

## **Decision Session - Cabinet Member for 20 December 2011 Health, Housing and Adult Social Services**

Report of the Assistant Director, Integrated Commissioning, Adults,  
Children and Education

### **York Adult Care Workforce Development Strategy**

#### **Summary**

1. Introduction of the first Adult Care Workforce Development Strategy for York focused on the whole of the adult care workforce. This includes organisations in the voluntary, statutory, private and independent sectors as well as unpaid carers and staff employed directly by individuals receiving direct payments.
2. The strategy aims to improve the quality of people's lives in York by developing a skilled, confident and competent social care workforce who are able to deliver truly person centred care.
3. The document identifies 4 key priorities:
  - a skilled and competent workforce
  - working together
  - strong and effective leadership
  - knowing what we need from our future workforce
4. City of York Council, along with a range of partners, has produced this strategy to demonstrate a commitment to developing this workforce to ensure that they continue to be able to deliver services with care, compassion and imagination.
5. The implementation of the strategy will be led by a multi agency workforce board, which includes representation from a wide range of partners. These partners will work together to ensure the delivery of high quality services across the City, sharing and highlighting best practice, empowering individuals to be able to

make informed choices about the services they receive and working closely with the commissioning team where relevant.

## **Background**

6. In these difficult economic times, it is even more important to ensure vulnerable people within our communities receive the support and care that they need. This relies on the tens of thousands of people who are providing care and support in our communities, both paid and unpaid.
7. Integrated Local Area Workforce Strategies (InLAWS) was an approach initially introduced by Skills for Care and supported by ADASS (Association of Directors of Adult Social Services). InLAWS is an approach or methodology that aims to help areas ensure that they have “the right workforce, doing the right things at an achievable cost”.
8. The InLAWS approach aims to support Local Authorities to fulfil their statutory responsibility for the quality of adult social care services delivered across the statutory, independent and third sector.
9. We have an ageing population and the number of people with dementia and long term conditions is set to rise dramatically. Therefore the size of the adult care workforce will need to increase. This presents challenges in terms of ensuring we can recruit talented and passionate people who have opportunities to progress and develop should they wish.
10. As well as increasing in size, the workforce will increasingly require a different and expanding range of skills as we continue to focus on the personalisation of services and on autonomy, independence and self directed support.
11. The York Adult Care Workforce Strategy sets out a series of ambitions for the next three years to ensure that the workforce is able to meet these challenges and the needs, expectations and preferences of those who use services both now and in the future.

## Consultation

12. Consultation took place across York and North Yorkshire in late 2010 via email and workshops with a broad range of organisations across the public, private and voluntary sectors. The draft strategy has been circulated for comment across key partners in the City who will form the basis of the new partnership group. The strategy and delivery plan will continue to be developed and delivered via a process of consultation with partners and key stakeholders who are represented on the partnership group.
13. The strategy also highlights the importance of ensuring that workforce development and training is informed by the needs, views and priorities of those who use services. This will be a key priority of the strategy group going forward.

## Options

14. There are no options to consider at this stage.

## Analysis

15. There are no options to consider at this stage.

## Council Plan

16. The York Adult Care Workforce Strategy links to the following priorities within the Council Plan:
  - *Create jobs and grow the economy* – the strategy prioritises the need to ensure that careers within adult social care have a high profile across the City and that effective recruitment and retention mechanisms are developed.
  - *Build strong communities* – the strategy prioritises the need to work in partnership with families, carers and communities in the delivery of care and support. It also highlights the need for workers to routinely look to an individual's strengths, networks and community when planning and delivering support.
  - *Protect vulnerable people* - ensuring vulnerable people within our communities receive the support and care that they need relies on the tens of thousands of people who are providing care and support in our communities, both paid and unpaid. As

a partnership we are committed to supporting and developing this workforce to ensure that they continue to be able to deliver services with care, compassion and imagination.

## **Implications**

### **Financial**

17. There are no financial implications as implementation of the strategy will be on a partnership basis and funding will be identified from within partners existing budgets and from relevant external funding streams.

### **Equalities**

18. An equalities impact assessment will be completed alongside the development of an action plan.

### **Other**

19. There are no Human Resources (HR), Legal, Crime and Disorder, Information Technology (IT) or Property implications arising from this report.

## **Risk Management**

20. There are no known risks associated with the strategy.

## **Recommendations**

21. The Cabinet Member is asked to:
  - a) Endorse this strategy and the establishment of a partnership group to oversee its implementation.

*Reason: to demonstrate City of York Council's ongoing commitment to developing the adult care workforce.*

- b) Endorse the proposal to take a paper reflecting the priorities of both the children's and adults' workforce strategies to the Health and Wellbeing Board.

*Reason: to ensure that leadership of both strategies is on a partnership basis.*

## Contact Details

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**Report**  **Date** *Insert Date*  
**Approved**

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Director of Adults, Children and Education

**Report**  **Date** *Insert Date*  
**Approved**

**Specialist Implications Officer(s)** None

**Wards Affected:**

All

**For further information please contact the author of the report**

## Background Papers

None

## Annexes

- Annex 1 -York Adult Care Workforce Strategy
- Annex 2 - York Adult Care Workforce Strategy Group Terms of Reference