

Meeting of the Cabinet - 17th March 2010

Report of the Director of Adult, Community and Housing Services

Dudley Health and Well-Being Partnership Joint Workforce Strategy 2010 –2015

Purpose of Report

1. To seek Cabinet approval for the Dudley Health and Well-Being Partnership (DHWP) Joint Workforce Strategy 2010-2015 (a 'hard' copy of which has been made available in the Members Library and an e-version available on CMIS.)

Background

2. More than 11,000 people work in the Dudley care and health sector. Approximately 5,500 each work within the separate health sector and the social care sector.
3. These numbers include the smaller number of highly qualified social care and health professions of General Practice (GPs,) Pharmacy, Occupational Therapy, Nursing and Social Work as well as a much larger number of care and health staff working across the public, private and voluntary sector in a range of support roles providing direct health and care services such as home care, residential care or healthcare assistant roles.
4. The size of the care and health workforce makes it one of the most significant in the Dudley locality as it is part of the largest sector of jobs available in Dudley Borough (Dudley Borough Draft Economic Strategy 2010/11, p12.)
5. The context in which this large workforce in providing care and health services has been changing considerably. Some examples of this context are:
 - greater use of telecare and telehealth in the provision of care and health services.
 - new initiatives such as Extra Care Housing will soon be available to people in Dudley allowing greater choice for people to stay within their own homes as they age.
 - overall policy direction locally and nationally has emphasised increased choice and control for adults using care and health services in a more personalised way as well as improving the experience for children and young people in their use of care services as part of integrated services for children and young people.

- Demographic changes with the populations aged 65+ and aged 85+ projected to rise by 24% and 52% respectively by 2020 (Source – Joint Strategic Needs Assessment, 2010 up-date.)
 - Identified skills gaps within the workforce
 - Challenges of supply and demand in the workforce e.g. recruitment to children's social work posts.
 - The work of the Children's Trust work on a specific children's services workforce development strategy
6. Recognizing the changing context in which health and social care are being provided and the scale of the workforce, therefore, the DHWP has up-dated its workforce strategy with the Vision of developing "*a confident, enabled, equipped and sustainable workforce for health and social care across the Metropolitan Borough of Dudley.*" Through this work, the aims are, among other factors, to identify the implications for workforce requirements in the light of the changing environment; propose and implement measures to bridge the gap between supply and demand; continue to engage with and gain commitment from employers and employers' organisations, to deliver the plan; and to agree and implement priority programmes of workforce development relating to:
- ✧ Leadership and Management – mapping of current Leadership and management qualification and development programmes in the borough and consideration of joint provision where appropriate.
 - ✧ Data Collection and analysis – development of good quality workforce data across the whole sector.
 - ✧ Identification and development of areas for Joint Training provision e.g. NVQ
 - ✧ Joint Commissioning – review of current arrangements and development of micro commissioning capability for patients and service users
 - ✧ Apprenticeships – Consideration of feasibility of developing shared apprenticeship schemes across Health and Social Care in Public Service Apprenticeships
 - ✧ Dementia – Maximise opportunity for joint training and skills development under a borough-wide dementia strategy
 - ✧ Safeguarding – Further development of joint training under the auspices of the Safeguarding Boards for both children and vulnerable adults.
7. Staff are the main resource for successful development and delivery of health and social care services in Dudley therefore how staff are trained is vital to success and safety of these services. The up-dated strategy provides the way to address this challenge. .

Finance

8. Any financial implications arising from addressing the areas for improvement will be met from within existing budgets and budget planning across the health and social care economy.

Law

9. Adult Social Care Services are provided to the public as a result of a range of legislation and guidance including the NHS and Community Care Act 1990 and

other related legislation. The main provisions relating to the Council's Children's Services function are contained in the Education and Children Acts

Equality Impact

10. The provision of equitable services to Dudley people requires a workforce that is understands and is committed to the principles of equality – appropriate training maximises the possibility of this aspiration. Development opportunities for people who may have been traditionally excluded from such opportunities for a variety of reasons such as low pay remains a core consideration of this strategy. An overall Equality Impact Assessment is to be undertaken.

Recommendation

11. That Cabinet comment on the DHWP Joint Workforce Strategy and support its implementation in Dudley.



Linda Sanders
Director
Adult, Community & Housing Services

Contact Officers:

Brendan Clifford
Assistant Director – Policy, Performance and Resources

Tel: 01384 815805

Email: brendan.clifford@dudley.gov.uk

Andrew Packer
Head of Learning and Development – DMBC

Jenny Powell
Head of Organisational Development and Work Strategy, NHSD

Background Papers

Dudley Health and Well-Being Partnership (DHWP) Joint Workforce Strategy 2010-2015. ('Hard' copy available in Members Library and an e-version on CMIS.)