Integrating the health and social care workforce to deliver effective joint working.

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well connected
joining up your health and care in Worcestershire
Well Connected

- Integrated Care Programme across Worcestershire
- One of 14 National Integration Pioneers
- Working across the whole system
- Overseeing 5 major health and social care transformation programmes and 6 enabling work streams
- Workforce one of the key enabling work streams
Integrated Workforce Planning

- Current system of workforce planning mitigates against the needs of integration
- Develop integrated strategic workforce planning to anticipate new models of care
- Whole system thinking without organisational boundaries
  - Health, social care, private providers, VCS, Carers
  - Individuals and their families at the centre
- Co design with staff and service users
System Challenges/opportunities

• Dis-integrated funding streams
• Challenges of the Care Act
• Local authorities becoming commissioning only organisations
• Aging workforce/difficulties in recruitment
• Vested interests of powerful bodies eg Royal Colleges, NMC, consultant bodies, GPs
System Facilitators

• Values based leadership and recruitment
• Multidisciplinary training
• Embracing, supporting and sharing new and extended roles
• Care certificate
Our trust contribution

- Track record of collaborative working with partners
- Integrated provider for several years - mental health & local authority
- National & local agendas driving further workforce and service redesign
Integration and new roles

- CARE HOME PRACTITIONERS
- INTEGRATED COMMUNITY TEAMS
- ADVANCED NURSE PRACTITIONERS IN MENTAL HEALTH
- GENERIC SKILLS TRAINING ACROSS MDTs
- DISCHARGE TO ASSESS PATHWAY
- INTEGRATED SOCIAL CARE NIGHT SERVICE
Challenges & route to success

- Integration – clearly defined
- Organisational and inter-professional trust
- Professional boundaries and silos
- Staff motivations
- Prepare staff for shift from secondary care to community
- Clinical practice against backdrop of multi-commissioners