



Northern Ireland Social Care Council  
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**Draft Workforce Development Partnership  
 Confirmed Minutes  
 Friday 11 April 2018  
 at 10.00am, NISCC Offices**

**Present**

Sandra Mahood - HCIL  
 Jayne Wright - Mindwise  
 Agnes Lunny – Positive Futures  
 JP Watson – Domestic Care NI  
 Leslie Ann Newton- Arc

Robin Arbuthnot – Simon Community  
 Sharon Butler – Cedar Foundation  
 Margaret O’Kane – SEHSCT

**In Attendance**

Colum Conway (Chief Executive)  
 Patricia Higgins (Director of Regulation and Standards)  
 Marion O’Rourke (Head of Workforce Development).

Paul Martin (Chair of Council)  
 Paul Rooney (Professional Advisor)  
 Cathy Kennedy (Minute Taker)

Item		Action
<b>(1)</b>	<b>Welcome and Apologies</b>	
1.1	The meeting was chaired by Colum Conway as Anne O’Reilly sent apologies. The Chair welcomed everyone to the meeting and accepted apologies from Pauline Shepherd, Jenny Johnston, Lesley Megarity, Linda Wray, Mairead Mackle and Neil Bodger.	
1.2	Colum introduced the new Chair of Council, Paul Martin, who took up the post at the beginning of April. Paul gave a background of his career which included a period as the Chief Social Services Officer with the Department of Health. In this role he led on the establishment of NISCC. More recently, Paul has worked overseas on a number of projects focused on the development of social services most notably in Bulgaria and Jordan. Members welcomed Paul to his role and look forward to working with him.	
<b>(2)</b>	<b>Unconfirmed Minutes of Previous Meeting–12 January 2018</b>	

2.1	The minutes were agreed as an accurate record of the meeting.	
<b>(3)</b>	<b>Matters Arising</b>	
3.1	<b>Domiciliary Care Modelling Workshop</b>	
3.1.2	<p>Following on from Sarah Wylie's presentation on social care modelling. A Systems Dynamic Model for the Domiciliary Care Workforce workshop has been arranged at NISCC offices on 24.04.18. The focus of this workshop is to gather experience of providing a domiciliary care workforce, considering issues such as recruitment, retention, workforce profile, skills development and future workforce needs. The information gathered will inform the development of a workforce model to inform future workforce planning strategies.</p> <p>Patricia informed members that although this workshop was aimed at traditional domiciliary care providers, providers of supported living are welcome to attend. Information on the workshop to be forwarded to Agnes Lunny and JP Watson.</p> <p>Patricia also commented that there will be further workshops for other sectors within the social care workforce.</p>	CK
3.2	<b>Next Steps in Workforce Development Partnership Logic Model</b>	
3.2.1	Colum gave an update on the next steps of the workforce development logic model that were identified at the previous meeting:	
3.2.2	NISCC have contacted the Trusts and have received a commitment from the Belfast and Northern Trust to have representation at the partnership meetings. Colum asked members to continue to consider the membership and to forward their views to NISCC.	
3.2.3	<p>The partnership discussed how to build the voice of the service user and social care worker into the strategic work. The following suggestions were made on how best to communicate messages:</p> <ul style="list-style-type: none"> <li>• Promote the role and function of NISCC to social care workers and service users.</li> <li>• Develop a visual graphic for induction of staff to help promote the value and benefits of registration.</li> <li>• Connect with user groups, bring them together using a multi-layer approach that gives everyone an opportunity to be heard.</li> <li>• Raising the profile of social care workforce, an opportunity for stakeholders to get involved in a co-produced piece of work for multiple audiences to get recognition of the importance of social care.</li> <li>• Although the Social Care workforce is diverse with a range of challenges there is synergy and commonality across all areas.</li> <li>• Engagement should not be over complicated.</li> </ul>	

	<ul style="list-style-type: none"> <li>• NISCC engagement with front line staff has been very successful over recent weeks and this should continue to increase.</li> <li>• Identify champions within the front line staff to promote messages that we are trying to get out to workers.</li> <li>• NISCC plans further engagement with the workforce as the first PRTL audit of social care workers is commencing. The first sample will be selected in May. NISCC gave assurances that employers of those staff selected would be contacted and guided through the process.</li> </ul>	
<b>3.2.4</b>	Kevin agreed to contact members regarding getting the right messages and using the right vehicles to get the message to the right audiences.	KM
<b>3.2.5</b>	Marian O'Rourke informed the partnership that NISCC has been engaging with the Department of Economy regarding health and social care apprenticeships. North West Regional College have been awarded the contract to develop the apprenticeship partnership. This is still at the early stages of development and Marian explained that she will be setting up an apprenticeship group consisting of employers. Marian also noted that a review of the qualifications has been completed.	MO'R
<b>3.2.6</b>	<p>Patricia Higgins informed members that she has attended a small working group of the Reform of Adult Social Care at the DoH. The group is working on three recommendations from the report:</p> <ul style="list-style-type: none"> <li>• Value of Social Care Workforce</li> <li>• Living Wage</li> <li>• Developing the voice of the sector</li> </ul> <p>This work feeds into the work of the Reform of Adult Social Care project team who are working on an action plan on the 16 recommendations which is due out later this year.</p>	
<b>3.2.7</b>	Colum confirmed that the new NISCC registration system is expected in early July. The new system will assist in gathering information and help build a picture of the social care workforce. Members noted that we also need to capture the number of vacancies within the workforce and the potential impact of Brexit. Colum agreed and commented that work is underway in this regard.	
<b>3.2.8</b>	<p>Marian noted that NISCC have carried out work in a number of areas to support the registrants, including:</p> <ul style="list-style-type: none"> <li>• As already stated a review of qualifications has been completed</li> <li>• CPD Framework has commenced</li> <li>• A learning zone has been created on a new platform – Adapt. The first product to be launched at the social care</li> </ul>	

	manager's forum is the adult care tool kit. The adapt platform allows for further models and content to be developed and will be accessible and user friendly.	
<b>(4)</b>	<b>Engagement with Local Councils</b>	
4.1	Colum informed members that NISCC have been engaging with local Councils, and that Declan McAllister has been meeting with a number of different Councils over recent weeks, with a view to support Councils to consider social care in their community planning process.	
4.2	Patricia informed members that she had recently met with the Belfast City Council (BCC) on its employment academies. BCC agreed to consider establishing a health and social care employment academy, to help ensure participants can obtain the correct skills and training required to work in the social care sector. Patricia explained that BCC are keen to engage with NISCC and employers and would like to set up a workshop with workforce development partnership. Members agreed that this would be a useful workshop and a date will be set in May.	CK
4.3	Colum noted that this work could be aligned with the department of economy and local colleges.  Members suggested possibly inviting Derek McCallum from NILGA and Karen Smith from the Department of Communities to the partnership meeting. Agnes Lunny also suggested that Stephen Reed from Solace should be invited to possibly join the partnership and agreed to forward his contact details to Colum.	AL
<b>(5)</b>	<b>Promotion and Recruitment into Social Care Workforce</b>	
5.1	NISCC participated in the Skills NI event in November 2017. NISCC staff along with 13 ambassadors managed an information stand and also carried out two targeted presentations. This was a very successful event with over 7000 visitors attending.	
5.2	NISCC plans to attend the event this year along with the Belfast Health and Social Care Trust to help establish a health and social care zone.	
5.3	Kevin suggested that members of the partnership may want to consider having an information stand at the event and possibly sharing the cost across each of the organisations. The other option for partnership members would be to join NISCC at their information stand.	
5.4	Colum commented that Skills for Care are planning a national campaign for social care workers in the UK. It may be worthwhile keeping an eye on the campaign with a view to a similar campaign	

	for Northern Ireland.	
<b>(6)</b>	<b>Social Care Matters - Vision to Action</b>	
6.1	Patricia distributed the completed Social Care matters report from the symposium that was held in December 2017. Patricia commented that there were 7 'Asks' listed within the report, one of which is establishing a leadership network. It was agreed that this partnership is the leadership network and that NISCC will organise a workshop to plan the work of leadership network.	<b>CC</b>
<b>(7)</b>	<b>Members Information Sharing</b>	
7.1	Leslie Ann Newton reminded members about the forthcoming ARC conference on 17 May 2018.	
7.2	Paul Rooney explained that he had recently sent out information regarding the value based recruitment toolkit. He noted that some members of the partnership received this information and that he was keen to get their comments and feedback. It was agreed that the value based recruitment information should be emailed to all members of the partnership.	<b>CK</b>
<b>(9)</b>	<b>AOB</b>	
9.1	Agnes Lunny outlined her concerns for the social care sector and the need to address the issues that undermine its stability and sustainability.	
<b>(10)</b>	<b>Date of Next Meeting</b>	
10.1	12 <sup>th</sup> September 2018. Workshop will be arranged in May.	



12/9/18

Colum Conway, Acting Chair of Workforce Development Partnership  
Northern Ireland Social Care Council

