

The Independent Review into Health Care Support Workers

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Why

- <http://www.youtube.com/watch?v=AW579icD>
[RSA](#)
- Do we as employers show this workforce we value them and demonstrate the values and behaviours we need.
- Can they show those values to those who use our services?

Purpose of review



- Valuing the contribution of this workforce
- Understanding and learning from others
- Independence oversight
- Support response to Mid Staffs
- Enabler to Compassion in Practice Action Area 5 – Ensuring we have Right Staff , with Right Skills in the Right Place

What do we know so far

- Where are they employed
- Inconsistency in roles
- Complexity
- Focus on previous intelligence and reviews

What are the recruitment patterns

- Across sectors
- Turnover – limited information
- Skills set and previous knowledge base
- Supply routes

Quality Assurance of roles

- FE college
- Local partnerships
- Use of mentors/assessors – peripetic
- Standards, code of conduct, - wales
- Skills set – knowledge, experience and behaviours all equal?

Range of roles

- Nursing Assistant
- Healthcare Assistant ? too generic
- Care Worker
- Associate Nurse
- Assistant Practitioner

Approach to review

- Initial expert witness
- Focus groups
- Visits to hospitals, shadowing CQC and other services
- Call for evidence
- Sift and theme findings and publish submissions on the website

Call for evidence

- Examples of where healthcare assistants are recruited and selection processes used
- How do we maintain these – frequency of appraisal