

Supporting our
workforce -
Now & Beyond



Darren Campbell
Day Services Manager
Southern Health & Social Care
Trust



DAY CARE PROVISION IN THE SOUTHERN TRUST
14 STATUTORY DAY CENTRES FOR ADULTS WITH
DISABILITIES

EMPLOYING 218 STAFF



PROFILE OF SERVICE USERS ACCESSING DAY CARE

- Adults with Learning, physical and/or sensory disabilities.
- Full age spectrum from 18 years +
- Escalating complexity of need.
- Escalating behaviours of concern.
- Legislative Developments impact on delivery of care i.e. Mental Capacity Act.

KEY GOALS OF WORKFORCE PLANNING

- Identify our current and future staffing requirements – ensuring the required skills level now and in the future.
- Securing workforce retention.
- Identifying what training requirements will be needed, now and in the future?



EFFECTIVE WORKFORCE PLANNING

Daycare services with:

- Value based recruitment.
- Competent and appropriately trained staff with a sound value base in accordance with NISCC Standards of Conduct.
- Staff who are knowledgeable on needs of service users.
- Staff with requisite skills and experience in working with service users with disabilities.

DESIRED WORKFORCE PLANNING OUTCOMES

- Effective and timely recruitment of staff
- Retention of skilled staff
- Enhanced quality of life for day care service users through staff continuity
- Provision of day care programmes from skilled staff
- Effective succession planning – maintaining skills and competencies within service area.



CHALLENGES WITHIN DAY CARE WORKFORCE PLANNING IN SHSCT

- Competition from other employment sectors
- Service user's complexity of needs have increased
- Governance responsibilities within social care roles
- Less available staffing in care sector – impact post covid
- Large rural area impacts on availability of staffing
- Predominately part-time workforce
- Comprehensive recruitment process



STRENGTHS OF WORKFORCE PLANNING IN SHSCT.

- Investment in training
- Trainee Day Care Support Worker Scheme
- Promoting Social Care as a career in Education sector
- Commitment to succession planning
- Terms and conditions/rolling training for staff
- Dedicated Recruitment Officer.



TRAINING PROGRAMME

- NISCC Induction Workbook
- Provision of RQF Level 3 Diploma in Health and Social Care
- Provision of ILM 4 Leadership
- Provision of QCF Level 5 Diploma in Leadership and Management – (Adults Management)
- Opportunities to study Nursing / Social Work Degree Program
- Ongoing Training courses – e-learning and face to face training
- Quality Improvement.

STAFF SUPPORTS

- Health and Wellbeing Support Schemes
- Occupational Health Supports
- Regular professional supervision, appraisals and team meetings
- Culture of recognition and support
- Employee Award Schemes
- Management support – Open Door Policy
- Policies and Procedures
- Collective Leadership Model
- Staff Mentoring & Coaching
- Exit Interviews

TARGETED RECRUITMENT

- Production of You-tube video highlighting the role of day care support workers
- [Disability Support Workers – YouTube](#)

Any questions??

