

Workforce and Personalisation

ADASS Spring Seminar 2008

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The Social Care Workforce



- 1.6 million in the wider social care workforce (in adult and children's services):
 - 76,000 are professionally qualified social workers
 - 30% employed by Local Authorities
 - 87.7% in adult's services
- Only 30,000 social care staff have a relevant qualification
- An estimated 30,000 employers of which 150 are local authorities



A Strategy for the Workforce



- *Putting People First* – workforce a key component of success
- Strategy will define the key priorities and messages for the workforce and set the direction of travel
- Positive work to build on – Options for Excellence
- Working with our key partners in the sector to develop the strategy
- Series of strategic themes
- The challenge is to define a strategy that:
 - Equips our leaders and staff to deliver today
 - Prepares them for tomorrow
- Series of “Workforce conversations”
- Getting the most out of existing resource and v. limited new resource



Challenges of Personalisation Agenda

- Huge transformation agenda
- Delivering today prepared for tomorrow
- One size doesn't fit all – managing risk
- Changing roles and new roles
- Next Steps Review – workforce planning
- Where will the workforce come from?
- Role of the DASS
- World Class Commissioning
- Role of the individual as employer and commissioner
- A strategy for the sector
- Working with partners – NHS, DCSF

Policy Development and Product



Putting People First : Building the Adult Social Care Workforce for the Future Recruitment, Retention & Career Pathways

Key Products & Outcomes: Develop Newly Qualified Social Worker Status, National Recruitment Campaign, National Minimum Data Set development

Workforce Development

Key Products & Outcomes, Continuing Professional Development, Review social work education with DCSF, Ensuring implementation of skills pledge, Implications of workforce re-modelling, Outputs of Five Point Plan: Awards, Journal, Dissemination of Good Practice, e-learning, Social Care TV

Workforce Re-modelling

- *Key Products & Outcomes* New Types of Worker, Policy scoping – Service Users as Employers and Commissioners, Individual Budget Implications

Leadership, Management & Commissioning Skills

- *Key Products / Outcomes* Skills Academy, Links to world-class commissioning

Joint & Integrated Working

- *Key Products / Outcomes* Scoping for Next Steps Review and integrated workforce planning, responsibility of Directors of Adult Social Services for strategic workforce planning across the sector

Improving Quality including through regulation

- *Key Products/Outcomes* registration of domiciliary care workforce, regulation and personalisation – managing risk, new roles etc.



Next Steps



- Current to June - Engagement to 'test out' some of our current thinking
- May – interim statement launch
- ADASS Workforce Committee – 6 June 2008
- October – launch the strategy
- Co-production in it's implementation
- CSR10

Our contact details



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