

Facing the Facts Shaping the Future Actions

Torbay Council Policy Development and Decision Group – October 2018

As presented to Devon STP – workforce strategy group (July 2018)

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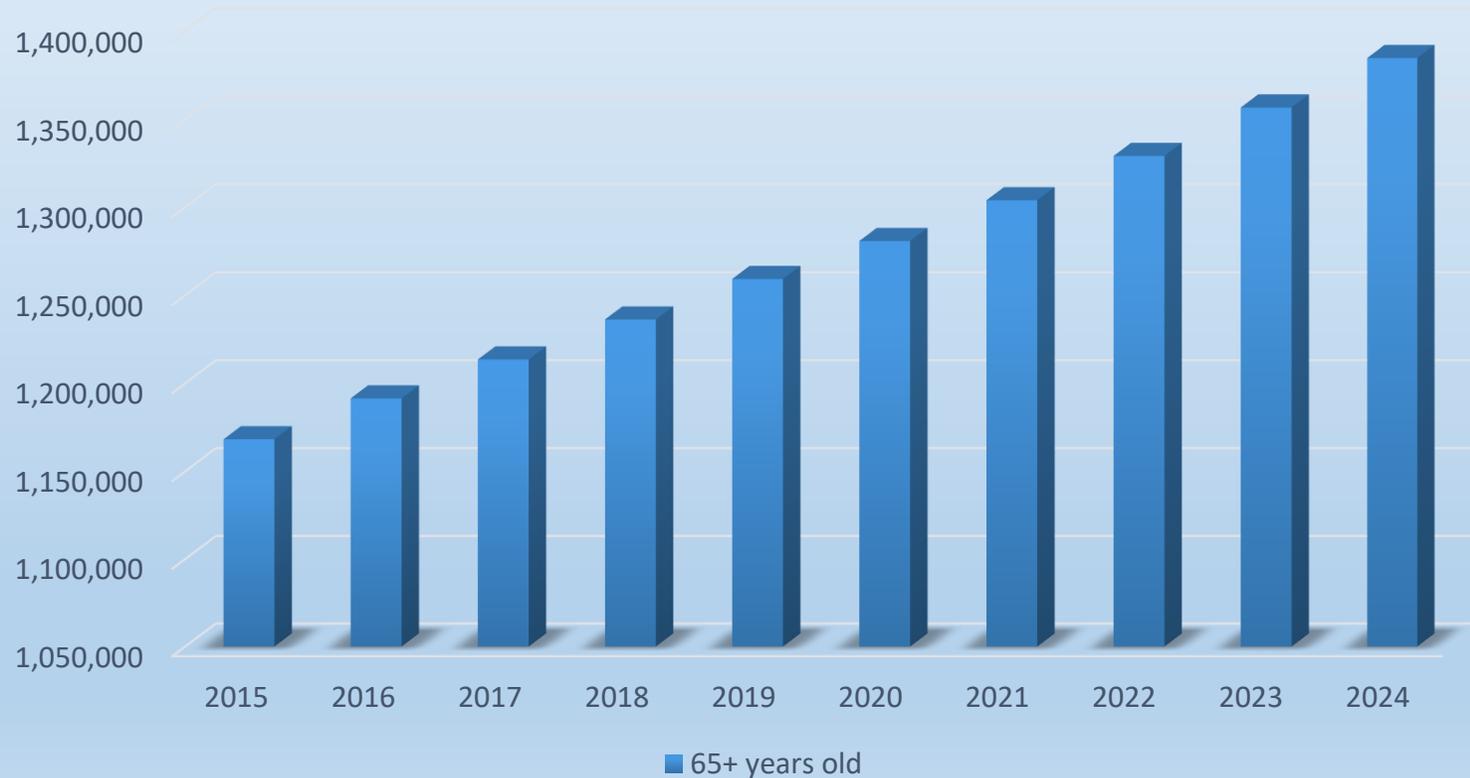
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Who Cares?

Number	Detail
5,000	More nurses leaving NHS (not retiring) 2016/17 - 2011/12
16,000	Additional nurses if we'd kept the rate 2011/12 (7.1%)
190,000	Additional clinical posts 2027 to meet demand
700,000	Additional adult social care jobs by 2030 relative to 75+ pop.
249 million	Hours of care delivered per annum in social care
1.4 million	Unpaid carers – caring more than 50 hours per week
70 million	?
3 million	Regular volunteers across health and care

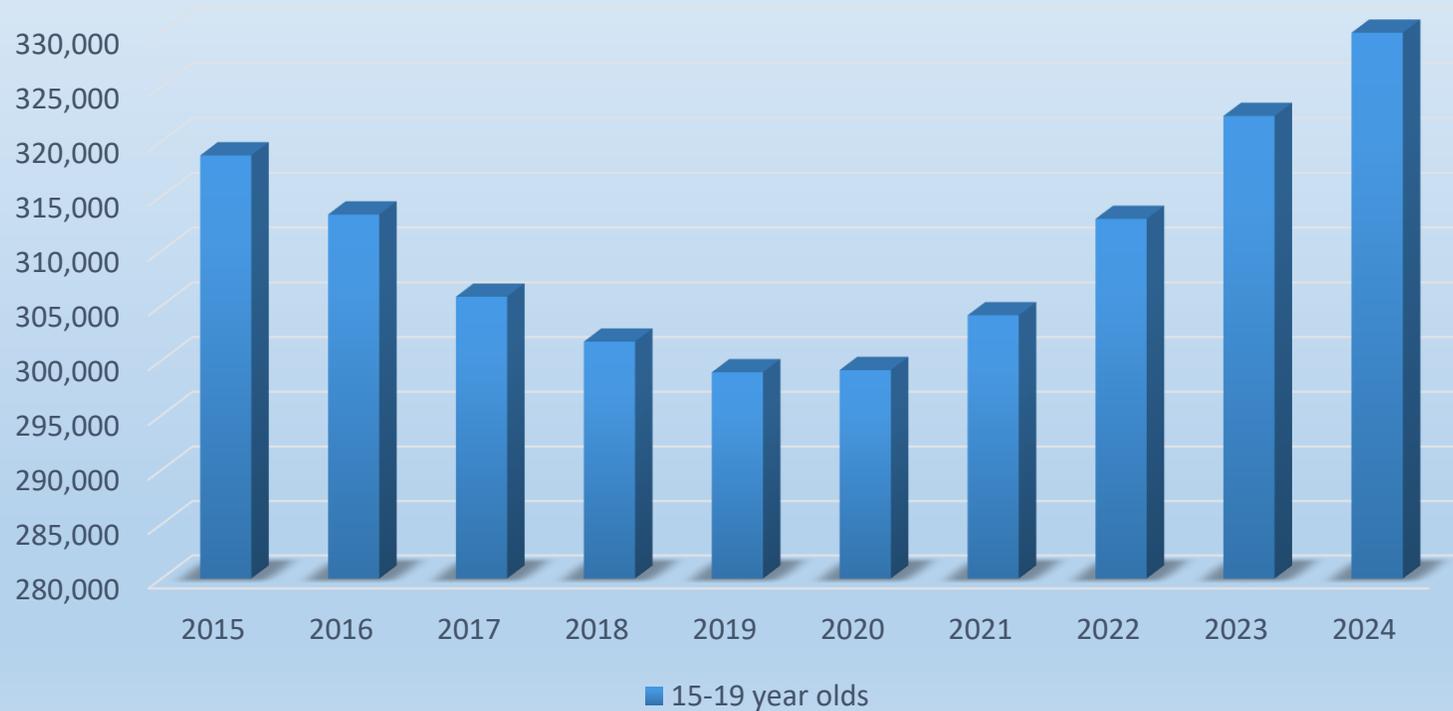
65 years+ population projections

ONS 2014-based Subnational Population Projections, South West



15–19 year old population projections

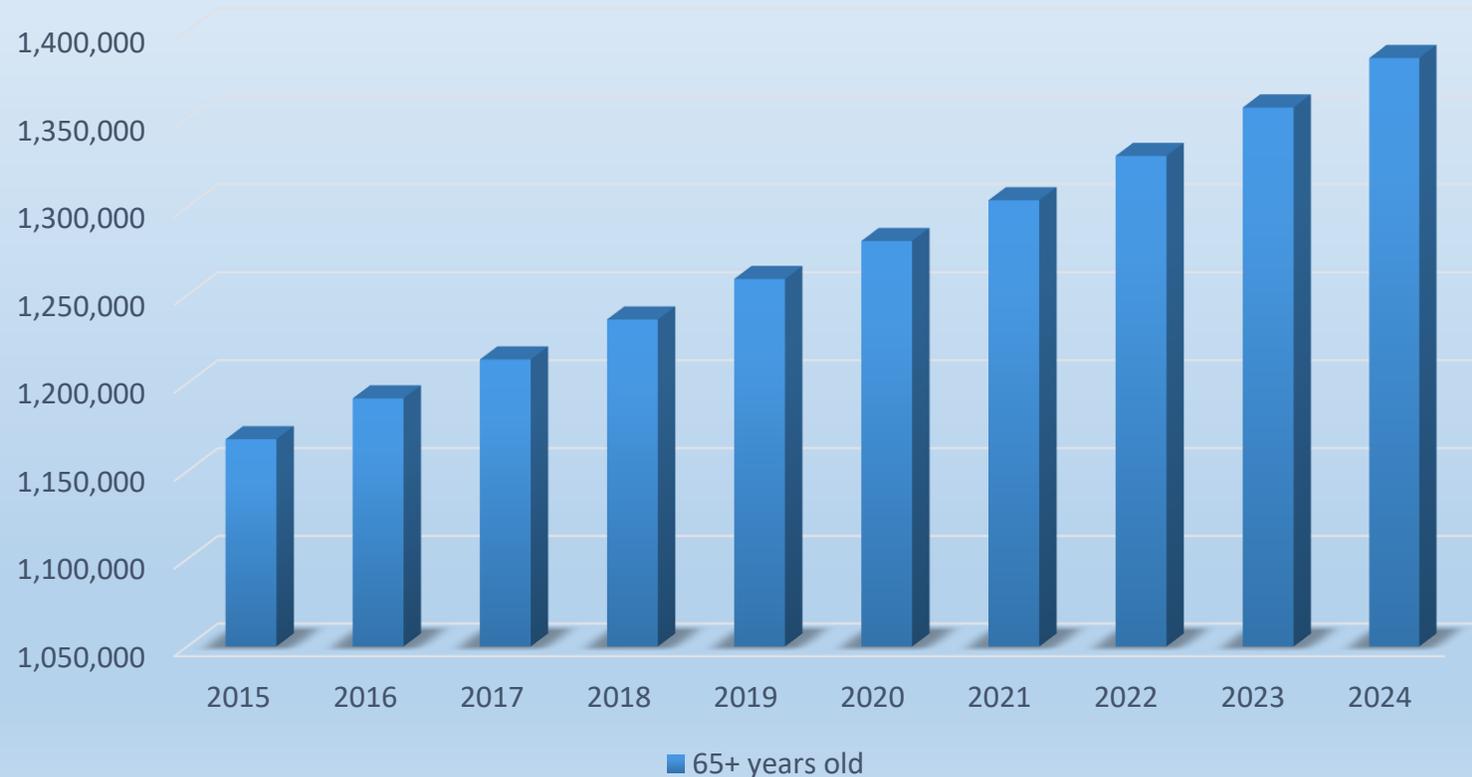
ONS 2014-based Subnational Population Projections 15-19 year olds South West



65 years+ population projections

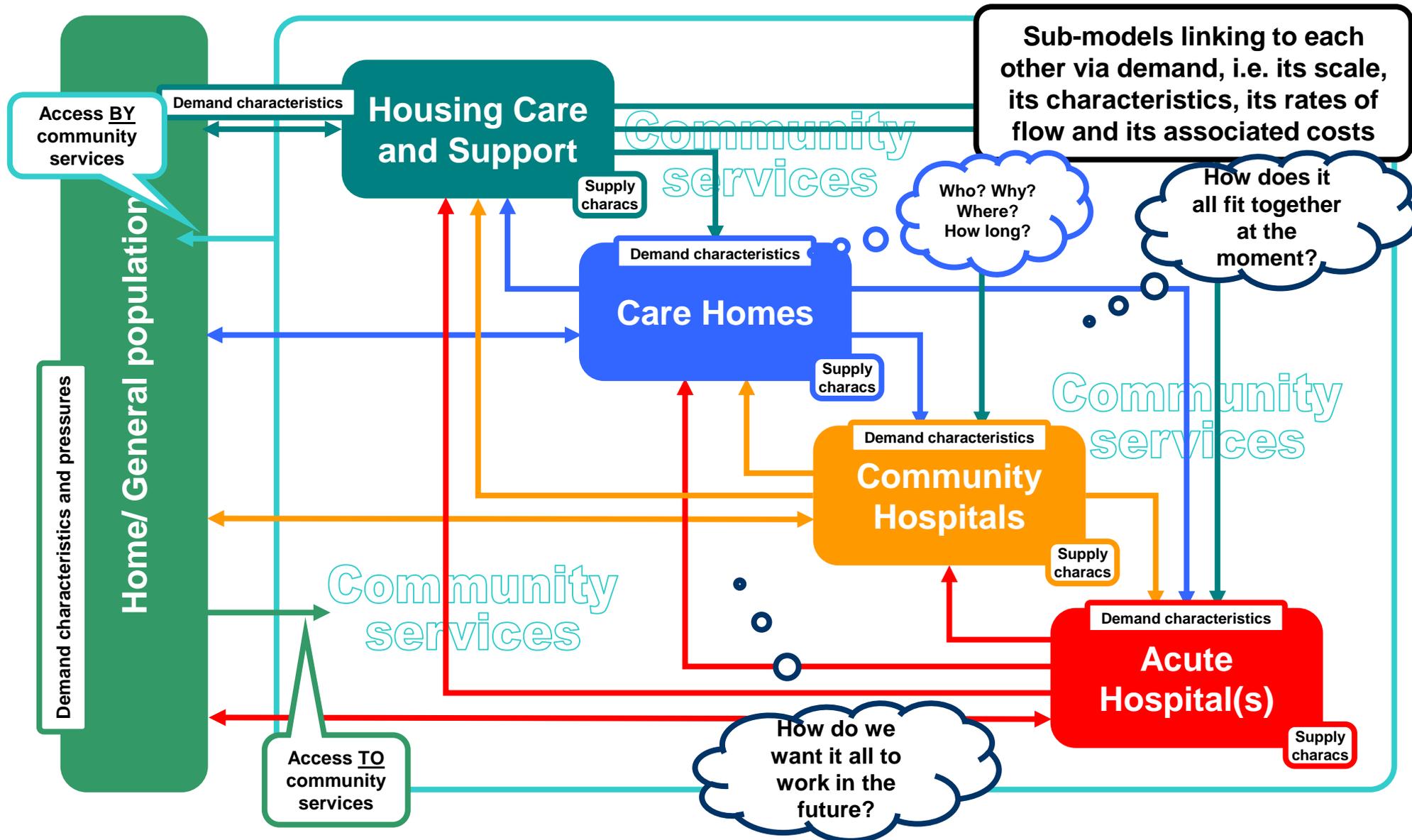
Provocation - Problem or Solution?

ONS 2014-based Subnational Population Projections, South West

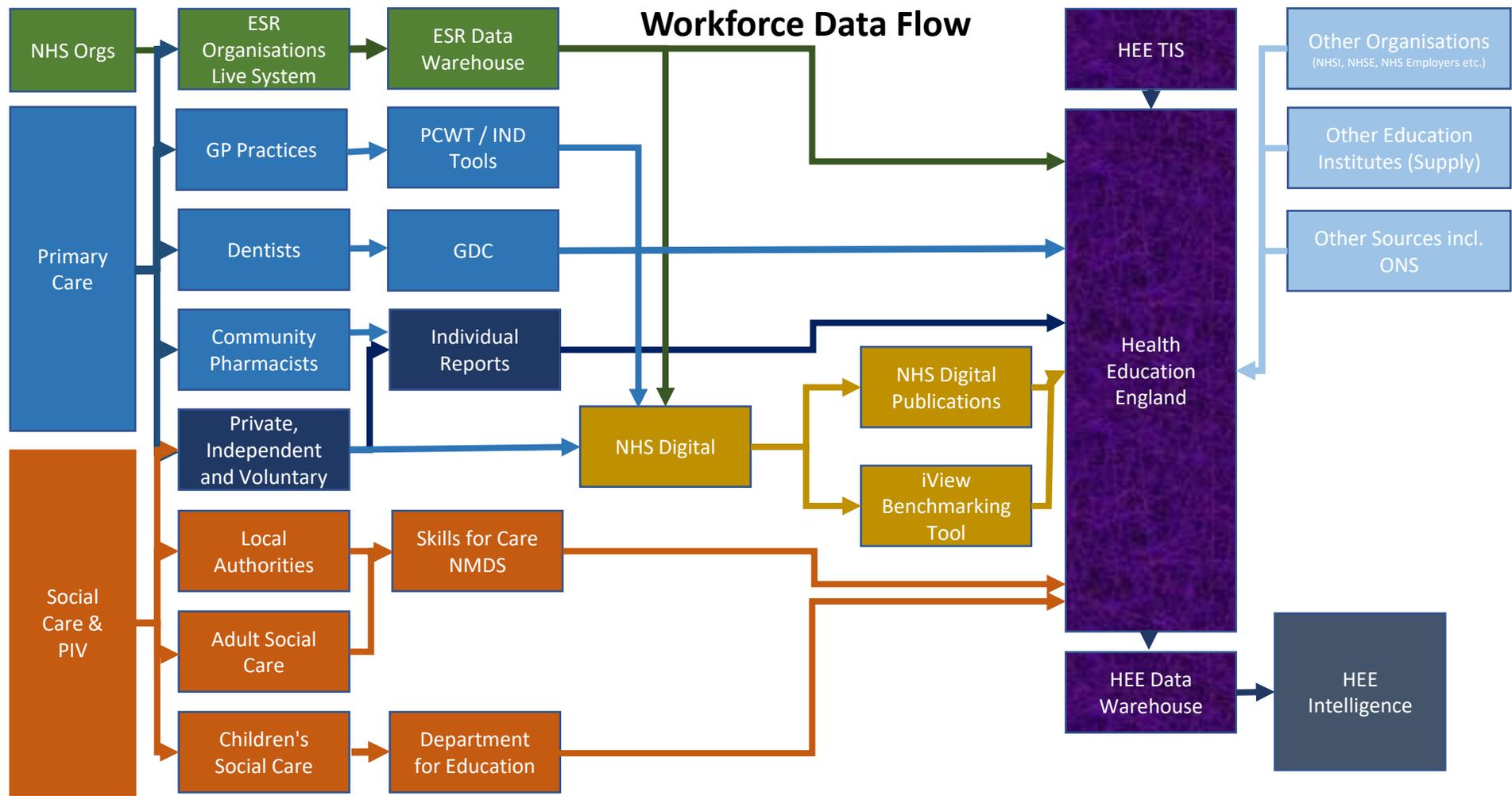


Torbay Care Trust – Whole System Modelling

Our approach to key capacities and flows

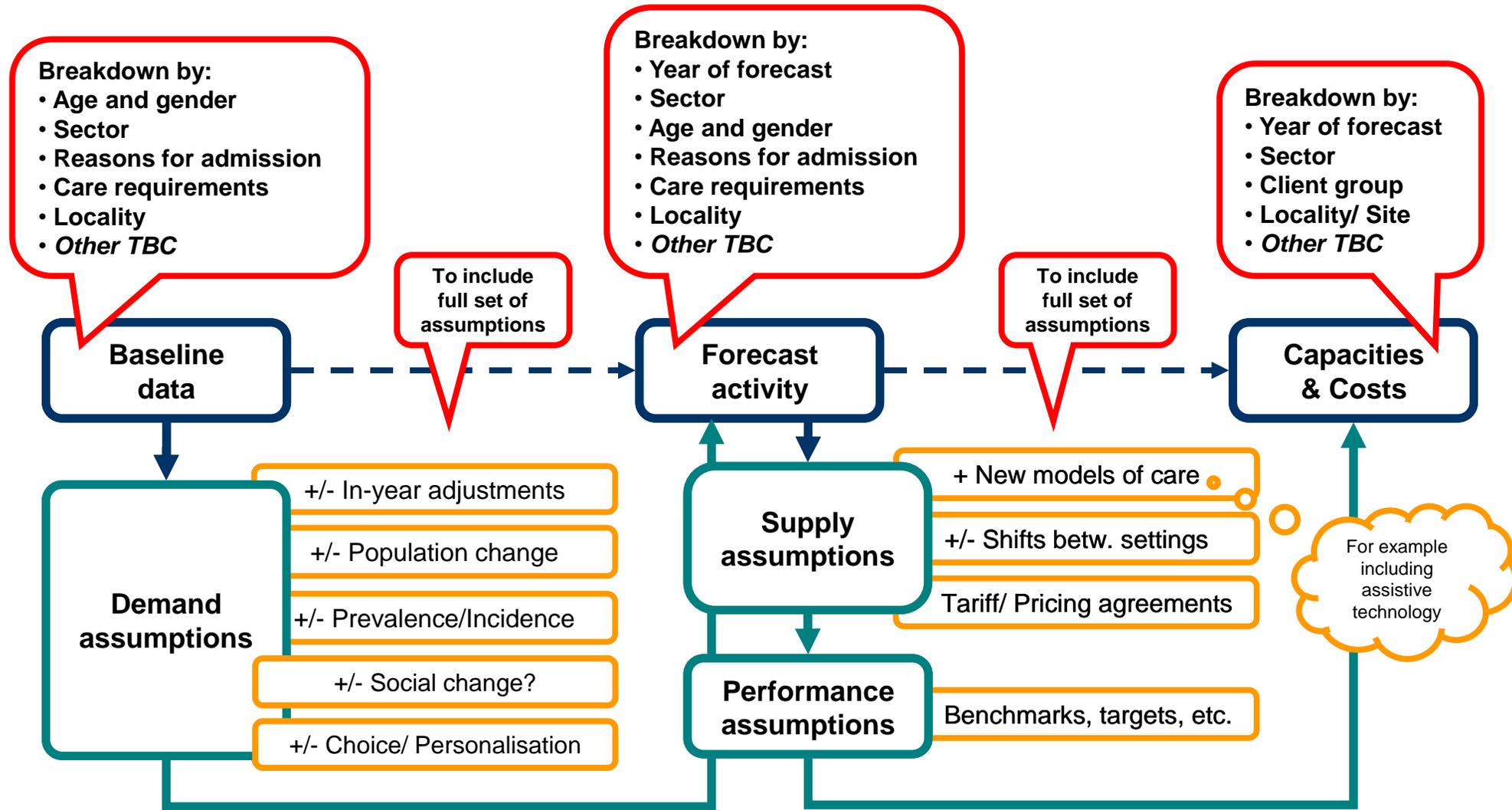


	Workforce Mapping	Activity Mapping – Live Working Week
Directly involved	HEE and Torbay	Torbay - STP
Issue	<p>Who have we got and where are they? Capacity, training/competency view of system</p> <p>Data / information for discussions and joined up / integrated decision taking</p> <p>Note <u>Professor Ian Cumming</u> a) Not disadvantaging another part the system b) Prevention is the first priority</p>	<p>What do they do?</p> <p>Beyond the role description Volume of activities System barriers to productivity – e.g. travel Added Value (or lack thereof e.g. travel!)</p>
Purpose	<p>Data sharing protocol Connected data sources One version of the system truth Areas for data improvement Scenario modelling – pathway modelling for task and costs</p>	<p>Competencies in community settings Activity levels to prioritise</p> <p>Data to become information to support frontline and staff side in co-producing where redesign and shift can take place to optimise skills sets at every system point</p>
Output	Scenario modelling tool for ongoing care evolution and	Improved care quality, retention and system



Torbay Care Trust – Whole System Modelling

Focus on Care Homes: The model behind the tool



	Proud to Care South West	ASC Regional Mapping
Directly involved	16 Local Authorities Ministry of Housing, Communities and Local Govement / DoH	ADASS SW Bournemouth University
Issue	Profile of care (social) Capacity - Retention and Recruitment, VCSE, Carer resilience	A challenging future (700k) – baseline What do we (not) know about the workforce (data) [robustness, assumptions, informal and voluntary sector capacity and training Education & /training - what will be the demand
Purpose	Improve Esteem and profile of care to develop capacity Support direct care workforce Support micro-enterprises Environment for Community Catalysts	Investigative work to produce to the scope for further detailed analysis Ensure value and synergy of further work to support collaboration and informed task and cost shift
Output	Campaign producing direct and indirect positive consequences for capacity	Commitment of funds from ADASS +/- others

	National Minimum Data Set – improvement work	Living Well@Home – enhanced care & support
Directly involved	Skills for Care ADASS SW	Torbay
Issue	Variability in the returns to establish Adult Social Care Workforce Mechanism for input	Domiciliary care will not deliver future capacity or skills sets Present arrangement of support can be more person centred and responsive
Purpose	Encourage greater engagement in returns and provide enhanced understanding of the value of involvement Improve the mechanisms for input	Further system integration – permeable boundaries Widened multi-disciplinary teams Locality teams (Buurtzorg+) – self-managing community groups
Output	Robustness of data Move towards parity with ESR Accurate decision	Improved capacity Enhanced wellbeing of care worker, cared for and carer Reduced costs of delivery and poc provided Reduced demand

	Workforce Mapping	Activity Mapping – Live Working Week
Primary Stakeholders		
Secondary Stakeholders		
Interdependent Projects		
People to connect with		