

**THE DENBIGHSHIRE SOCIAL CARE
WORKFORCE DEVELOPMENT
PARTNERSHIP (SCWDP)**

Newsletter August 2010

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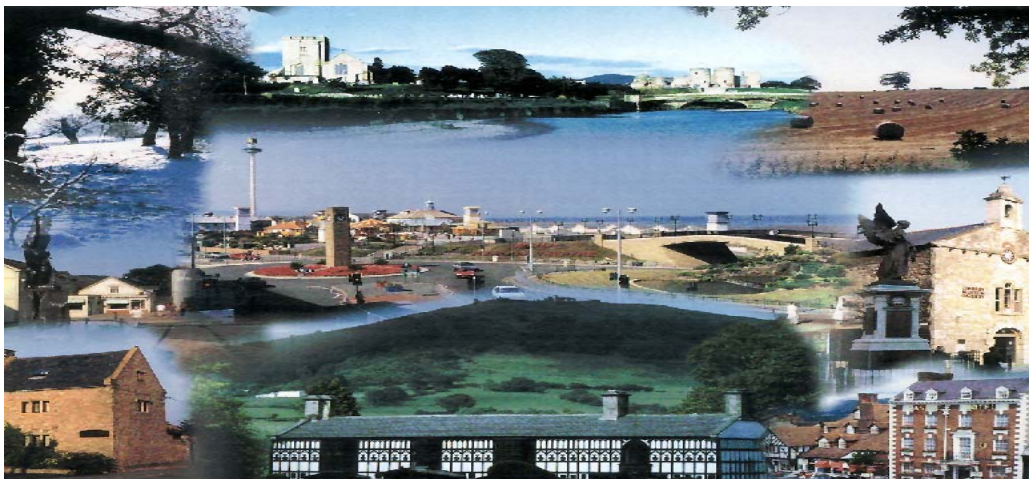
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Summary of the Annual Workforce Survey

Thank you for completion of the survey this year. The response rate was 67% which is a good response but unfortunately does not give a complete picture of the social care sector in Denbighshire.

Key responses from the survey are:-

- 74% of Residential and Domiciliary Care Managers have the recommended Registered Managers NVQ Level 4 or NVQ Level 4 in Health and Social Care qualification
- 68% of Domiciliary Direct Care Staff have achieved the recommended Health and Social Care Level 2 or Level 3 qualification with a further 16% working towards Level 2 or Level 3.
- 61% of residential care staff have an NVQ Health and Social Care Level 2 or Level 3 with a further 22% working towards the qualification.
- All staff groups above have increased the number of staff with the recommended qualification compared to last year.
- All staff groups are higher than the national qualification target.
- 79% of Independent Sector Residential and Domiciliary Care Staff are female which is similar to the figure reported last year.

Concerns

- Residential Managers are subject to Registration with the Care Council for Wales by 1st October 2010, therefore all Managers will need to hold the Registered Managers or NVQ4 Health and Social Care Qualification prior to this date.
- The age profile of staff shows 26% of workers are aged over 50. This remains a concern for reasons of workforce planning and replacing skills of experienced staff when they retire.

A summary report of the Workforce Survey is available on the website.
www.denbighshire.gov.uk/scworkforce

The Training Calendar

You should by now have received the training calendar for April – September 2010 which is a 3 page flyer listing the course titles. We have also designed a course planner/guide which gives additional information regarding the content of the courses and contacts within the Training and Development Team. Both documents are available on the Training and Development website:- www.denbighshire.gov.uk/workforcedevelopment or contact the Social Care Workforce Development Partnership Co-ordinator on 01824 706639. Flyers will continue to be sent out on a regular basis with availability details or any amendments to the courses. The October 2010 – March 2011 course information will be sent out over the next few weeks.

Reminder – Registration of Adult Residential Care Managers

A timetable has now been established to require mandatory registration for adult residential care managers by 1st October 2010

Further information is available at the Care Council for Wales website:- www.ccwales.org.uk

Service Users and Carers

We are keen to involve service users and carers as much as possible in the courses we provide. Therefore if you are a service user or unpaid carer who is interested in attending or participating in the training courses we offer, please contact the SCWDP Co-ordinator.

Care at Home – Challenges, Possibilities and Implications for the Workforce in Wales

This report provides a brief overview of research findings, conclusions and recommendations which have emerged as part of the Care at Home study.

The final report and summary are available to be downloaded from the Care Council for Wales website (www.ccwales.org.uk) or by e-mailing Sheila.lyons@ccwales.org.uk

Well-being – Health and Safety Executive (HSE) – Management Standards for Work Related Stress

Work related stress is a major concern in any industry. According to the HSE:-

- Depression and anxiety are the most common stress-related complaints seen by GPs, affecting 20% of the working population of the UK.
- When stress leads to absence, the average length of sick leave is 30.1 days (Labour Force Survey 2005/06). This average is much higher than the average length of sick leave for work-related illness in general (21.2 days).

The core of the HSE approach for dealing with work related stress is the [Management Standards](#) approach. This has been developed by HSE to help reduce the levels of work-related stress reported by British workers. The overall aim is to bring about a reduction in the number of employees who go off sick, or who cannot perform well at work because of stress. They want employers to work with employees and their representatives to implement the Management Standards by continually improving the way they manage the pressures in their workplace that can result in work-related stress. The Management Standards approach gives managers the help they need to achieve these aims. It demonstrates good practice through risk assessment, allows evaluation of the current situation using surveys and other techniques, and promotes active discussion with employees to help decide upon practical improvements.

Further comprehensive information go to HSE website :- www.hse.gov.uk/pubns/priced/hsg218.pdf or contact the infoline on **0845 345 0055**.

Free assistance available to help with employee absence

Are you an employer? Do your staff have health problems that are keeping them off work, or causing problems at work? Do you need advice & support?

The Fit for Work Service provides **FREE** & confidential support to help people with health problems get back to work. The service can help employers in the early stages of sickness absence of their employees and can also help you as employers access a range of **FREE** support to improve workplace practices. The service is able to assist with free access to counselling/physiotherapy services when necessary.

The service is jointly sponsored by the Department of Work and Pensions and the Department of Health. It is run by Rhyl City Strategy in partnership with Betsi Cadwaladr University Health Board and Public Health Wales.

It can support employees by:

- * giving help and advice
- * helping them deal with stress
- * making sure they get the NHS support and treatment they need
- * putting them in touch with other services.

For further information, please contact 01745 369 561, fitforwork@rhylcitystrategy.co.uk Website: www.rhylcitystrategy.co.uk

Please note this service is only available in certain areas of North Wales so please call to see if you and/or your employees are eligible.

Membership of the Partnership

The Partnership is open to organisations working in Denbighshire who provide social care and health care from the 3rd sector, independent and statutory sectors in Denbighshire, along with service users and carers, education and training providers.

Your commitment would be to attend meetings bi-monthly for no more than two hours, representing your sector to assist in designing the training calendar and new initiatives.

If you are interested in being part of the Partnership, please contact the First Contact Team on 01824 706000 and ask to speak to the Social Care Workforce Development Partnership Co-ordinator.