals and keeping people healthy and well, 'A Healthier Wales' recognises the centrality of staff, their skills, experience and values in making the vision a reality. Specifically, it identifies the need for:

   - A fundamental shift in understanding of who constitutes the workforce and how staff are supported in delivering new service models, with an emphasis on a multi-disciplinary approach to care
   - A more equitable appreciation of the wide and various roles people play in delivering care
   - Greater parity of esteem between health and care professionals
   - Recognition and support of the vital role played by carers and volunteers

3. A clear and coherent approach to planning and developing the health and social care workforce is seen as a key enabler and Health Education and Improvement Wales (HIEW) and Social Care Wales (SCW) have been commissioned to develop a long-term, national workforce strategy for the sector. This will address the need for joint workforce planning at a regional level.

Local activity

4. In West Wales workforce development has been adopted as one of eight strategic priorities by the Regional Partnership Board (RPB). The regional Area Plan, 'Delivering Change Together' places a priority on attracting people to a career within the care sector and equipping them to develop new skills. To help achieve this:

- **An Integrated Regional Workforce Strategy Group has been established**, comprising senior representatives from partner agencies including the three local authorities, Hywel Dda University Health Board, the third sector, higher and further education, Unison, Carers Forum Wales, West Wales Action for Mental Health, the Regional Learning and Skills Partnership, Department of Work and Pensions and Careers Wales. The Group is chaired by the Director of Social Services in Pembrokeshire County Council, who is also national workforce lead for ADSS Cymru. Its initial focus is on identifying and addressing workforce needs in relation to the wider transformation priorities being taken forward by the RPB in response to 'A Healthier Wales', including public health and prevention, technology-enabled care and delivery of seamless locality-based services. A new regional Innovations Forum which is being established by the West Wales Care Partnership to support strategic engagement with social care providers will provide a mechanism for wider engagement on workforce issues on a regular basis.
- **A regional programme manager for workforce was appointed in July 2017** to coordinate activity across West Wales
- **An initial scoping exercise has been undertaken on behalf of the Partnership by the Institute of Public Care which has identified a number of potential areas for collaboration in relation to workforce** including data collection and management, joint training in key service areas and possible integration of workforce teams. These will be developed further as the national workforce strategy is developed.
- Effective relationship building and collaborative working has allowed a number of projects to develop, including:
    - **Nutrition and hydration in the community**: Following on from outcomes reported on the ICF hospital based frailty work, a small amount of funding was allocated to Dietetics to support the implementation of Social Care Wales' Care and Support at Home Strategy. It was proposed that this funding was used for a community based, investigative review of the extent of malnutrition in older people within the West Wales region via a development programme for Domiciliary care workers.

      This project clearly identifies how Dietitians delivering competency based training and education on nutrition and hydration can a) Improve the knowledge and skills of domiciliary care agency staff b) Can identify and treat malnutrition and c) Empower and improve the carer and client experience. These outcomes have been achieved through a combination of classroom based theory training and follow up support and practical observations in a community setting.

    - **Integrated social care and health worker**: this project has been tested in a residential home setting within Carmarthenshire, investigating the concept of a 'generic worker' that can do a range of tasks that previously would only be able to be delivered by a Community Nurse/ Healthcare SW or a domiciliary Care Worker.

      Intermediate / Integrated Care Funding allowed Carmarthenshire Council to run the project as a 'proof of concept' looking at transfer of skills between district nursing & senior domiciliary care workers in LA residential care homes.

Next stage of this project will be to up-scale across the Hywel Dda footprint in order to develop any further. There have been some barriers in terms of having capacity within the district nursing service to competency assess the staff being trained to deliver the interventions. Therefore there is scope to address this collectively within the region.

5. Alongside these developments, the regional programme manager has worked closely with a range of professionals across Carmarthenshire, Ceredigion and Pembrokeshire County Councils to deliver the following:

- **The first regional submission for funding through the Social Care Wales Workforce Development Programme (SCWWDP)**

  This programme provides local authorities across Wales with funding to contribute to the development of the social care workforce. It is used to deliver a comprehensive programme of activities and is available across the whole sector, including local authority, health and independent and third sector staff. In 2018-19 West Wales received £1,248,531 through the SCWWDP.
  The shift to a regional approach allows teams to work incrementally towards eliminating duplication and sharing and, wherever possible, upscaling innovation across the region.
  In addition to bespoke training programmes delivered at County level, three shared development priorities are being supported through the SCWWDP in 2018-19. These reflect wider improvement priorities at national and regional level:

  - A professional development programme of learning for commissioning staff across the region
  - Integrated mental health workforce development to support the Transforming Mental Health agenda
  - Development to support the implementation of a nationally-developed competency framework for Information, Advice and Assistance

- **Development and delivery of a regional programme funded by SCW through its Facilitation Grant**

  This funding stream is designed to support the coordination of workforce activity across sectors, local delivery of SCW's national priorities and ongoing interaction between SCW and the region. 2018-19 is the second year of the Facilitation Grant and the West Wales allocation is £32,883. It is split into core funding, intended to support engagement, communication and joint working across the whole sector, particularly with provider organisations, and with relevant others to deliver national priorities, and project specific funding which is aimed at specific projects being developed by SCW. For 2018-19 these projects include Care and Support at Home Strategy implementation, supporting the roll out and implementation of the new All Wales Induction Framework (West Wales being the region selected to pilot the framework) for Health and Social Care, supporting the development of a national workforce strategy and assisting with the roll out of a carer's e-learning resource.

6. Further updates can be made available to the Committee as this work progresses.

DETAILED REPORT ATTACHED ?	NO

IMPLICATIONS

I confirm that other than those implications which have been agreed with the appropriate Directors / Heads of Service and are referred to in detail below, there are no other implications associated with this report :

Signed: **Martyn Palfreman** **Head of Regional Collaboration**

Policy, Crime & Disorder and Equalities	Legal	Finance	ICT	Risk Management Issues	Staffing Implications	Physical Assets
NONE	**NONE**	**NONE**	**NONE**	**NONE**	**NONE**	**NONE**

CONSULTATIONS

I confirm that the appropriate consultations have taken in place and the outcomes are as detailed below

Signed: **Martyn Palfreman** **Head of Regional Collaboration**

1.Local Member(s)

Local members form part of the membership of the Regional Partnership Board, which the Workforce Programme Board reports into.

2.Community / Town Council

N/A

3.Relevant Partners

Social Care Wales, 3rd and Independent sector providers, Hywel Dda University Health Board, Pembrokeshire and Ceredigion Councils, other Welsh local authorities, all 7 regional partnerships in Wales, paid and unpaid carers, service users, higher and further education, Department of Work and Pensions

4.Staff Side Representatives and other Organisations

Unison, other trade unions as appropriate

Section 100D Local Government Act, 1972 – Access to Information List of Background Papers used in the preparation of this report: THESE ARE DETAILED BELOW		
Title of Document	**File Ref No.**	**Locations that the papers are available for public inspection**
A Healthier Wales		https://gov.wales/docs/dhss/publications/180608healthier-wales-mainen.pdf
A Revolution Within: Transforming Health and Care in Wales		https://gov.wales/docs/dhss/publications/180116reviewen.pdf
Delivering Change Together		http://www.wwcp.org.uk/wp-content/uploads/2018/03/West-Wales-Area-Plan-English-Final-Version-29-03-18.pdf
Social Care Workforce Development Programme		http://www.workforcedevelopmentcarmarthenshire.co.uk/media/82986/West-Wales-Regional-SCWWDP-Grant-Application-2018-19-Redacted-Eng.pdf