CHExP Agenda 9th October

1.30 - 1.45 Arrival and networking

1.45 - 2.00 The Care Home Excellence Partnership
   - The Steering Group - Care Home Representation
   - Future plans and Projects
     - NHS email
     - The Red Bag Scheme and Greensleeves
     - Redditch and Bromsgrove/Wyre Forest Admission Avoidance processes - working with GPs

2.00 - 2.30 The ReSPECT Roll out in Worcestershire - Replacing the Red DNACPR form
   - Jo Hodgetts ReSPECT lead

2.30 - 2.45 Lin Allsopp - Dementia Diagnosis in Care Homes

2.45 - 3.00 Tea Break

3.00 - 3.15 Supported Employment in Care Homes - Bethany Pettifer

3.15 - 4.00 Focus on Flu vaccination
   - 3.15 - 3.45 Emma Sneed CCG and Julie Northcott Public Health - Changes to Flu Vaccination and Getting your staff immunised
   - 3.45 - 4.00 Mental Capacity in relation to all immunisations including Flu vaccination

4.00 Close

DATE OF NEXT MEETING Tuesday 11th December
Care Home Excellence Partnership

Care Homes
- 130 Care Homes for older people in Worcestershire
- 40 Care Homes for People living with a Learning Disability

Others
- CCGs
- County Council
- Worcestershire Acute Hospitals Trust
- Worcestershire Health and Care Trust
- Family Representative
- Worcestershire Association of Carers
- Age UK
- GP representation
Steering Group

Care Home Representatives

- Eric Muller - HC One
- Jo Butler - Sanctuary Housing
- Gillian Pratt - Care UK
- Chris Rowlands - Minster Care Group
- Anne - Lotte Ricotta - Stonebow House
- Carol Harris - Heritage Manor
- Jorg Bierman - Stanfield Nursing Home

Partner Organisations

- Maggie Keeble - GP Lead
- Louise Parker - CCG
- Julie Money - Worcestershire Health and Care Trust
- Jenny Garside - Worcester Acute Hospitals Trust
- Sheila Woodhams - Family Representative
- Julia Chesterman - Worcestershire County Council
- Colin Hanley - Age UK Hereford and Worcester
- Keiran Broadbent Worcestershire Care Association
- Clare McKenzie - Skills for Care
- Mel Smith - Worcestershire Association for Carers
Steering Group

We need:

- Representation from Wyre Forest
- Representation from Redditch and Bromsgrove
- Working groups
- Representative voice on Policy development eg ICOPE Programme
- Increased awareness higher up the bigger care home organisations
- Alternative meeting venues
- Support with newsletter
- Followers on Twitter
- Likes on Facebook
- Support with social media
NHS email

- Easy and quick communication with health and social care partners
- Ability to communicate directly with GP practices - not having to get through by telephone - eg visit requests, prescription requests
- Ability to communicate with Hospitals and other care homes
- Time saving
- Audit trail
Seeking 10 pioneering volunteers for a task and finish group
Red Bag and Greensleeves

The Red Bag Scheme

Worcestershire Advance Care Planning Documents

Worcestershire DNACPR form
<table>
<thead>
<tr>
<th>Patient name:</th>
<th>NHS Number:</th>
</tr>
</thead>
<tbody>
<tr>
<td>Address:</td>
<td>Telephone number:</td>
</tr>
</tbody>
</table>

| Is there a DNACPR documented instruction in place? | |
| Yes ☑ No |

| What is that instruction: | |
| --------------------------| |
| DNACPR — form in place |

| Has there been a discussion about Preferred Priorities of Care with patient/family/attorney? | |
| Yes ☑ No |

| If yes what is the Priority for Care in the event of deterioration? | |
| Home comfort measures only - not for escalation unless exceptional circumstances* ☑ |
| Consider hospital transfer for treatment up to but not including ventilation/ITU ☑ |
| Consider hospital transfer for treatment up to and including ventilation/ITU |

| Have anticipatory medication been prescribed? | Yes ☑ No |

| Does the patient have capacity to be involved in these discussions? | Yes ☑ No |

| If the patient does not have capacity please complete the following: |
| Name of attorney making these decisions if has POA for Health with authority to make life sustaining decisions: |
| Name of clinician making these decisions if no POA for Health: Dr Maggie Keeble GP |

| Additional comments: | would be appropriate for trial of antibiotics if infection but not for transfer for IV treatment or fluids or ventilatory support |

| Completed by: |
| Date: |

*uncontrollable pain/bleeding/fitting/possible fracture that would potentially result in surgical intervention/Head injury which would potentially require surgical intervention*
Jo Hodgetts
An Introduction to ReSPECT

Worcestershire ReSPECT Project Team
What is ReSPECT

Recommended Summary Plan for Emergency Care and Treatment
What is ReSPECT

- a process for discussing, making and recording recommendations about future emergency care and treatment, including CPR decisions.
- encourages people to plan ahead for their care and treatment in an emergency in which they are unable to make decisions.
- provides health and care professionals responding to that emergency with a summary of recommendations to help them to make immediate decisions about that person’s care and treatment.
- has been developed by many stakeholders, including patients, doctors, nurses and ambulance clinicians, to design a process that will be adopted nationally.
- focuses on treatments to be considered as well as those that are not wanted or would not work.
Why is it needed?

- Poor or absent communication surrounding resuscitation decisions (Sivakumar et al J Med Ethics 2004)
- Inappropriate resuscitation attempts (NCEPOD 2012 Time to Intervene)
- Poor or absent documentation
- Tracey v Cambridge University Hospitals NHS Foundation Trust
- Variance and compliance with DNACPR
- Litigation
- Negative public/patient perception
- The need for a national approach
Aims

- More conversations between people and clinicians
- More planning in advance
- Better communication
- Shared decision-making whenever possible
- Standardised & complete documentation
- Better care
National Adoption of ReSPECT (September 18)

- Harrogate
- Yorkshire Palliative Children’s
- Berkshire
- Leeds
- Doncaster
- Bassetlaw
- East Sussex Hospitals
- Manchester CCG’s
- Sheffield Children’s
- Forth Valley Scotland
- Hull and East Yorkshire Hospitals
- Humber Foundation Trust
- City Healthcare Partnership CCG
- Hull and East Riding CCG’s
- Royal Surrey Acute Trust
- University Hospitals of Derby and Burton
- Chesterfield Royal Hospital
- Derbyshire Community Health Services
- Derby CCG’s
- University Hospitals Coventry & Warwickshire NHS
- Coventry and Rugby CCG’s
- South Warwickshire Foundation Trust
- North and South Warwickshire CCG’s
- Heart of England Foundation Trust
- Birmingham and Solihull CCG’s
- George Eliot NHS Trust
- Manchester University Acute Trust
- Hampshire Hospitals Foundation Trust
UK variations and learning

- Timescales
- With and without training
- Variance in scope
- Digital vs Paper
- Seen as ‘replacement DNACPR’
- A real need for cultural change
- Reduction in futile CPR attempts

Coventry and Warwickshire 14 month Audit

- More patients with capacity 56%
- More forms indicating patient is “For CPR” – 10%
- Improved conversations
- 100% compliance with patients being involved in the decision making process when they have capacity
- Increased compliance with documentation – used in all specialties
- 60% reduction in complaints
- 250% more ReSPECT forms than DNACPR
- Positive CQC review
In Worcestershire we have had a unified Do Not Attempt Resuscitation (DNACPR) policy across all organisations for over 15 years and is well embedded within clinical care.

However, there is a need to encourage discussion with patients and their families about making decisions and formulating recommendations around much broader subjects than just resuscitation if we are truly going to plan their care effectively.

Macmillan funding from Legacy payments for 2 year project with Project Team
Milestones

1. INITIATION & PLANNING
   - Form a Project Board
   - High level networking
   - Project Brief
   - Governance structure
   - Establish Implementation Committee
   - Set up working groups
   - Set all meeting dates
   - Create high level milestone plan
   - Create detailed project plan
   - Create work streams
   - Risk and Issues Log
   - Establish timeline with key dates and LAUNCH DATE

2. AWARENESS & DISSEMINATION
   - Team meeting presentations
   - Develop Communications Strategy
   - Marketing plan
   - Create Training Strategy
   - Engagement forums
   - Create education and training plan/package
   - Create Policies and Standard Operating Procedures

3. IMPLEMENTATION
   - Launch new Policies & Procedures
   - Raise awareness of ReSPECT with public
   - Deliver training and briefing sessions for staff
   - DNACPR Phase Out Pilot

4. MONITORING & EVALUATION
   - Develop measures framework
   - Schedule regular audit and quality checks
   - Actively monitor feedback and refocus accordingly
   - Manage the timely delivery of project plan
   - Case studies
   - Work with partners to learn from their digital strategies and how this can be mirrored in Worcestershire

5. CONTINUITY & SUSTAINABILITY
   - Evaluate qualitative and quantitative data from patients, stakeholders and professionals.
   - Create summary of findings
   - Use evidence to form a continuity plan.
   - Establish sustainable purchasing/ordering of ReSPECT forms
   - Consider ReSPECT Ambassadors/Sponsors System to support business continuity
# Project Plan

<table>
<thead>
<tr>
<th>Milestone</th>
<th>Action</th>
<th>Work Breakdown Structure</th>
<th>Lead Officer</th>
<th>Others Supporting</th>
<th>Completion Deadline</th>
<th>Comments</th>
</tr>
</thead>
<tbody>
<tr>
<td>1. Research &amp; Evaluation</td>
<td>Visit trade across England to share best practice</td>
<td>Commerce &amp; Engagement</td>
<td>JH</td>
<td>SS</td>
<td>27/03/19</td>
<td></td>
</tr>
<tr>
<td>1.2 Form a Project Board</td>
<td>Identify key stakeholders</td>
<td>Commerce &amp; Engagement</td>
<td>JH</td>
<td>SS</td>
<td>18/03/19</td>
<td></td>
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<tr>
<td></td>
<td>Set up initial board meeting</td>
<td>Commerce &amp; Engagement</td>
<td>JH</td>
<td>SS</td>
<td>21/03/19</td>
<td></td>
</tr>
<tr>
<td></td>
<td>Room bookings and dates for future boards</td>
<td>Commerce &amp; Engagement</td>
<td>SS</td>
<td></td>
<td>Ongoing due to CHC limitations</td>
<td>Option to ask members to share their views</td>
</tr>
<tr>
<td></td>
<td>Write &amp; Agree Terms of Reference</td>
<td>Commerce &amp; Engagement</td>
<td>JH</td>
<td>SS; DELTA LEADS</td>
<td>20/03/19</td>
<td>Final arrangements being made</td>
</tr>
<tr>
<td>1.3 Sign up to ReSPECT Terms of Use</td>
<td>Discuss and sign of project board</td>
<td>Documents &amp; IT</td>
<td>JH</td>
<td></td>
<td>12/03/19</td>
<td></td>
</tr>
<tr>
<td>1.4 Write the Project Brief</td>
<td>Create vision, objectives, scope, identify budget and overall phasing</td>
<td>Documents &amp; IT</td>
<td>SS</td>
<td>JH</td>
<td>31/03/19</td>
<td>Assessing final budget plan</td>
</tr>
<tr>
<td>1.5 Create the Governance structure</td>
<td>Denote overarching line of reporting responsibilities</td>
<td>Documents &amp; IT</td>
<td>JH</td>
<td>SS</td>
<td>17/03/19</td>
<td></td>
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<tr>
<td></td>
<td>Board members to nominate ambassadors for IC</td>
<td>Commerce &amp; Engagement</td>
<td>JH</td>
<td></td>
<td>19/03/19</td>
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<tr>
<td></td>
<td>Write &amp; Agree Terms of Reference</td>
<td>Documents &amp; IT</td>
<td>SS</td>
<td>JH</td>
<td>12/03/19</td>
<td>First draft 4/3/19</td>
</tr>
<tr>
<td></td>
<td>Dates and venue to be arranged</td>
<td>Commerce &amp; Engagement</td>
<td>JH</td>
<td>SS</td>
<td>11/03/19</td>
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<tr>
<td></td>
<td>Nominate colleagues to attend working groups</td>
<td>Commerce &amp; Engagement</td>
<td>JH</td>
<td></td>
<td>FOR DECISION</td>
<td></td>
</tr>
<tr>
<td>1.6 Establish Implementation Committee (IFIC)</td>
<td>Establish highlight reporting frequency</td>
<td>Commerce &amp; Engagement</td>
<td>JH</td>
<td></td>
<td>15/03/19</td>
<td></td>
</tr>
<tr>
<td>1.7 Set up working groups</td>
<td>Establish Each working group membership</td>
<td>Commerce &amp; Engagement</td>
<td>SS</td>
<td>IC</td>
<td>12/03/19</td>
<td>FOR DECISION</td>
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<tr>
<td></td>
<td>Create Workstream plans for each group</td>
<td>Documents &amp; IT</td>
<td>SS</td>
<td>VWC Working Group</td>
<td>7/3/19</td>
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<tr>
<td></td>
<td>Write &amp; Agree Terms of Reference</td>
<td>Documents &amp; IT</td>
<td>SS</td>
<td>JH</td>
<td>17/03/19</td>
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<tr>
<td></td>
<td>Dates and venue to be arranged</td>
<td>Commerce &amp; Engagement</td>
<td>SS</td>
<td>Admin</td>
<td>24/03/19</td>
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<tr>
<td>1.8 Create high level milestones plan &amp; project plan</td>
<td>Transfer ACT ADOPT</td>
<td>Documents &amp; IT</td>
<td>SS</td>
<td>JH</td>
<td>31/03/19</td>
<td></td>
</tr>
<tr>
<td>1.9 Create work streams</td>
<td>Work Breakdown and Activity Network</td>
<td>Documents &amp; IT</td>
<td>SS</td>
<td>JH</td>
<td>22/03/19</td>
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<td></td>
<td>Create spreadsheet for each work stream</td>
<td>Documents &amp; IT</td>
<td>SS</td>
<td>JH</td>
<td>16/03/19</td>
<td></td>
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<tr>
<td>2.1 Develop Communications Strategy</td>
<td>Identify groups</td>
<td>Commerce &amp; Engagement</td>
<td>SS</td>
<td>C &amp; G GROUP</td>
<td>33/11/19</td>
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<tr>
<td></td>
<td>External Marketing plan</td>
<td>Commerce &amp; Engagement</td>
<td>SS</td>
<td>C &amp; G GROUP</td>
<td>33/11/19</td>
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<td></td>
<td>Social Media plan</td>
<td>Commerce &amp; Engagement</td>
<td>SS</td>
<td>C &amp; G GROUP</td>
<td>33/11/19</td>
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<td>Internal comms</td>
<td>Commerce &amp; Engagement</td>
<td>SS</td>
<td>C &amp; G GROUP</td>
<td>33/11/19</td>
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<td>Press releases external; Live Data</td>
<td>Commerce &amp; Engagement</td>
<td>SS</td>
<td>C &amp; G GROUP</td>
<td>33/11/19</td>
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<td></td>
<td>Skills Gap Analysis</td>
<td>Education &amp; Training</td>
<td>JH</td>
<td>C &amp; G GROUP</td>
<td>92</td>
<td>11/19</td>
</tr>
</tbody>
</table>
Working Groups

1. Communications & Engagement
2. Documentation & I.T
3. Policies & Procedures
4. Equality & Diversity
5. Education & Training
6. Monitoring & Evaluation
Are you passionate about person centred planning?

Do you have knowledge, interest or skills in any of the working group topics?

Are you influential or believe in cultural change?

WE NEED YOU! 😊
Questions and Discussion
Contact us!

@WHCT_ReSPECT
@SamSkilbeck
@joannechodgetts

ReSPECT office: 01527 488131 (ext 58131)
Jo: 07864972265
Sam: 07715633577

Joanne.hodgetts@nhs.net
Samantha.skilbeck@nhs.net
Bethany Pettifer
Julie Northcott

Emma Sneed
Meeting the Public Health needs of people receiving care

Julie Northcott MFPH
Senior Public Health Registrar
Duty of Care

Worcestershire County Council (WCC) has a duty to improve the health of the whole population (Health and Social Care Act, 2012)

The Care Act 2014 - Care and Support Statutory Guidance (2018) to promote wellbeing within all care and support activity

Registered providers of care are responsible for

• (a) assessing the risks to the health and safety of service users of receiving the care or treatment;
• (b) doing all that is reasonably practicable to mitigate any such risks
• (h) assessing the risk of, and preventing, detecting and controlling the spread of, infections, including those that are health care associated (Health and Social Care Act (2008), Section 12.2)

In addition Providers need to have a system in place to manage the occupational health needs and obligations of staff in relation to infection. (Part 2 - Code of Practice)
Service User perspective

• Residents expect providers of care to keep them safe
  ➢ We know efficacy of vaccination can reduce in older age so carer vaccination is important to protect them
  ➢ They could and should be able to check vaccination status of their carers and choose carers that are vaccinated rather than unvaccinated
  ➢ Majority of residents are paying for care (they are commissioners)
Activities that can have a big impact in improving wellbeing and safety of those in receipt of Domiciliary care

Immunisation

Oral health care

Falls prevention
Immunisations - Influenza

- Flu is one of the greatest infectious disease risks to health of older people - it kills
- Flu is preventable
- Flu is highly infectious and can be asymptomatic
- Flu results in a significant pressure on health and social care services
What can we do

- Client vaccination
- Staff vaccination
- Swift response to flu symptoms
- Infection control
Current uptake of flu vaccination amongst Worcestershire health and social care workforce
Our ambition

- Shared commitment to increase uptake of flu vaccination
- All health and social care staff should be proactively offered the flu vaccine in 18/19 (minimum 70% uptake)
- All Care Providers collect and provide information on uptake of vaccination of staff
- Reduced cases of flu amongst those that receive care
- Improved productivity and cost effective delivery of care
Good news!

• NHS has confirmed funding for all health and social care staff in 18/19 season
• Easy to access this
  ➢ Via GP or Pharmacy
  ➢ Take proof of employment – payslip / ID badge / employer letter
• You need to consider how to measure staff uptake recognising CCG and WCC 70% expectation in line with other Health providers.
Your thoughts?
How can we help each other to improve staff uptake of vaccination?

jnorthcott@worcestershire.gov.uk
Maggie Keeble
Flu Vaccination in Care Homes

- When a clinician administers vaccines to a resident in a care home they need to ensure they have documented consent.
- It is very important to ensure residents who have capacity have consented to vaccination, or to act in the best interests of those without capacity.
- Residents’ relatives, friends, or care home staff who do not have the appropriate legal powers to provide consent cannot sign vaccination ‘consent’ forms.
Flu Vaccination in Care Homes

- Does the Resident have capacity to consent to flu immunisation?
- If no - does any one have decision making authority? (LPOAH or Deputyship)
- If No - decision maker is the GP
- Best interest decision made by the person with decision making authority
MCA Considerations re Immunisation

Is it thought the resident has the capacity to consent to the administration of immunisation?

Yes

Does the resident consent to immunisation?

Yes

Administer immunisation and record

No

Record refusal within record system

No

Does anyone hold a valid authority to make a health decision? (LPOA for Health, Deputyship for Health)

No

Confirm authority and then contact Attorney/Deputy to request a Best Interest Decision in relation to immunisation. Record the decisions made and proceed in accordance with Best Interest Decision

Yes

Health Professional completes Mental Capacity Assessment in relation to this decision

Health Professional and others complete Best Interest Decision Process. A record is held on the resident’s care plan

Immunisation can now take place or not in accordance with Best Interest Decision
<table>
<thead>
<tr>
<th>Resident</th>
<th>Capacity to consent?</th>
<th>Anyone with POAH or health deputyship?</th>
<th>Decision maker</th>
<th>Relatives opinion if not decision maker</th>
<th>Decision made</th>
</tr>
</thead>
<tbody>
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</tbody>
</table>
The Having A Job Plan

WCC Supported Employment Services

supportedemployment@worcestershire.gov.uk
@WCCWorkSupport
The Team

Sally-Ann Parker

*Employment Partnerships Officer*

Leading the Supported Employment Service

Creating links within council community and business

Bethany Pettifer

*Employment Partnerships Support Worker*

Employment skills support; supporting clients and helping to coordinate and establish employment opportunities
Overview

The Supported Employment Service was redesigned in March 2016
We Provide the Support

• Vocational Profiling - Agreeing individual employment or training goals
• Recruitment and selection – We source opportunities and introduce suitable candidates to job roles
• Setting up Supported Interviews, Work Tasters, Work Placements
• Arranging travel training
• Advice on reasonable adjustments e.g. creating EasyRead documents, simplifying tasks
• Practical one to one support in working environments
• Introduction of “Access to Work” support facilities

supportedemployment@worcestershire.gov.uk
@WCCWorkSupport
Business Case

77% of people interviewed think more highly of companies that make an extra effort to employ disabled people

*Source: Charity Awareness Monitor*

People with a learning disability stay in a job 3 times longer than average and are hardworking and enthusiastic colleagues

*Source: MBNA survey*

Team dynamics and overall performance have been known to improve as a result of employing someone with a learning disability

*Source: realroles.co.uk*
Real Stories

Newland Hurst Care Home, Droitwich

Newland Hurst in Droitwich is employing 3 people
Styans Farm are working with us to provide a Work Placement for a young man.
Real Stories
Worcestershire NHS Trust

Employing 2 people as part of the “Working Together” Paid Training Placement Scheme
E has worked here for a year now. We supported E and his employer to apply for Access to Work funding to help him travel to work.

Real Stories
Supermarket Business

supportedemployment@worcestershire.gov.uk
@WCCWorkSupport

Supported Employment Service
J has been employed for over a year now.

We visit J at work regularly.

We keep J’s family and Carers network included in plans and changes.
“We are more than happy to shout about J, she is doing well and has settled in with the team. I think the good news story is a great idea, it might encourage more businesses to give it a go. She is cheerful and enthusiastic about her work which is more than I get from some employees! She also seems quite fulfilled doing her various tasks so we are very happy.”
Can You Help?

We are looking for the following opportunities for Work Tasters and employment:

• Laundry/ironing or light manual in Redditch
• Gardening/grounds in Redditch
• Kitchen/Cleaning in Worcester
• Kitchen/pot wash in Evesham area
• Hospitality/companionship in Cookley, Kidderminster
• Florist in Worcester

Thank you
For more information or an informal chat about this exciting scheme and what it can offer you, please get in touch:

supportedemployment@worcestershire.gov.uk
01905 846 777

Sally-Ann Parker, Employment Partnerships Officer
saparker@worcestershire.gov.uk
07715 044 118 / 01905 844 393

Bethany Pettifer, Supported Employment Worker
bpettifer@worcestershire.gov.uk
01905 844 274 / 07908 188 726
The Worcestershire Learning Disability Partnership Board is working to improve the lives and outcomes for people with a learning disability across Worcestershire.

The “Having A Job” Sub Group of the Partnership Board is made up of Expert Members from the learning disability community, Worcestershire County Council, carers, employers, charities, training providers, Health and Care NHS Trust and the Department of Work and Pensions. Together we have agreed a three year strategy and we will be working to deliver this with our Partners.

Worcestershire County Council
You can contact us in the following ways:

By telephone: 01905 846 777
By post: Worcestershire County Council
          County Hall
          Spetchley Road
          Worcester
          Worcestershire
          WR5 2NP

By email: supportedemployment@worcestershire.gov.uk

Find out more online: www.worcestershire.gov.uk
As part of the Worcestershire Partnership Board learning disability strategy, Worcestershire County Council delivers a Supported Employment Service across Worcestershire and can also offer information and advice on where you can find other help with training, work experience, finding a job and keeping a job.

What is the Supported Employment Service?

- We meet you to find out more about you, what you would like to do and agree what kind of work would be right for you
- We work with you to try and find the right job, work experience or training for you
- We can provide help with making applications for jobs, interview skills, and arrangements for getting to interviews
- We can help you arrange support while you are learning your new job, getting to work, staying safe and being happy at work
- We visit you at the job or work experience and check you are getting on well
- We will continue the support throughout your employment with calls, visits and reviews

To receive a Supported Employment Service you need to have learning disability and be in receipt of a social care package.*

The Supported Employment Service is working in partnership with businesses, charities and local enterprise to find employment opportunities for people with learning Disabilities.

We welcome enquiries about offering opportunities, funding and support.

“I think it’s good to have a job as it gives you something to be proud of. It gives you a lot of confidence to change your life and above all it will give anyone a deep satisfaction to do something worthwhile. It gives you so much joy to get involved.”

Kate (has a learning disability) - working for over 10 years

* Correct as of April 2016
Worcestershire County Council Supported Employment

Are inviting you to be part of a new initiative to increase paid work opportunities for people with learning disabilities across Worcestershire...

We want to connect with you as a potential provider and employer.

We are inviting you to be part of a new initiative to work in partnership with Worcestershire County Council;

"Work Exchange"

Our mission is to increase experience and paid work opportunities for people with learning disabilities across Worcestershire.

Can you help?
The Supported Employment Service at Worcestershire County Council is supporting people with learning disabilities that would like to secure paid employment.

Can you offer a paid role to someone with a learning disability?

We have recently worked closely with Worcestershire Care Providers to place people into part time supported employment within their organisations.

We are using this as a model for other providers and suppliers. We know that your expertise in supporting people would also create an informed and supported environment to employ people with learning disabilities.

We are not asking organisations to employ their own service users or residents.
We can offer your clients work opportunities with other care providers on our Work Exchange programme.
"We feel really privileged to hand these guys their 1st pay slips, they have both done a cracking job for us in the grounds and will hopefully continue for years to come"
Worcestershire LD Care Home Manager

We are looking to Providers to identify and offer job opportunities for people with learning disabilities.

- Can you offer one, two, three or more hours a week paid work within your work environment?
- It could be an existing role you wish to expand? A job share? You may need a job doing and you think it too small to attract applicants?
- Cleaning, gardening, office-based, kitchen work? We have people looking for many different roles.
- Can you offer a short term work placement that could lead to a paid role?

Our Service matches people to your specific role needs and requirements. We also take into consideration the clients preferences and skills.

We can set up informal interviews, Work Tasters, Work Placements, give advice on adjustments and also provide some practical in work support and training.

No two placements are the same.

It depends on the organisation, the job and the candidate.
We pride ourselves on offering a bespoke service and a "can do" attitude.

This complimentary service is open to all businesses within Worcestershire.

"Working hard on the first day of his new job..."
Worcestershire Transport Charity
Have you got an opportunity within your workplace suitable for one of our candidates?

We are not asking you to do something we would not do ourselves.

We have created job opportunities within our Young Adults and Learning Disabilities teams at Worcestershire County Council. We are always approaching other departments, local and district councils.

We also work closely with national and local employers that provide employment opportunities to our clients with learning disabilities.

For more information or an informal chat about this exciting scheme and what it can offer you, please get in touch:

supportedemployment@worcestershire.gov.uk

01905 846 777

Sally-Ann Parker, Employment Partnerships Officer

saparker@worcestershire.gov.uk

07715 044 118 / 01905 844 393

Bethany Pettifer, Supported Employment Worker

bpettifer@worcestershire.gov.uk

01905 844 274
Being part of our "Work Exchange" could help your business become more Disability Confident around recruitment and sustaining your staff

- Draw from the widest possible pool of talent
- Secure and retain high quality staff who are skilled, loyal and hardworking, keeping valuable skills and experience
- Save time and money on the costs of recruitment and training by reducing staff turnover
- Reduce the levels and costs of sickness absences
- Improve employee morale and commitment by demonstrating that they treat all employees fairly

Permitted Work

People we support with a learning disability can start part time paid work, learn new skills, build confidence and try working with you under Permitted Work. This is an agreement with Department of Work and Pensions that means our candidates can work for a small amount of hours and still retain benefits - taking small steps to work and allowing you to become more confident employing people with disabilities in your workplace.

We can support you with:

- Discuss and understand your business and agree roles, vacancies, job descriptions
- Matching people to your business and area
- Help set up informal interviews and work tasters with the candidates you select
- Support our candidates to complete inductions, training and starter documentation
- Ongoing in work support when required

Access to Work

We can help access funding for our candidates and employees to enable them to start or stay in work with you. Access to Work funding can support people to overcome barriers to work such as:

- Travel
- Adaptations
- In Work Support