



Northern Ireland Social Care Council
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**Workforce Development Partnership
 Confirmed Minutes
 Wednesday 12 September 2018
 at 10.00am, NISCC Offices**

Present

Anne O'Reilly – Chair
 Alison Simpson – Extra Care
 Cindy Scott – BCM
 Melanie Phillips – NHSCT
 Eileen Dunlop – Four Seasons
 Leslie Ann Newton – Arc
 Linda Wray – PBSW

Robin Arbuthnot – Simon Community
 Jeanette McGeown – Cedar Foundation
 Margaret O'Kane – SEHSCT
 Jayne Wright – Mindwise
 Bernie Gibbins – Triangle Housing
 Billy Murphy - NIAMH

In Attendance

Patricia Higgins (Interim Chief Executive)
 Neil Bodger (NISCC Council member)
 Marion O'Rourke (Head of Workforce Development).

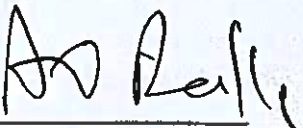
Christine Hunter (NISCC Council member)
 Alexis Dickson (Minute taker)

Item		Action
(1)	Welcome and Apologies	
1.1	The Chair welcomed everyone to the meeting and accepted apologies from Fiona McMahon, Jenny Johnston, and Leslie Megarity.	
1.2	The Chair noted that Colum Conway has moved to his new role in Social Work England. She thanked Colum Conway for his leadership at NISCC and his ability to engage and stimulate this Partnership. Congratulations were offered to Patricia Higgins in her new role as Interim Chief Executive of NISCC.	
(2)	Unconfirmed Minutes of Previous Meeting – 12 January 2018	
2.1	Minutes were approved pending the following amendment Apologies: Cindy Scott had offered her apologies (1.1)	

(3)	Matters Arising	
3.1	Review of Workforce Development briefing newsletter	
3.1.1	Patricia introduced the newsletter and suggested it as a useful tool to keep the Partnership informed about ongoing workforce development initiatives in between meetings. She highlighted the following information from the newsletter.	
3.1.2	The Department held the June meeting of the Transformation Implementation Group (TIG) in NISCC. This group is chaired by the Permanent Secretary. Colum and Patricia provided a brief presentation to TIG about the work of NISCC with a specific focus on the social care workforce. The presentation was well received and the importance of the social care workforce to transformation was acknowledged.	
3.1.3	The Department are continuing to take forward the working groups in relation to the recommendations arising out of the 'Power to People' report on the reform of social care. Patricia noted that she has been engaged in the group considering the value of social care. Along with the UNISON representative on this working group, NISCC led some focus groups with social care workers to ascertain their views on the recommendations about how they should be valued and given a voice.	
3.1.4	Patricia also noted that she and Marian recently met with a representative from the Economic Policy Centre at the Ulster University who is undertaking work on the impact of the National Living Wage, and was interested in its impact on the social care sector. Patricia noted that she referred him to ARC for further information.	
3.1.5	NISCC is in receipt of transformation funding from the DoH and HSCB to primarily support work in relation to the domiciliary care workforce. NISCC has been allocated monies for several projects, including: a systems model for the domiciliary care workforce; work to scope the learning and development needs of domiciliary care workers; updating the recruitment tool - A Question of Care a Career for You; and the establishment of a Social Care ECHO network to provide digital learning opportunities to social care managers.	
	Action – Leslie Ann Newton to join the ECHO planning group.	LAN
3.1.6	Members discussed NISCC's engagement with Belfast City Council to support the establishment of an employment academy for social care workers. A number of employers are committed to participating.	
	Action - Lesley Ann to join project group for the academy	LAN

3.1.7	<p>The Chair commended the newsletter as a helpful way to share information. Members agreed that it should be produced at least bi annually. It was felt that members of the Partnership should try to contribute to the content to share knowledge, innovative ideas and projects.</p> <p>It was also agreed to widen the circulation of the newsletter to other stakeholders.</p> <p>Action – Kevin Mulhern NISCC communication manager to lead the development of the newsletter.</p>	PH
4	Leadership and Influencing Social Care	
4.1	<p>The Chair referred members to the Workforce Development Partnership logic model which members had developed to guide the focus of their work. A specific strand of the logic model focussed on developing leadership within the social care sector. Members felt that, given the focus on transformation, it is timely to work together to develop a collective leadership approach providing a positive influence and promoting innovation in the workplace. It was noted that there is a difficulty in the public's perception of the workforce and there is a need to promote a career in social care as a career for life. It was noted that negative coverage about social care has an influence both on staff recruitment and retention.</p> <p>The Chair summarised the discussion stating that two themes were emerging:</p> <p>Courageous Collective Leadership</p> <ul style="list-style-type: none"> • The importance of engaging in a discussion about risk and positive risk taking in social care; • Examining the workforce (who, what, why, where) looking at the market risk of workforce exiting the sector. Building careers for the workforce and remuneration. • Widening the net of influence with all relevant government departments such as Housing Executive, Department of Education and Department for the Economy. <p>Raising the profile of social care</p> <ul style="list-style-type: none"> • The importance of improving the public perception of social care, for example through the use of a media campaign • Raising the profile of social care in colleges • Raising the profile of social care with parents who will influence their children's career choices - to see health and social care as a career opportunity for their children. 	

4.2	<ul style="list-style-type: none"> • Promote social care as a highly skilled occupation which requires qualifications and is regulated. • Promote social care to teachers and careers advisers. <p>The Chair agreed that she would work with Council Officers to pull together the feedback from the discussion and produce a paper with proposals for leadership development work. This will be circulated to members for comment.</p> <p>Action – Anne and Patricia to co-produce paper</p>	AO'R PH
(5)	Members Information Sharing	
5.1	<p>It was noted that there has been a recent announcement that a business called Evolve is setting up a Citizens Assembly. Members did not have any further information about this initiative and it was agreed that further information would be obtained.</p> <p>Action - Patricia to seek further information</p>	PH
5.2	<p>The Chair informed the group that she had attended the NICON discussion event Securing the Future – Funding of Health and Social Care in to the 2030's and reflected that that the retention of nurses in nursing homes was an ongoing issue.</p>	
5.3	<p>Members raised some concern that staff working as floating support workers are not regulated, although they are working with vulnerable service users. These staff are employed in Supported Living settings and are called various titles such as housing officers.</p>	
(6)	AOB	
6.1	None to note	
(7)	Date of Next Meeting	
7.1	12 th December 2018	

 12-12-18
 Anne O'Reilly, Chair of Workforce Development Partnership
 Northern Ireland Social Care Council