

Report

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Report to:	Social Work Resources Committee
Date of Meeting:	25 April 2018
Report by:	Director, Health and Social Care

Subject:	Moving and Handling Training in South Lanarkshire Social Services
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1. Purpose of Report

1.1. The purpose of the report is to:-

- ◆ outline a proposal to transition to the Passport model of Moving and Handling training for social services staff in South Lanarkshire Council

2. Recommendation(s)

2.1. The Committee is asked to approve the following recommendation(s):-

- (1) that the move to the Scottish Manual Handling Passport model of training for social services staff be noted;
- (2) that SALUS, a NHS based provider of occupational health, safety and return to work services across the public and private sectors, train the social services staff in the Scottish Manual Handling Passport; and
- (3) that the award of the contract to SALUS, without carrying out a formal procurement exercise, as is permitted in terms of the Public Contracts (Scotland) Regulations (PCS) and the Council's Standing Orders on Contracts be approved. It is recommended the contract be for a period of 6 years which would span 2 complete cycles of Manual Handling training for staff.

3. Background

3.1. The Health and Social Care Partnership identified the need to review the approach to moving and handling training to ensure a robust framework is in place and there is a consistent approach across health and care staff.

3.2. The implementation of the MH passport across Health and Social Care Partnerships agencies is supported by the Health and Safety Executive as can be seen by the letter to all Chief Executives of Health and Social Care in 2014.
hse.gov.uk/Scotland/pdf/manual-passport-letter.pdf

4. Current Situation in South Lanarkshire Council

4.1. Social Work Resources has approximately 1,400 staff across social care that require MH training (also known as moving and assisting training in SLC). We also require to make provision for staff turnover, this has been estimated at 450 staff over three years. The contract – part of Clyde Valley shared services, is a framework contract which expires July 2018. Under the current framework, Physicare were ranked as first provider and have delivered all moving and assisting training for our social care staff. From August 2018, our proposal is to have SALUS provide the Manual Handling Passport training.

5. Current Situation in NHS Lanarkshire

- 5.1. In Lanarkshire Health Board, there are circa 12,000 staff, 6,000 being hospital based and community staff who require moving and handling training. Training is provided by SALUS – an NHS based provider of occupational health, safety and return to work services across the public and private sectors. It is the largest multidisciplinary service of the NHS and operates as a social enterprise model.
- 5.2. The training model delivered by SALUS supports the Health and Safety Executive preferred model of training. All SALUS training settings have equipment for both home and hospital based service users/patients. Training assesses competency of the MH Passport competencies A – F. Competencies A and B (legislation and personal movement requirements), are via an e-learning and C-F for practical classroom based training. Refresher training is three yearly consisting of an e-learning and ½ day practical classroom training. All staff completing the training are provided with MH passport and records kept of completions by SALUS.
- 5.3 SALUS MH Passport training is delivered by Health and Care Professions Council (HCPC) registered nursing and allied health professional staff trained in moving and handling. Training staff provide onsite advice and consultancy which ensures timely and relevant professional guidance and support is provided for partners, carers and the cared for.

6. Legal Position - Partnership Proposal for South Lanarkshire HSCP

- 6.1. The Council wishes to award a contract to SALUS without carrying out a formal procurement exercise. This arrangement is permitted in terms of the PCS Regulations and the Council's Standing Orders on Contracts.
- 6.2. Regulation 13(8) of the PCS Regulations provides that the PCS Regulations do not apply to procurement for the award of a public contract between 2 or more contracting authorities subject to certain specific requirements being fulfilled. These are as follows:-
 - ◆ the purpose of the contract is to ensure that public services which each of the contracting authorities have to perform are provided with a view to achieving their common objectives
 - ◆ the co-operation is governed solely by considerations relating to the public interest
 - ◆ the contracting authorities perform less than 20% of the activities concerned on the open market. The % of activities is determined by reference to the contracting authority's average turnover for the 3 years prior to the date of proposed contract award
- 6.3. It can be confirmed that SALUS have the capacity to undertake this work and the Council will continue to obtain the required services from a trusted provider. It can, in addition, be continued that the Council's anticipated spend is below the 20% threshold.
- 6.4. Discussions with SALUS confirm that if the contract was awarded, additional staff employed would ensure SALUS had the capacity to train the additional staff within the existing timescale and quality standards required for induction and refresh training.

- 6.5. SALUS is the largest multidisciplinary service of the NHS and operates as a social enterprise model. It is an NHS based provider of Occupational Health, Safety and Return to Work Services across the public and private sectors. The MH Passport training model delivered by SALUS supports the Health and Safety Executive preferred model of training.
- 6.6. All relevant provisions of the Council's Standing Orders on Contracts will be met in the award of the contract to SALUS.

7. Cost and Benefits - Partnership Proposal for South Lanarkshire HSCP

- 7.1. There has not previously been a more appropriate time to move forward with a partnership model of delivery of MH training for Health and Social Care Staff. Recent case review recommendations reinforce the importance of change. The current legislative framework and the resultant shared and co working arrangements moving forward are also key drivers.
- 7.2. The MH adviser role includes assessment of appropriate equipment provision to meet needs as well as policy development. SALUS MH trainers/advisers have clinical backgrounds with additional training and expertise in health and safety MH practice and training delivery.
- 7.3. Shared training across the Services will support partnership work in practice in and across the Social Care and Health Services. It provides flexibility across the workforce moving forward as Services evolve to support community based care.
- 7.4. The importance of specialist assessment and advice supporting all Services when required as well as clarity in required equipment, its access and quality control are all additional key benefits.
- 7.5. The review of and amending of policy and procedures surrounding MH across the Partnership will be more straightforward with the shared training approach.
- 7.6. The identification of a lead worker will, for each service user, be more straightforward with a common approach and delivery of MH training. The lead worker principle for service users of complex and multiservice inputs supports best practice and ensures a lead coordination role for managing care and support effectively and minimises risk of ineffective communication.

8. Proposed Training Implementation Plan

- 8.1. Both SALUS and the current Council refresh training cycle are three yearly. On this basis and in order to minimise disruption and unnecessary expenditure, staff will be transitioned to the Manual Handling passport SALUS training when their scheduled refresh is due. At the end of the three year period all existing staff will be MH passport trained.
- 8.1.1 Existing staff that are currently trained in moving and assisting would transition by completing the e-learning (for module A&B) and a ½ day practical classroom based training.
- 8.1.2 All newly appointed staff without the MH passport would undertake a 1 ½ day classroom and e-learning (for module A&B). Newly appointed staff with the MH passport (and confirmation therein of training within the 3 year period) would need to provide the passport to exempt them from the 1 ½ day training.

9. Employee Implications

- 9.1. Staff will benefit from shared training and this, together with the expertise of the SALUS trainers and consultancy as required, will support confidence in moving and handling in practice.

10. Financial Implications

- 10.1. The total cost will be £112,320 over the 3 year contract. The introduction of e-learning as part of the MH training will reduce the costs of training provision and backfill costs for operational services. Whilst the projected costs proportionally are higher for SALUS than the estimated costs for another provider, this is still less than is currently being incurred for this service. Therefore, the costs can be managed within the overall Corporate Training Budget.

11. Other Implications

- 11.1. The benefits for the Health and Social Care Partnership and for caring for the South Lanarkshire community moving forward are highlighted in Section 7 of this report.

11.2. There are no sustainable development issues associated with this report.

11.3. There are no other issues associated with this report.

12. Equality Impact Assessment and Consultation Arrangements

- 12.1. This report does not introduce a new policy, function or strategy or recommend a change to an existing policy, function or strategy and, therefore, no impact assessment is required.

12.2. There was also no requirement to undertake any consultation in terms of the information contained in this report.

Val de Souza

Director, Health and Social Care

6 March 2018

Link(s) to Council Values/Ambitions/Objectives

- ◆ none

Previous References

- ◆ none

List of Background Papers

- ◆ none

Contact for Further Information

If you would like to inspect the background papers or want further information, please contact:-

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