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**Registered Managers Peer Support Network**

**Nottingham North and East**

**Held on:** Wednesday 5th October 2016

**From:** 13:45 to 16:15hrs

**At:** Gedling Borough Council, Arnot Hill Park, Arnold, Nottingham NG5 6LU

**Attendees:**

Isabel Mantle (Chair) Elmbank Care Home

Stephanie Palmer Real Quality Care

Lisa Nussey Respectful Care

Sally Wells Respectful Care

Sarah Kelly Eden Lodge

Sue Llewellyn Eden Lodge

Iris Banham Carlton Care Home

Catherin Flavill Carlton Care Home

Anne-Louise Griffin Eastlands Healthcare

Ivy Wood HC1 – Beeches

Anna Livsey HC1 Spring Water

Owen Harvey D2N2 (Part-Meeting)

Amanda Ashworth Skills for Care

Candice Lau Nottingham North and East CCG

Linda Crick Age UK (Part-Meeting)

Briony Leighton Nottingham North and East CCG Pharmacy

Claire Poole Optimum Workforce Leadership

**Welcome**

Isabel welcomed everybody to the meeting and noted that it was a good attendance and a full agenda. She introduced Owen Harvey from D2N2

**D2N2 – Health and Social Care Skills Action Plan**

Owen explained the work of the D2N2 (The Local Enterprise Partnership for Derby, Derbyshire, Nottingham and Nottinghamshire). They work as a support hub to provide information, expertise, guidance and support with regard to financing and business start-up. He also went through the actions committed to in the D2N2 action plan for health and social care which should benefit employers in the sector. These actions are:

1. Create a network of ten Health & Social Care Enterprise Advisors

2. Develop an online Health & Social Care Schools Handbook

3. Develop online Health & Social Care Graduate Handbook

4. Develop online Health & Social Care Employer Handbook

5. Develop five Health & Social Care Apprenticeship Ambassadors

6. Develop five Health & Social Care Graduate Ambassadors

7. Develop an employer Work Experience Starter Pack

8. Strengthen HSC related Careers Advice

Owen asked that if employers were interested in finding out more about these, please contact [istraining@nottscc.gov.uk](mailto:istraining@nottscc.gov.uk)

**Nurses and Healthcare Development Project**

Claire apologised for the fact that Philomena O’Hanlon was unable to be present today. Philomena is the Nurse Educator Consultant who has been seconded to Optimum for a 12 month period from Notts Healthcare NHS Trust. Her post is being funded by Health Education England (East Midlands) to look at 3 work streams to support the development and integration of nursing and healthcare competencies in social care settings. These 3 work streams are:

1. Post-graduate qualification for registered nurses working in social care

2. CPD opportunities for registered nurses working in social care

3. Care workers to become upskilled in healthcare related tasks to be able to meet the needs of residents as they live longer in residential homes and to support nurses in nursing homes

More information can be found on how to engage with these projects on the Optimum website on the ‘Getting involved’ pages: <http://www.nottinghamshire.gov.uk/owl/getting-involved>

Claire also provided information on the Nursing and Healthcare conference that is being held on 22nd November at the Everyday Champion’s Centre in Newark. Attendees were asked for their suggestions for the agenda, which is just being drawn together.

Some suggestions were:

* Training for seniors in how to make clinical judgements
* Support available to care homes, residential and nursing

Information was provided on the DREEAM Physical Health Update training for registered and non-registered nurses working across health and social care: <http://site.nottinghamshire.gov.uk/living/business/supporting-social-care-businesses/optimum/workforceprofessionaldevelopment/meetingyourneeds/trainingprogramme/?entryid171=603224>

**Skills for Care Update**

Amanda supported the work of the Local Enterprise Partnership and D2N2 and encouraged people get involved.

She informed the meeting that Skills for Care would be re-launching their i-care ambassador initiative with a view to recruiting more care providers to sign-up to the scheme and encourage more people in to health and social care as a career. People interested should contact Amanda at Skills for Care or visit the website for more information:

<http://www.skillsforcare.org.uk/Recruitment-retention/I-Care...Ambassadors/I-Care...Ambassadors.aspx>

Skills for Care are running Values Based Interviewing courses that focus on finding and keeping the right people. These are being held around the region and care providers are urged to consider the content as they are being held in response to requests from the sector. For more information visit:

<http://www.skillsforcare.org.uk/Recruitment-retention/Finding-and-keeping-workers/Finding-and-keeping-workers.aspx>

Skills for Care recently surveyed Registered Managers attending existing networks to find out what they felt they got out of attending.  The results can be found here:

[http://www.skillsforcare.org.uk/About/Evaluating-our-impact/Evaluating-our-impact.aspx](https://fwa.nottscc.gov.uk/owa/redir.aspx?C=tIstTE7ucigSakZy6MlERSVoZLfRMKDo2k_WR10pcUY9Wa_QEPjTCA..&URL=http%3a%2f%2fwww.skillsforcare.org.uk%2fAbout%2fEvaluating-our-impact%2fEvaluating-our-impact.aspx)

**Optimum Opportunities for Employers to engage:**

**Workforce Development Fund (WDF) -** Claire reminded the meeting about the WDF and how they could claim back funds for employees who achieve successfully completed units of health and social care qualifications. The current milestone is due on 30th September when 30% of the fund should have been allocated. Claims currently stand at 10% and if the 30% is not met at this time, some of the £114k may be taken away from Optimum as the Nottinghamshire Partnership. More information can be obtained from: <http://www.skillsforcare.org.uk/Learning-development/Funding/Workforce-Development-Fund/Workforce-Development-Fund.aspx>

**Upcoming courses** – Visit the Optimum pages for the learning programme: <http://site.nottinghamshire.gov.uk/living/business/supporting-social-care-businesses/optimum/workforceprofessionaldevelopment/meetingyourneeds/trainingprogramme/>

The main courses available at the moment through Optimum are the competence frameworks. The Medicines Management 4 day person-centred competence framework to develop your own Trainer Assessor is scheduled to start on 11th October at the Nottinghamshire Business Venture Enterprise Centre. Margaret said that she wanted some places on this course. (Halima has sent the booking form to her).

**Nutrition and Dysphagia project –** This project is now at the pilot stage and this will take place in October and be evaluated in January. It will then be reviewed and rolled out during February 2017. The pilot is now full and comprises people who have participated in the focus groups and design. The course in February will be advertised and will still be heavily subsidised. There was a lot of interest and discussion and some employers requested their names to be added to the list as they would like to be involved or kept informed.

**Care2Change quality improvement project** – The service improvement bid to the Workforce Development Innovation Fund had been successful and the launch event is due to take place on 6th October at The Towers in Mansfield. People who are interested can learn more about how to get involved in the project at: <http://www.nottinghamshire.gov.uk/owl/getting-involved>

**Sustainability Transformation Plan 2016** – This is an initiative being led by Health Education England (HEE) and is seeking to redesign services within a geographical footprint to ensure better integration. Amanda explained that the STP is a whole system approach for health, social care, housing, voluntary sector, citizens and carers to provide access to support which suits them better.  It hopes to break down barriers and bring support closer to an individual’s home.  Whilst there is very little in the way of funding to support the transformation it does hope to be more efficient and provide better support.  This will inevitably affect social care as it will quite rightly be seen as a solution to some of the issues currently experienced by citizens when trying to access care and support.  Providers currently face some workforce challenges which are continuous i.e. recruitment; and these need to be highlighted in order to for those challenges to be taken account of in the development of the STP. I would urge providers to engage with the development of the STP where possible in order for them to have a voice in the development of the plan.

The development of the workforce plan for the STP is using NMDS-SC in order to see who we have in social care and what they are doing.  If providers are not completing NMDS-SC then, as a system, we risk not reflecting the true role of social care in a health and social care economy.

There are meetings taking place that include looking at community and social care services which health colleagues are calling ‘proactive care’. Information is being sent out from Optimum and health and social care employers are urged to come along to find out more and get an understanding of how the STP will affect the development of your services in the future. Links to the newsletters providing information can be found at [www.optimumwl.co.uk](http://www.optimumwl.co.uk)

**Mental Health Awareness Workshop** – Halima introduced the workshop that she is planning and asked for input. This half-day workshop will be held at the end of October 2016 and will be advertised through the membership mail outs and the learning event schedule:

<http://site.nottinghamshire.gov.uk/living/business/supporting-social-care-businesses/optimum/workforceprofessionaldevelopment/meetingyourneeds/trainingprogramme/>

**Residents Representative Service**

Candice introduced Linda Crick from Age UK, who explained the work being done to support care providers to move all their residents to one GP practice. There are some residents who initially choose not to change their GP, but she explained that when they see the GP come in on a regular basis, residents are often encouraged to change to the GP allocated to that care setting.

**React to Red**

Claire informed the meeting about the learning resource pack ‘React to Red’. According to the CCGs this has been sent to every registered care provider, but there are still care settings that are not aware of it. Claire explained how well it had been received at some of the care homes she had spoken to. Staff had really engaged with the learning and were now reporting the very first signs that could indicate the beginning of a pressure sore. Managers had reported that the DVD was very realistic, showing some very serious cases. The effect was that staff had taken it on board and there were now fewer incidences occurring. More information can be obtained from: [Karen.Mcewan@nottshc.nhs.uk](mailto:Karen.Mcewan@nottshc.nhs.uk)

**Learning through sharing**

**Workplace Pensions – New requirements**

There was information shared around the Nottinghamshire Safeguarding Board and more information can be obtained from:

<http://www.nottinghamshire.gov.uk/care/adult-social-care/safeguarding-adults/nottinghamshire-safeguarding-adults-board>

There was a discussion on workplace pensions and whether people around the room were aware of their ‘staging date’. Managers shared information about what they were already aware of and how it was progressing. One manager explained in very helpful detail about how they had used external adviser to help them through the process. Everybody found this very useful.

Handouts were provided from the Department of Health Website and relevant links: <https://www.gov.uk/workplace-pensions-employers>. For more information on business related issues visit the ‘Business’ disk on the Optimum Website at [www.optimumwl.co.uk](http://www.optimumwl.co.uk).

**Date and agenda items for next meeting**

The next meeting is scheduled for Tuesday 24th January 2017 at the same venue, Gedling Borough Council, Arnot Hill Park. Isabel agreed to chair the next meeting as there were no other volunteers. Claire agreed to contact other managers in the locality to see whether there were any other managers interested in Chairing and perhaps share the role going forward.

CP

19th October 2016