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**Item 9 (6)**

**Exception Report: Workforce Development**

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| Summary of the Programme  | The implementation of the Social Services and Wellbeing Act and other recent national policy and legislation is having a significant impact on the whole health and social care workforce, requiring new approaches to practice and shifts in internal culture. The West Wales Care Partnership has identified a priority for 2017 to develop an integrated workforce strategy for the sector. The strategy will support the workforce through these changes, and will address questions of recruitment, retention and staff development across the region.The Institute of Public Care at Oxford Brookes University has undertaken the first phase of the project for the Partnership. This initial scoping exercise has identified several areas for improvement, crystallised into key recommendations to be carried forwards which will probably form sub-projects to sit beneath the wider workforce strategy development project. |
| Period covered by the Report | Quarter 3 Oct – Dec 2017 |
| Summary of overall status including RAG rating | Although in its embryonic stages, the programme has begun to progress well with a reasonable level of regional buy-in although the ongoing national risks and regional programme dependencies are placing the overall status as amber. |
| Key Risks | Lack of accurate and relevant workforce data across the sectorDifferent data sets between organisationsShort timescalesImplementation of Registration and Inspection of Social Care Act Recruitment & Retention of Social Care Staff |
| Key Issues  | Workforce data for analysis and planning purposes is largely inconsistent and overall poor and prevents wider planning across the region.The population assessment needs development to give a detailed analysis of workforce challenges across the region.Impending RISCA and associated workforce development issuesTransition from local social care workforce development plan to social care Wales regional workforce development grant |
| Key Milestones  | 4/10/17 Facilitated pre-planning workforce strategy session5/10/17 Facilitation grant spend collaboratively agreed16/10/17 Whole sector workforce planning session leading to 3 workstreams:* Regional workforce planning data and analysis
* Regional workforce development
* Regional workforce function
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| Milestones achieved/Outputs (deliverables) completed in last period | 02/05/17 Regional workforce strategy phase 1: Initial scoping exercise stakeholder review 17/07/17 Regional Workforce Programme manager commenced30/08/17 Facilitation grant initial iteration business plan submitted |
| Shortfalls/Non-completions in last period | Workforce governance review not completed – set back pending wider governance review |
| Forecast for next period | Quarter 3 and 4 Facilitation grant funded projects planned and implemented:* Collaborative promotion of care and support as a career choice
* Upskilling of domiciliary care workers to deliver nutritional support to older people in the community
* Action learning for domiciliary care staff to help equip them for the challenges of the Care at Home strategy
* Cross-sector training on the implications of the Regulation and Inspection of Social Care (Wales) Act
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| Financial status | Specific spend detail for facilitation grant due for submission end of Oct: £51,883  |