

*Developing people
for health and
healthcare*

Workforce Development for People with Intellectual Disabilities

The report of the Kent, Surrey and Sussex
Intellectual Disabilities Workforce Scoping Project
Easy Read Summary

March 2015

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Introduction



In 2013 there was a **scoping project** to look at the Intellectual Disabilities workforce. A **scoping project** means that people look at lots of information to see where people work and who they work for.



Workforce Development for People with Intellectual Disabilities is a report about the scoping project. The scoping project happened across Kent, Surrey and Sussex.



This is an easy read version of the report called **Workforce Development for People with Intellectual Disabilities**.

Why have a scoping project?



We know that there are people who have a Learning disability living in Kent, Surrey and Sussex. This is because of information gathered from doctors and nurses every year tell us how many people see their doctors. Some people who have a learning disability need extra help to keep safe.



We know that the number of learning disabilities staff working in the NHS is going down.



We know that most learning disability staff work in non-NHS services



Learning disability staff work in lots of different places. The NHS in Kent, Surrey and Sussex want there to be enough learning disabilities staff to support people.



The NHS also want learning disabilities staff to get good training so they can do their job well.



The NHS did the scoping project to find out where learning disabilities staff are working now. The NHS asked people what needed to change about the learning disability staff.



This is to make care work better for people now and in the future.



The **Workforce Development for People with Intellectual Disabilities** report makes **10 recommendations** about what needs to change.

A **recommendation** is a good idea from a report to help people work better.

What recommendations did the scoping project make?



1. The NHS should involve all **providers** of learning disability care when they make plans for how many new learning disability nurses they need. This should be for people in Kent, Surrey and Sussex.

A **provider** is the name for people who give care and support for people



2. The providers of learning disability care sometimes want to help care staff to train to become nurses. One way of doing this is for care staff to be paid to go to university this is called being **seconded**.



The NHS should tell all learning disability care staff how they can be **seconded** to become a learning disability nurse.



3. Some people who want to become a learning disability nurse live too far away from the university to get there.



The NHS should ask the University to help people to become a nurse even if they live a long way away.



4. Students training to become nurses do not always work in the NHS. But they may still support people that are **funded** by the NHS.

When the NHS pays someone to look after a person this is called **NHS funded** care.



All providers of NHS funded care should be able to work with Universities to make sure nurses learn the right things

5. Learning disability care staff should all have common **values**:



- Working together for patients
- Respect and dignity
- Commitment to quality care
- Compassion
- Improving lives
- Everyone counts

Values are a shared good behaviours that a group of people follow and believe in



The NHS needs ask the universities to include these values when they choose which students can do their nurse training



6. When non registered care staff want to become a nurse they have to have some training before they start. Sometimes people do this at secondary school, and some time people do this **vocationally**.

Vocational training is learning you get on the job



The NHS need to ask careers advisers and secondary school to tell students what training they need to do to become a learning disability nurse either at school or vocationally.



7. All nurses have to do **continuing professional development** to keep up to date .There are lots of types of **continuing professional development** a nurse might do depending where they work.

Continuing professional development is a type of training that people do so that they can learn new ways of supporting people



The NHS should ask the universities that offer **continuing professional development** for nurses to invite all the providers of the learning disability care staff to a meeting to tell them what they need their staff to learn.



8. Not all learning disability care staff are nurses. Some staff would like to be a nurse and some would like to learn more so they can give better support to people.



The NHS should ask that universities work with the learning disability care staff to help them learn more and become a nurse if they would like.



9. Learning disability care staff need to have strong and clear leaders all over Kent, Surrey and Sussex. They will need to have access to leaders who already have a lot of experience.



10. The NHS needs to let learning disability care staff know how they can ask for new things they would like to learn so they can offer better care and support.