

WORKFORCE PLANNING AND DEVELOPMENT

Developing of a workforce plan for Older People's Services

- Following a workforce development and training day in August, which focused on three priority areas: older people's services, mental health and coronary heart disease, the Local Workforce Reference Group, chaired by Sheila Clark, has revisited its plans on how best to support workforce planning activities across the health economy.
- The Local Workforce Reference Group (LWRG) has commissioned Steve Anandale from Dearden Consultants to provide education/training and other practical assistance to support the development of an integrated workforce plan for older people's services across the IOW, Portsmouth & SE Hampshire area. A total of 6.5 days of Steve's time has been allocated to initiate this work.
- The LWRG has agreed that some of his time should be utilised to develop a common template for use at locality level, which would help pull together and integrate baseline service and workforce data. Consistent data presentation will be essential if locality needs are to be translated into an integrated workforce plan for the health economy. The LWRG has also recognised the need to agree a practical and simple framework for the workforce plan and propose that this should be based on some 'workforce trigger questions which have been local produced by the LWRG. These are attached for reference. Steve Anandale will work on developing these two tools in conjunction with Elaine Garrett, Joint Planning Manager, IOW and LWRG member, who also participated as a member of the older people's services group at the workshop in August.
- The LWRG also agreed that each locality should have a day of Steve Anandale's time. This could be used to give some practical or any other support deemed appropriate to move things forward in the locality. **Each Local Implementation Team is asked to give some thought to this now and feedback their response to Kathryn Rowles** (Tel: 023 92 835097) who is co-ordinating responses. She will brief Steve on what the needs are. (This will use a total of 4 days with a day to East Hants/IOW/Fareham & Gosport/Portsmouth City).

Local Modernisation Review Stage 2 – Workforce.

- Workforce is one of the 5 LMR priorities for the district. The LWRG has proposed that action plans be developed around a number of specific workforce projects that offer innovative solutions to address service priorities. Older People's Services has been identified as one of five areas where a proposal(s) for innovative new ways of working should be developed. This is an excellent opportunity to bring together a number of priority areas, which would be given prior consideration for SAFF or other modernisation funding.
- There are a number of potential schemes, which could be considered, for example,
 - a) Intermediate care support workers who are multi skilled and trained to provide enhanced care at home, using enablement techniques in all activities of daily living.

These staff would support patients post discharge from acute care, e.g. following falls, fractures strokes etc.

b) Development of specific training for health and social and voluntary sector care staff in modern management and care of people with dementia.

c) Developing training for carers pre-discharge to enable them to be better prepared for the caring role.

d) Development of trained therapeutic exercise leaders to set up community programmes aimed at improving balance and strength and reducing anxiety amongst older people at risk of falling.

Pilot projects could be District wide or locality specific.

Chairs of Local Implementation teams are asked to develop ideas in preparation for LMR stage 2