



Third Sector Health and Social Care Forum

Note of meeting

08/03/22 14:00-16:00

Held via Zoom

Working together to put our sector first
Dumfries and Galloway's Third Sector Interface

TSDG Staff Members:

Norma Austin Hart, Chief Executive; Niomi Brough, Senior Engagement Officer for Health and Social Care; Sharee Rennie, Employability Manager.

Forum Members:

Sharon Douglas, The Richmond Fellowship; Pamela Deans, Dumfries and Galloway Advocacy Service; David Stewart, Fedcap; Kalpana Ratnam-Roarty, User and Carer Involvement; Sarra Curely, User and Carer Involvement; Sian Bertram, Dumfries and Galloway Hard of Hearing Group; Allison McCourt, Visibility (Dumfries and Galloway); Heather Birnie, Community Integrated Care; Michelle Johnston, The Hub Dumfries and Galloway.

Apologies:

Tracey Saunderson, Third Sector Dumfries and Galloway; Emma Scott, Support In Mind.

Agenda Item	Discussion	Action Point
1.	<p>Welcome and Introductions Norma Austin Hart (NAH) welcomed everyone to the meeting and thanked them for their attendance. All attendees introduced themselves. NAH talked through the agenda for the meeting which would include specific points that require discussion from the group.</p>	
2.	<p><u>Feedback from HSC forum meeting 06.12.21</u> NAH noted that although a formal note had not been produced for the forum meeting in December 2021 there were 2 important areas of feedback required. <u>Communities Mental Health and Wellbeing Fund</u> NAH presented slides showing breakdown and awarded amounts to D&G <u>Winter Crisis Solutions – response</u> Niomi Nichol (NN) gave feedback and thanked the forum for response to the ask for winter crisis solutions which has led to the successful commencement of test of change for meal provision and delayed discharge and has provided diversity and innovation during the winter months to help alleviate some winter crisis pressures. NN reported that this response had been very much third sector led and was thankful for collaboration.</p>	
3 & 4	<p><u>Workforce Plan – DGHSCP (Tracy Parker)</u> Unfortunately Tracy Parker didn't join the forum zoom call. NN gave brief overview of the Workforce Plan 2022-2025, the themes and the objectives. Questions and discussions from the room. Concerns around how this will be monitored and measured as there are often strategic plans created that then don't measure impact and don't feed back. Group would like to see success for this plan.</p>	<p>NN to seek answers to questions asked and share with meeting notes.</p>
5	<p><u>Volunteering in health & social care</u> NN gave points for thought around volunteering in third sector health and social care and the potential impact including enabling and upskilling volunteers, employment development, building capacity within the organisation and providing a robust, holistic service delivery.</p>	
6	<p><u>Employability in third sector health and social care</u> Sharee Rennie (SR) gave introduction to employability in the third sector and what this means for the third sector, considering areas such as training, attractiveness of third sector and H&SC to young people, identifying recruitment concerns and the support that TSDG can offer.</p>	

7 & 8

Breakout room discussions

Room 1:

Questions;

What does a healthy/resilient workforce look like?

What do we want the government to know about the workforce?

Volunteering is not taken seriously as previous experience when looking for employment

- Offer qualification package?
- Training package?
- Upskill again once in post

Difficulty in recruiting staff / lack of suitable candidates

- How are jobs advertised?
- Where are jobs advertised?
- How prominent are job adverts?
- Jobs are often part time
- Jobs are linked to funding (short term)

Other topics discussed:

- Links with college – encourage volunteering the year before placement (placement is short term; students would get more benefit / understand the organisation better)
- Progression routes for volunteers
- How volunteers are managed / utilised
- Remote working and its impact on volunteers
- Modern apprentices – would organisations consider employing someone through the modern apprenticeship scheme?
- Managing volunteers is not seen in the same light as managing a workforce.

Room 2:

- Provider had 24 staff out of 35 off sick with Covid or as close contacts. Could there be exploration of peripatetic team?
If we are all levelled up then shouldn't we be able to have a shared pool of staff for Norovirus or SARS outbreaks?
- There doesn't seem to be any real commitment to levelling up. Levelling up is not necessarily about salaries but it is also about 'status'. It is seen as a higher status to work in the NHS or DGC than in third sector but there are also culture issues. Ts and Cs also have to be the same for real levelling up.
- There is no new blood coming in especially now there are fewer EU workers. For example, care workers are now working in agriculture for more pay per hour and more regular hours.
- There needs to be more involvement from schools and education at the table. There is no option to put care in the career pathway. This would be helped by Shared Modern Apprenticeships. We need to take steps to stop young people leaving the region. Some money could be used to encourage them to come into the care sector. Support offered to organisations who

	<p>participate in Modern Apprenticeships would help to make this a more attractive option.</p> <ul style="list-style-type: none"> • Further discussion around regional – education as a pathway/career etc. Looking at packages offering Careers Qualifications to harness ambition/aspiration – tapping into young carers and volunteers to help them develop/progress onto career opportunities and unpaid carers who may have years of skills/expertise sometimes quite niche. Volunteers are often not appreciated or valued (given the recognition) for what they often bring to the forefront of service provision by ways of skills/expertise etc. • How do we make sure pathways reach third sector? (What mechanisms are needed) • Modern Apprenticeships - designed/delivered within third sector. • Longterm unemployed – Nobody Left Behind • Input and investment that people need – quality time, nurtured, good experiences • Skills Development Scotland – Different Models – less bureaucracy • Looking at piloting models of shared apprenticeships (big/small orgs) Positive Destinations for Young People and unemployed returning to work – looking at stats being back to pre-Covid. Gaps identified around the 25 – 50 age range are an unknown quantity and may present a recruitment issue. • Comments around untapped/unharnessed pockets of potential – re: unpaid carers – how to attract them/create points of access to enter into the care sector – need a way to identify/create/establish/grow a group/pool resources that can be easily redeployed when crisis hits. 	
9	<p><u>AOCB</u> NN discussed NCS Consultation Analysis Report group keen to discuss individually once response has been read.</p> <p>NN asked group to consider the best communications for them to ensure TSDG are appropriately sharing and gathering information. Group asked to share suggestions via e-mail.</p>	<p>NN to share NCS Consultation Analysis Report to forum along with meeting notes.</p> <p>NN/TS to engage with forum members to explore.</p>