

Staffing Capacity Solutions

CYP Scrutiny 18 September 2018

Immediate and Urgent Issues

A purple arrow-shaped graphic pointing to the right, containing the text 'OUR FOCUS'. The arrow has a colorful, multi-colored tail at the bottom left corner with segments in blue, green, yellow, and red.

OUR
FOCUS

- Permanent recruitment is the ultimate aim
- In the interim, there are areas of pressing demand:
 - Assessment
 - Care planning
- Many staff have unacceptable caseload levels, leading not only to disenchantment, but also poor quality work and failure demand
- A number of staff have worked weekends and evenings
- The assessment service in particular is unable to sustain current working levels
- We know that this pressure will shortly transfer to Care Planning

Next Steps



OUR
FOCUS

Recruitment and Retention	
Immediate	Assessment team were able to claim an additional day per week for four weeks over July / August.
Very Quickly	Extra capacity has been identified and is in place for the next 6 months. 1 x short life team over the summer holidays 2 x 6 month teams (1 CP and 1 Assessment)
Medium Term	Build a strong and supportive ASYE offer, and recruit an additional ASYE team Marketing and permanent recruitment
Long Term	Tie in for ASYEs Reconsider apprenticeships Consider bursary support for existing unqualified staff Build our student placements
Demand Management	
Work with Partners to	Better understand thresholds and appropriate referrals Be clear of expectations prior to referral Improve quality of referrals Develop early help responses
Review practice to	Consider team structures to minimise handovers Consider whether any further gatekeeping can be done in SPOC Refocus our early help offer, including development of edge of care service