




Workforce work stream plan to year end 2011

Outcome: The organisation's workforce is structured to enable personalisation, so that throughout the service user's experience of care they always see/ have contact with the right person with as few hand offs as possible and without the need to repeat personal information.

May	June	July	August	September	October	November	December	
Programme Board recommends a future support work force proposal to the Care Trust Board	New support workforce set up and management arrangements agreed	Support workforce event to begin process of streamlining services and aligning functions	Programme Board submits paper to Care Trust Board defining the resources required to ensure that User Led Organisations are sustainable				Monitor and re-fresh workforce changes as necessary	
Care Trust Board decides whether to agree the new proposal		Personalisation Board to agree how changes to social care workforce will be managed and taken forward to include self-directed support planning, risk assessment and safeguarding	Care Trust Board and Council decide what resources are available to support User Led Organisations  (ULO's cease to be viable and are unable to support personalisation)	Care Trust Board implementation of social care workforce options				
				Develop internal brokerage services to ensure personal budget holders have enough information to identify service providers they want to spend their personal budget with				

KEY: Care Trust Board key decision		Risk area	
Programme milestone	