

Social Care Learning & Development Group – Monday 11 April 2016

Tristan Brice – London ADASS

- London ADASS has developed a Regional Account – Aim & purpose is to agree priorities for 2016 – 2017
- Identify Service Users – Think Local Act Personal
- Multi-agency Safeguarding Board is currently with legal – DASM
- Information will be publicised once it is legal
- Principal Social Worker role has been designated to some Safeguarding Adults Managers
- Roles & Responsibilities of the PSW has been defined by ADASS
- There will be some revision to the Safeguarding Adults Multi Agency Board
- NHS has £80k to contribute to work
- Boards will meet in May / June 2016 and then every quarter for 2 hours
- There will be a Practitioner Group, Safeguarding Adult Board Chairs Group and a Training Sub group
- Christine Jones will Chair the Board and there will be members from CQC, Police, Fire Brigade, NHS England, Provider Services & Adi Cooper – who is working as a Consultant
- Focus will be on developing the following;
 - Developing best practice and self neglect
 - Methodology for serious case reviews
 - Outcome measures & evaluation
 - Embedding modern slavery

Social Care Workforce Steering Group

- A Social Care Workforce Steering Group has been set up
- Members include Phil Porter, UKHCI, Learn to Care,
- The aim of the group is to have an overview on all strategic workforce development activity across London across Health & Social Care and to look at combining agenda's
- Exploring collaboration of social care training
- Skills for Care has aligned their Networks to the new groups that have been set up
- Development required for the Quality Surveillance Group and Residential & Dom Care
- NMDS Briefing highlighted 16,800 workers 34% working in residential who are near to retirement
- Some Nurse practitioners are having difficulty re-registering
- Funding for the development of a Nursing Associate role. Main challenge will be to recruit and retain

Role & purpose of the Social Care Workforce

Safeguarding training to be made available for;

- Strategic Directors
- Social Care workers
- Commissioners

- Nursing staff
- Training to support implementation of the Safeguarding Adults policies & procedures

Safeguarding Adult Board will need to understand safeguarding issues, safeguarding Adult Reviews & CQC results – identify hotspots

2017 – 2018 will see more collaboration across health & social care. More work to be done on Modern Day Slavery

Action - Please send copies of your Safeguarding Adults training programmes to Tristan

There will be a launch of the new Board this year.

The Board will review discrete products that are commissioned to look at where there could be synergies and joint purchasing. An example of this could be a London e-learning product where outcome measures can be jointly agreed and impact evaluated.

Local Government Association has £200k available for Learning Networks in London. This can be used to;

1. Support Commissioning & market shaping
2. Whole Council – Care Act
3. Social workers – Case manuals
4. Supporting system Leadership

Use of action learning, strength based approach & Drama based workshop

The next meeting will look at the Terms of reference and agree a project plan

Ali Rusbridge – Skills for Care

- Skills for Care has representation on all the new groups ADASS groups that have been set up
- There is also representation on the Commissioners & Principal Social Work Network
- It's important to work together to achieve the Direction of Travel
- Department of Health Funding has been reduced
- Need to attract, develop, and keep quality workers
- Business plans will shortly be published
- Leadership capability needs to be linked to Recruitment & retention

Commissioning

- Commissioning & workforce
- New Commissioning qualification
- Career pathways for Commissioners to be developed
- Workforce Market Shaping
- Have we got staff with the right skills
- Importance of thinking about workforce
- Quality agenda – linked to quality of staff
- Skills for Care have produced a booklet to support this work

National Minimum Dataset

- All Local Authorities are able to download their LA report
- Highlights national minimum wage
- Lots of businesses are going under due to LA's pushing charges down
- LA's need to build NMDS into their contracts with Service Providers
- New infographics are available
- Registered Managers are challenging to recruit
- Leadership & Management offer is a high priority
- Registered Managers Networks have been set up in each locality for Registered Managers with Skills for Care support
- S4C continue to provide Department of Health funded workstreams events for free

Recruitment & Retention

- The biggest priority for Skills for Care and the sector
- Finding & Keeping workers has been updated
- Learn from other – value based recruitment
- Funding for Apprenticeships has changed – this should link to recruitment challenges in social care

Integration

- Economic regeneration
- Community Education Provider Networks
- Health has just published their Pan London Strategic Workforce Framework

Training

- New Learning & Development Guide
- Linked to different types of role
- Identifies when you need to re-register
- Workforce Development Funding will be confirmed soon
- S4C has a list of endorsed training providers on their website

Social Work

- Lyn Romeo's annual report is now available
- There is clarification on the role of the Principal Social Worker
- Relationships with the PSW needs to link with Learning & Development to drive the Care Act
- NMDS new reports highlights social work education
- Teaching Partnerships –Nicky Morgan says that it is in the government interest to expand Teaching Partnerships
- ASYE Funding will be signed off soon

Community Care Inform

- Intergration
- Recruitment & Retention

- NHS agenda
- Time – lack of use
- Functionality – time
- How are you measuring Practitioner Research?
- Children's – court reports
- Feedback from judges
- Adults – more hot topics – no recourse, self neglect & BIA Court of Protection
- Recruitment is different from retention
- ASYE Career Pathway support available
- Tool helps with ongoing Learning & Development
- Work with subscribers – now have quick guides
- Learning at lunchtime
- Example of serious case reviews
- Journalists working with specialist to develop material
- Try to develop material that stays memorable
- Community Care Inform does not offer individual membership. Group said that they were missing out on

Group updates

- All members highlighted key updates within their Local Authority