

# Winter Monies Progress Update

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# A reminder of the purpose of Winter Monies

In 5 October 2021, the Scottish Government confirmed new investment of £300m across Scotland to support winter planning for health and social care. This included the recruitment of Health and Social Care Support Workers. In summary the funding is targeted at:

## Addressing key principles:

- **Maximising capacity** in staffing, resources, facilities and services
- **Ensuring staff wellbeing** with access to support when needed
- **Ensuring system flow** to improve planned discharge, social work assessment, provide intermediary care and increase access in the community
- **Improving outcomes** by delivering the right care in the right place

## Areas for investment\*

- **Strengthening multi-disciplinary working.** Renfrewshire's share of funding is £662k in 2021/22 and £1,324k in 2023/24 (recurring).
- **Providing interim care arrangements** to help people move into care homes or community settings on an interim basis to support recovery. Renfrewshire's share is £1,323k in 2021/22 and £662k in 2022/23 (non-recurring).
- **Expanding Care at Home capacity** in support of community-based services. Renfrewshire's share is £2,051k in 2021/22 and £4,104k in 2022/23 (recurring).
- **Wellbeing support** across the health, social care and primary care system. Renfrewshire's total share is currently £135k with further funding to be confirmed.

\*Note: these figures do not include the funding for Health and Care Support Workers

# Progress to Date

The additional posts and funding has created a unique opportunity for us to support our staff and services to meet the challenges of increasing demand and the changing demographics within Renfrewshire.

## **A range of the proposals forward utilising this funding included the recruitment of additional staff.**

- Almost 80 staff across health and social care have been recruited or are in the process of being recruited utilising the winter funding.
- We have recruited 12 Health & Care Support Workers.
- We recognise that the changing circumstances facing HSCP will require us to continue to be flexible in the roles that we recruit to and to adapt our approach.

## **We have been progressing a range of service development initiatives:**

- We have supported people with interim care solutions within residential care to prevent them being unnecessarily delayed within hospital.
- We have increased befriending provision with the introduction of the Reconnect Project.
- We are working to establish a Compassionate Renfrewshire approach which will also consider the impact of the cost of living crisis by establishing a No-One Dies Alone approach to support and assisting people who have been discharged from hospital to safely return home with provisions through back home boxes.

# Progress to Date

## **We have been progressing a range of service development initiatives (continued):**

- We have led the development of the Home First Response Service, working with the RAH, QUEH and all 6 HSCPs across the NHS GGC area.
- We have invested in our Care at Home services with enhanced overnight support and we have developed a dedicated recruitment group within Care at Home to address recruitment issues and explore innovative solutions.
- We have invested funding in supporting health and wellbeing, for example making funding available within primary care for wellbeing support.

**The activity we have progressed has contributed to the HSCP's exceptional performance in reducing delays in discharge – with Renfrewshire currently having the second lowest rate in Scotland.**

### **Home First Response Service**



The Home First Response Service (HFRS) is a new service which will work closely with community and acute teams to help provide alternatives to attendance and admission to hospital for people living with frailty. Recruitment to 11 posts within the team to be based at the RAH is ongoing, with an aim of launching the service in Autumn 2022.

# Continued Challenges

- There continues to be a national staffing shortage across health and social care.
- All 6 HSCPs are recruiting for the same posts.
- Differentials in staff pay across all HSCPs.
- The process of recruitment can be protracted as we go through changes to existing job descriptions and the creation of new posts.
- We are recruiting some of our own staff into the new roles which offers development opportunities however also creates staffing pressures elsewhere in the service.

# Our Ongoing Approach

As we continue to deliver our agreed proposals we will:

- Continue to progress development and implementation of HFRS and wider initiatives to maintain our strong performance in delayed discharge.
- Align our actions with proposals in the draft Workforce Plan 2022-25, including (i) offering flexible working to retain and attract staff to Renfrewshire; (ii) maintain links with colleges and universities to attract new recruits; and (iii) Develop a 'Grow Your Own' culture where we will support staff to progress in their careers within Renfrewshire.
- Continue to embed the dedicated recruitment group within Care at Home and share relevant lessons and opportunities across services.
- Increasing the use of social media to promote Renfrewshire as a great place to work and provide an up to date list of our current vacancies and an easy prompt/link to applications.