Health and Social Care
Workforce Workshop

Challenges and Opportunities: (Adult) Social Care

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National Concordat – transformation of adult social care

- Personalisation
  - Person centred planning (Outcomes)
  - Personal Budgets
  - Brokerage
- Commissioning
- Providers
- Social capital
- User led organisations
- Housing options
  - Supported Living
  - Extra Care Housing
- Shift to prevention / early intervention / reablement
- The “universal offer”
Workforce implications of Putting People First

- Leadership
- Recruitment/retention/careers
- Workforce remodelling
- Workforce development
- Integrated working with Health etc.
- Regulation
"we are creating a trained and qualified workforce"

the InLAWS survey: meeting the workforce challenges of personalisation in social care (England)

the key findings and recommendations of the March-April 2009 Integrated Local Area Workforce Strategy (InLAWS)

• Practical support to Directors of Adult Social Care to workforce transformation
• Survey April 2009
• Consultancy and report in progress
The Social Work profession (Adults and Children’s)
- Resources, bureaucracy
- Confidence, purpose and identity
- Evidence of effectiveness, sense of value to public
- Partnership with users and other professions, agencies
- Training and professional development
- Standards, influence
Green paper on the future funding of adult social care

• Currently out for consultation:
  “The Big Debate”
CHALLENGE. n. {from the verb.}
1. A summons to contest.
   I never in my life
   Did hear a challenge urg'd more modellly. (Shad.)
2. A demand of something as due.
   Taking for his youngings sake,
   Left greedy eyes to them might challenge by,
   Bully with other手段 their shoulders mark. (Sidney)
   There must be no challenge of free unity, or no countenancing of Freemen. (Collin's Scotsfig.)
3. [In law.] An exception taken either against persons or things; persons, as in alliance to the jury, or any one or more of them, by the prisoner at the bar. Challenge made to the jury, is either made to the array, or to the polls; challenge made to the array, is when the whole number is excepted against, as partially empannelled: challenge to or by the poll, is when some one or more are excepted against, as not indifferent: challenge to the jurors is divided into challenge principal, and challenge for cause: challenge principal is that which the law allows, without cause alleged, or further examination; as a prisoner at the bar, arraigned upon felony, may peremptorily challenge to the number of twenty, one after another, of the jury empannelled upon him, alleging no cause. (Crawf.)
   You are mine enemy, I make my challenge. 
   You shall not be my judge. (Shakespeare)
Important
Big
Difficult
Risky
Now

1.75m adult users

1.5m workers 2/3rds PVI sector

£16.5bn LA spend (Adults)

More over 65’s than under 16’s. Over 85’s to double over next 20 years; over 100’s to quadruple.

Comprehensive Spending Review?

Budget pressures

Casualisation?

Morale

Complex stakeholder landscape

Data

Tools
A pessimist sees the difficulty in every opportunity;

an optimist sees the opportunity in every difficulty.
Dear Santa,
For Christmas we would like

• A focus on outcomes for people ("lived experience of people who use services")
• Understanding and accommodation of each other's circumstances
• Honesty, openness, trust (relationships)
• Consistent national policy, performance and financial frameworks

Thank-you,
Health and Social Care