



Northern Ireland Social Care Council  
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**Draft Workforce Development Partnership  
 Unconfirmed Minutes  
 Friday 12 January 2018  
 at 10.00am, NISCC Offices**

**Present**

Anne O'Reilly – NISCC Council Member  
 Margaret McKinley - HCIL  
 Neil Bodger – NISCC Council Member  
 Agnes Lunny – Positive Futures  
 Linda Wray – PBSW  
 Jenny Johnston – SHSCT  
 Leanne Duffy – HCIL

Leslie McGarrity – Domestic Care NI  
 Robin Arbuthnot – Simon Community  
 Jayne Wright - Mindwise  
 Leslie Ann Newton - Arc  
 Margaret O'Kane – SEHSCT  
 Sharon Butler – Cedar Foundation  
 Billy Murphy – Inspire

**In Attendance**

Colum Conway (Chief Executive)  
 Patricia Higgins (Director of Regulation and Standards)  
 Marian O'Rourke (Head of Workforce Development)

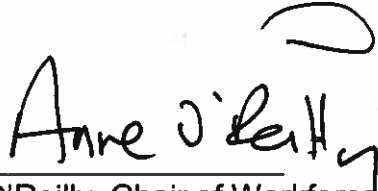
Cathy Kennedy (Minute Taker)

Item		Action
<b>(1)</b>	<b>Welcome and Apologies</b>	
1.1	The Chair welcomed everyone to the meeting and accepted apologies from Pauline Shepherd, Cindy Scott, Mandy Coleman, Paul Rooney, Judith Jamison and Eileen Dunlop	
<b>(2)</b>	<b>Unconfirmed Minutes of Previous Meeting–14 September 2017</b>	
2.1	Leslie Ann Newton's apologies to be recorded. The minutes were agreed as an accurate record of the meeting.	
<b>(3)</b>	<b>Matters Arising</b>	
3.1	<ul style="list-style-type: none"> <li>▪ DoH Workforce Strategy Report</li> </ul>	
3.1.2	Colum informed the members that this report may be launched early this year. He commented that it is likely the strategy will	

	recognise the workforce in the context of service delivery in the statutory and independent sectors. There is likely to be a broader remit and references the social care workforce as a workforce employed in a mixed economy. He encouraged members to keep an eye out for the strategy and identify how the work of this partnership links into it. Colum suggested inviting the Chair of the steering group to one of the partnership meeting after the report has been launched.	CC
<b>(4)</b>	<b>Sarah Megan Wylie, Department of Finance – Social Care Modelling</b>	
<b>4.1</b>	Sarah Wylie informed the partnership that she is from the Department of Finance and has been commissioned to carry out system dynamic modelling on adult social care. Sarah has met with the Expert Panel and TIG and it was agreed that this was the strategic way forward for the department of health starting with the adult social care model. This model along with other initiatives will inform policy changes and legislation and eventually a policy document.	
<b>4.2</b>	Members were impressed by Sarah's work and agreed that it was important to link with the Department of Communities and the Department of Economy. NISCC continue to meet with the Department of Economy and is building relationships with local Councils. Sarah commented that workforce issues need to be addressed first and that this will help order the priority. Assistive technology will also be factored into the model.	
<b>4.3</b>	Members were content to work with Sarah on the model and it was agreed that a workshop is to be arranged for members of the partnership to assist Sarah further on her work on the Adult Social Care model.	
<b>4.4</b>	Sarah has held workshops with carer groups and will share the content of these workshops as soon as she receives their permission.	
<b>4.5</b>	Cathy will forward Sarah's contact details onto the membership and also the give Sarah the contact details for the members.	CK
<b>(5)</b>	<b>Review of Workforce Development Partnership's Logic Model for Social Care</b>	
<b>5.1</b>	Colum stated that Social Care Symposium on 8 <sup>th</sup> December was a very successful event and was positioned well as a partnership event and that the BBC was particularly interested in the collective voice of the partnership. Members viewed the video that was played at the symposium and Colum stated that the video delivered key messages from various people across the sector and that the	

	<p>symposium was an excellent way to end 2017 and the partnership now needs to look at the way forward for 2018. There is potential for movement this year with 'Power to People' and the Expert Panel report on adult social care being launched in December. The Partnership needs to consider what role it wants to play and how do we take forward the opportunities. Kevin Mulhern has recently joined NISCC as the Communications and Engagement Manager and will be looking at improving how NISCC communicates key messages to the sector.</p>	
5.2	To look at the year ahead Patricia delivered a presentation on the Workforce Development Partnership logic model.	
5.3	<p>The partnership discussed the following next steps:</p> <ul style="list-style-type: none"> <li>• Broadening the membership of the Workforce Development Partnership</li> <li>• A focus on personalization and co-production. Build the voice of the service user and social care worker into the strategic work.</li> <li>• Generate positive messages for the social care workforce to influence and inform social care workers</li> <li>• Engagement with government departments and local councils.</li> <li>• Engagement with Department of Health Adult Social Care reform activity</li> <li>• Developing the capacity to gather and analysis data.</li> </ul>	
5.4	Issues regarding the commissioning of care were discussed. The call for sustainable funding in Social Care Matters captures some of these issues, however the partnership agreed there needs to be work done on considering different commissioning models and how it can be brought to bear on current commissioning arrangements.	
5.5	With the social care workforce now registered with NISCC, there needs to be a positive message to the workforce to ensure the newly registered workers understand the benefits of registration and the acknowledgement of the professionalism of the workforce. NISCC have employed Alison Shaw, an Engagement Officer to reach out and listen to the voice of the worker and also to ensure that these key messages are being heard.	
5.6	The partnership discussed the promotion of the workforce through a number of current NISCC activities such as value based recruitment, the AQCY online recruitment tool and the ambassador scheme.	
5.7	<p>The next steps in promotion and recruitment into the workforce include:</p> <ul style="list-style-type: none"> <li>• Identify career pathways</li> </ul>	

	<ul style="list-style-type: none"> <li>• Engagement with schools and careers advisors</li> <li>• Broader recruitment campaign</li> <li>• Identify future skills needs</li> <li>• Securing strategic support for development of social care workforce</li> <li>• Build on the social care managers forum</li> <li>• Development of CPD framework for social care</li> <li>• Promoting Induction Standards for social care and social care managers</li> <li>• Further engagement with RQIA to secure their ongoing support</li> </ul>	
<b>(6)</b>	<b>DoH – A Learning and Continuous Improvement Strategy for Social Workers and Social Care Workers 2018 – 2025 – For Consultation</b>	
6.1	Following on from the PSS Training Strategy 2006-2016 the Department of Health has released 'A learning and continuous improvement strategy for social workers and social care workers 2018 – 2025' for consultation. NISCC would like to respond to this consultation with input from the partnership. Colum asked that all members send their comments to NISCC to be included in the response. Consultation to be circulated again members.	<b>CK</b>
<b>(7)</b>	<b>Workforce Development Team Update</b>	
7.1	Marion commented on the activity for this quarter including the revised induction standards and the work on qualifications. Funding has been secured from the Department of Health for a new learning platform Adapt. This will provide more flexible opportunities for learning. Marian also commented that the value based recruitment project will be progressed further over the coming weeks.	
<b>(8)</b>	<b>Members Information Sharing</b>	
8.1	Leslie Anne Newton informed the members that ARC are holding a recruitment and retention event on 17 May 18. Leslie Anne agreed to forward information to NISCC to be circulated.	<b>LN</b>
8.2	Colum stated that he has made contact with the Directors of the Trusts and encouraged them to put forward representations for the partnership.	
<b>(9)</b>	<b>AOB</b>	
<b>(10)</b>	<b>Date of Next Meeting</b>	
10.1	Futures dates to be set for Wednesdays. Cathy to set up dates for the next year and circulate to members.	<b>CK</b>

A handwritten signature in black ink, reading "Anne O'Reilly". The signature is written in a cursive style with a large, looped initial "A".

Anne O'Reilly, Chair of Workforce Development Partnership  
**Northern Ireland Social Care Council**

