

Reshaping Care for Older People

Spring Bulletin 2012

The Reshaping Care for Older People programme provides a long term and strategic approach to delivering change so that we can achieve our vision for future care for older people in Scotland. The workforce Operational Group has now completed over a year and we want to share our progress to date.

Demographics

The working group has been constructing a platform upon which to give a comprehensive interpretation of the data considering previous exercises that have been carried out on the impact of demographic change.

The following points have been addressed:

- Implications of demographic change for workforce numbers
- The use of Health and welfare services including projections of staffing headcount in care homes for adults
- Issues and gaps
- Population projections: all people and specifically older people
- Trends and variations in the use of health checks.



Skills

This subgroup has initiated a range of activities which have sought to identify and promote the required knowledge, skills and values required to develop the workforce. Specifically the group has:

- Held a workshop with leads in current policy and strategic areas to consider the knowledge skills and values of the current and future health and social services workforce
- Held a series of engagement events across Scotland called *Sliding Doors to Personal Futures*, to inform, engage, excite and to collect further intelligence to inform future planning.
- Held an event dedicated to the support worker agenda, to ensure future training and learning is developed according to identified need and direction of travel and to promote national consistency in approach



This group has now gathered significant intelligence to inform more detailed planning in conjunction with partners across subgroups and sectors.

Learning Provision and Support

The subgroup has gathered intelligence to support an effective plan which would align with and support the activities of all sub-groups and connect and support Change Fund partners. A summary of the work of the subgroup includes:

- Review of activities to support the Leadership agenda within and across sectors
- Identification of mechanisms and frameworks to engage with/influence stakeholders and promote cross sector employers' alliance
- Proposal for greater integration with JIT and Change Fund partners
- Implications for Human Resources and Organisational Development in supporting change



Carers Strategy

'Caring Together' and 'Getting it Right for Young Carers' published by SGHD with COSLA in July 2010 outlines the key actions to help improve outcomes for carers and young carers. NES and SSSC are working jointly on a project to support and enable staff to effectively meet the needs of carers and young carers. NES and SSSC, as requested by SGHD, has developed a workforce training and education plan that will support and enable staff to effectively meet the needs of carers and young carers and

engage them as equal partners in the design and delivery of services.

Two New Resources

Sliding Doors to Personal Futures the Next 5 Years

What does RCOP look like in practice? How does it change our experience of care and support and our expectations about what 'caring' and supporting older people should be like?

Using creative and innovative methods, this resource will support the RCOP policy agenda by detailing what it means for older people, their families and friends and for those working with them.

<http://www.knowledge.scot.nhs.uk/home/portals-and-topics/care-for-older-people-portal/reshaping-care-for-older-people.aspx>

Employers Guidance for Health and Social Care Support Workers

A resource to provide information and support for employers.

It focuses on key areas identified as being those where employers need easy to access, quality assured information.

<http://www.knowledge.scot.nhs.uk/home/portals-and-topics/support-workers/for-employers.aspx>

Further Information

Gill Walker, Educational Projects Manager,
NHS Education for Scotland,
0131 2208692 / 07827 858783
gill.walker@nes.scot.nhs.uk

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