

Workforce Transformation Integrated Care Demonstrator site

INTEGRATED WORKFORCE DEVELOPMENT

An integration framework for transforming the workforce across Blackburn with Darwen

One purpose - One team - One organisation

This will be achieved through a collaborative culture of shared values and principles. The workforce will be multi-disciplinary, multi-professional and skilled. This one workforce will collectively work to an agenda of prevention, appropriately referring to specialists when required.

At Blackburn with Darwen a strategic team will oversee and guide locality arrangements, taking responsibility for establishing the parameters of provision and service development of a new working arrangement.

Locality Teams will lead on developing service provision based on priorities agreed by the overall strategic lead. Action Learning sets to support integration, relationships and working practice.

Key Programme areas

- Health and Social Care integration
- Transforming Lives
- Early Help 0-5yrs
- SEND / 0 – 25 Complex needs

Policy background

- Care Act; Send legislation (0-25)
- Transforming Lives
- Better Care Fund; Health Education England Integration Fund
- NHS forward view

What does an integrated workforce look like?

- ✓ Multidisciplinary
- ✓ Co-located
- ✓ Shared venues
- ✓ One common assessment framework
- ✓ A service provided by workers who know how to access or signpost to services
- ✓ Delivers consistent brief interventions and advice
- ✓ Has specialist roles, shared thresholds for referral and consistent referral pathways



SUCCESS WILL BE DEPENDENT ON THE FOLLOWING CONSIDERATIONS:

Capacity to deliver effective services; complementary roles focused around people; high quality, appropriately trained workforce; integrated working practices; behaviours focused on positive outcomes for people and responsive to change; common values and capacity to deliver effective services; shared identity, purpose and vision.