

Reshaping Care for Older People

Winter Bulletin 2010/11

Introduction:

The Reshaping Care for Older People programme is being led by the Ministerial Strategic Group for Health and Community Care (Chaired by Minister for Public Health and Sport with NHS Chairs/COSLA spokespersons). The programme is required as current services are not sustainable in the face of demographic change and financial pressures. In addition, some services are changing and developing at different rates towards achieving our core policy goal of “optimising the independence and wellbeing of older people at home or in a homely setting”.

The Programme has been running for over 12 months, with an initial focus around 8 work streams. In order to progress the Programme from the analysis and development stage to delivery the governance and organisational framework has been reviewed and the number of work streams rationalised to five. The work streams are: Care Settings, Complex Care, Community Capacity, Workforce and Funding and Demographics.

NES/SSSC Strategic Joint Group will take overall responsibility for the workforce agenda within the Reshaping Care Programme and has established a Workforce Operational Group.

Purpose:

The operational planning and implementation of Reshaping Care for Older People (RCOP), Workforce Stream will:-

- Provide strategic leadership to the programme of work, and in relation to each work stream or project within it;
- Develop a framework for all required future activities;
- Identify and outline all associated workforce needs linked to planned activities;
- Determine performance management measures and indicators based on planned activities, and monitor performance;
- Work with NES/ SSSC wide governance arrangements;
- Ensure that appropriate procedures are applied with regard to ethical aspects of the Project.



Further Information

Gill Walker, Educational Projects Manager,
NHS Education for Scotland,
0131 313 8099 / 07827 858783
gill.walker@nes.scot.nhs.uk

Laura Gillies, Education and Workforce Development Adviser, Scottish Social Services Council,
01382 346491 / 01456 459083
laura.gillies@sssc.uk.com

Recommendations for the RCOP Workforce Operational Group

Below are the recommendations for the workforce work stream from the reshaping care for older people programme. These recommendations were reviewed at the Operational group meeting on 24th November 2010. They have been categorised under the following headings: Demographics; Skills; Learning Provision and Support.

Demographics

- Undertake further work to assess the impact of demographic shifts and workforce requirements.
- Specify data required for future monitoring and workforce planning.
- Develop proposals to maximize retention of older employees.

Skills

- Provide guidance on the skills, knowledge, values and attitudes required to support a care workforce focussed on enablement / a personal outcomes approach and support for self management.
- Provide guidance for development of Health and Social Care Support Worker role in line with shared values and principles.
- Work with remote and rural programme.
- Develop a strategy to support staff managing or working with volunteers.

Learning and Provision

- Develop an integrated learning and career framework for care workers in liaison with Scottish Colleges and Higher Education Institutes.
- Ensure professional / clinical qualification courses use a curriculum that reflects future requirements.

Support

- Promote cross sector employer's alliance to support training / recruitment.
- Support provision of effective Leadership.



Membership:

This work will be strongly influenced and informed by the views and experiences of service users and carers. The group is chaired by a member of the Ministerial Strategic Group and membership has been drawn from a wide range of health and social care sector representatives including:-

- Scottish Social Services Council
- NHS Education for Scotland
- Scottish Government Joint Improvement Team
- Scottish Workforce Advisory Group Partners
- Association of Community Health Care Partnerships
- Association of Directors of Social Work
- Scottish Care
- Coalition of Care and Support Providers
- Modernising Community Nursing Programme
- HR Directors – Health / Local Authorities
- Care Commission
- NHS Quality Improvement Scotland

Additional representatives will be co-opted as required.