



INLAWS



WHAT IS INLAWS?

InLAWS stands for Integrated Local Area Workforce Strategies. It is a Skills for Care and ADASS (Association of Directors of Adult Social Services) project established in 2009 with support from the Department of Health (DH) and other delivery partners.

InLAWS aims to support Directors (DASS) and their teams with their workforce commissioning role across their local area, and to understand changing priorities in adult social care arising from Personalisation and including the government's agenda on the community and neighbourhood working.

The InLAWS offer provides a systematic way of linking service commissioning with workforce and financial strategy. It shows how to make the best use of the National Minimum Data Set for Social Care (NMDS-SC) to facilitate this process.

This offer supports the Directors and their teams to ensure that the right workforce is doing the right things at an achievable cost. Similar elements are to be found within all approaches to workforce commissioning and planning including the Skills for Health's Six Steps Methodology to Integrated Workforce Planning (SfH 2008)



VISION The right workforce doing the right things at an achievable cost.

InLAWS A set of processes that assist Directors (DASS) and satisfy citizens



HOW DOES IT WORK?

The national priorities of Personalisation, Prevention and Protection mean that the health and social care workforce need to operate in new ways – in partnerships, more productively and with greater professional autonomy. Some aspects will require a wholesale change in attitudes, behaviours and practice.

InLAWS supports this workforce shift by utilising the **Analyse – Plan – Do – Review** approach.



What's happening in the North West?

Workforce commissioning is a key strategic enabler for the activities that local authorities are committed to undertaking around the Transformation agenda. In order to support them in this, Skills for Care in the North West has offered a phased programme of support in order to embed the InLAWS offer across the region.

Phase 1 (2009/10) involved 21 of 23 Local Authorities and provided guidance to enable them to 'refresh' the existing their workforce strategy so that it incorporated InLAWS. They also produced a Position Statement that provided an analysis of the barriers, priorities and actions to take forward their strategy including consideration of how InLAWS could be better connected with their Local Strategic Partnership and the Joint Strategic Needs Assessment.

Phase 2 (2010/11) built on this with a similar number of local authorities and focussed on how workforce intelligence available from the National Minimum Data Set – Social Care could better utilised to develop the workforce required to meet their commissioning requirements within the finances available.

Phase 3 is being planned for the New Year 2012. Local authorities are now starting to look at ways in which the InLAWS offer can be utilised across broader agendas such as Prevention and Health and Wellbeing, so Phase 3 will focus in this direction.



FURTHER INFORMATION

- Skills for Care Case Study - Demonstrating a joint Health and Social Care InLAWS project in relation to Dementia services in Salford <http://northwest.ewin.nhs.uk/knowledge/resource/475>
- To find more information about the Skills for Care InLAWS offer please use the following link: <http://www.skillsforcare.org.uk/InLAWS/>

CONTACT FOR FURTHER INFORMATION

For more information about InLAWS in relation to joint working across health and social care please contact:

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