Enhanced Care of Older People Workforce Development Newsletter

Many thanks to all those who took the time to read, review and feedback on the new assessment toolkit. Your comments have been really useful. The strategic workforce leads have been working hard, reviewing all the comments and updating the toolkit accordingly. The first edition should be with you very shortly!

The facilitator guide to support the EnCOP toolkit is also taking shape. This guide aims to provide facilitators with more detail on how to assess and determine competency, with lots of supporting information, as well as practical hints and tips

We are still keen to seek the views of service users and carers on the EnCOP toolkit and would welcome suggestions on local PPI forums that you may be aware of or involved with. We are planning to run service user engagement events to secure greater regional representation. Please link with your local strategic workforce lead if you have any thoughts or suggestions in relation to this

Local site updates:

Gateshead Local Authority

Strategic Workforce Lead: Angela Fraser

Local development action plan in place for EnCOP pilot implementation and also potential links to other internal work-streams / developments.

Significant progress made on identifying local Competency Development Facilitators (local assessors) across teams.

Competency development facilitator introduction / briefing workshop to take place in April for teams already identified and also aim to open up wider interest and potential engagement. Planning meeting in diary mid March to arrange.

Emma O'Dwyer, Occupational Therapist, Prime Team will begin self assessment against the framework in April with subsequent peer review and assessment with EnCOP strategic workforce development lead.

Workforce team (Christine) has mapped EnCOP framework against the care certificate to gauge cross over and ensure there is no duplication for new or existing employees who have already completed the care certificate.

Further mapping against EnCOP and the existing local learning and development offer will take place throughout March.

Next Meeting: 12noon, 15th March 2021.

County Durham & Darlington/ Sunderland & South Tyneside/ South Tees & North Yorkshire

Strategic Workforce Lead: Lynne Shaw

All sites have been busy with Covid and Winter pressures.

Aiming to hold meetings with County Durham and Darlington, Sunderland and South Tyneside by end of March for EnCop planning.

South Tees - Barbara Stoker and Lynn Iverson hosted a really positive stakeholder engagement meeting mid-February with representatives from the CCG , Primary Care and Social Care colleagues.

They have secured some funding to support EnCop facilitation within Hambleton and Richmond locality system with lots of interest in taking the learning from the 'pilot' area to expand the work further across North Yorks.

Barbara is identifying staff and aiming to secure dates for a series of EnCop Introductory Workshops in April.

Northumbria

Strategic Workforce Lead: Helen Kleiser

The trust has been working under significant pressures owing to COVID/ winter/ staffing challenges. However, the trust remans invested in supporting the work.

13 competency development facilitators have been identified across several teams and disciplines across the trust.

The organisational leads, along with key staff members are aiming to start the process of self-assessment/ peer review using the new toolkit over the next few weeks, as capacity allows.

A virtual forum is to be created for the identified competency development facilitators (CDF's). This will start in April and be held bi-montly to support engagement and maintain momentum.

Practice facilitator workshops are planned for May/ June.

Research update

We have HRA approval for the workforce study.

We will hear by the end of the week whether or not we have been awarded a grant for the implementation study.

The PPI consultancy event held on 9 Feb went well, and provided us with some valuable PPI insight to develop the research projects.