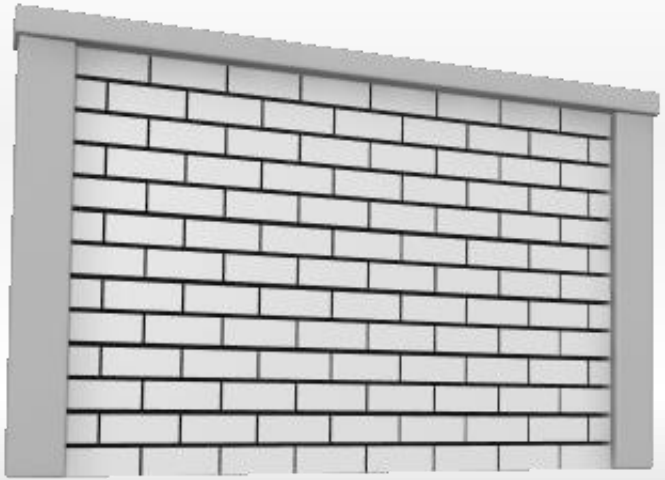
Overcoming Workforce Challenges in Services for People with Learning Disabilities and Autism

ASHOK ROY

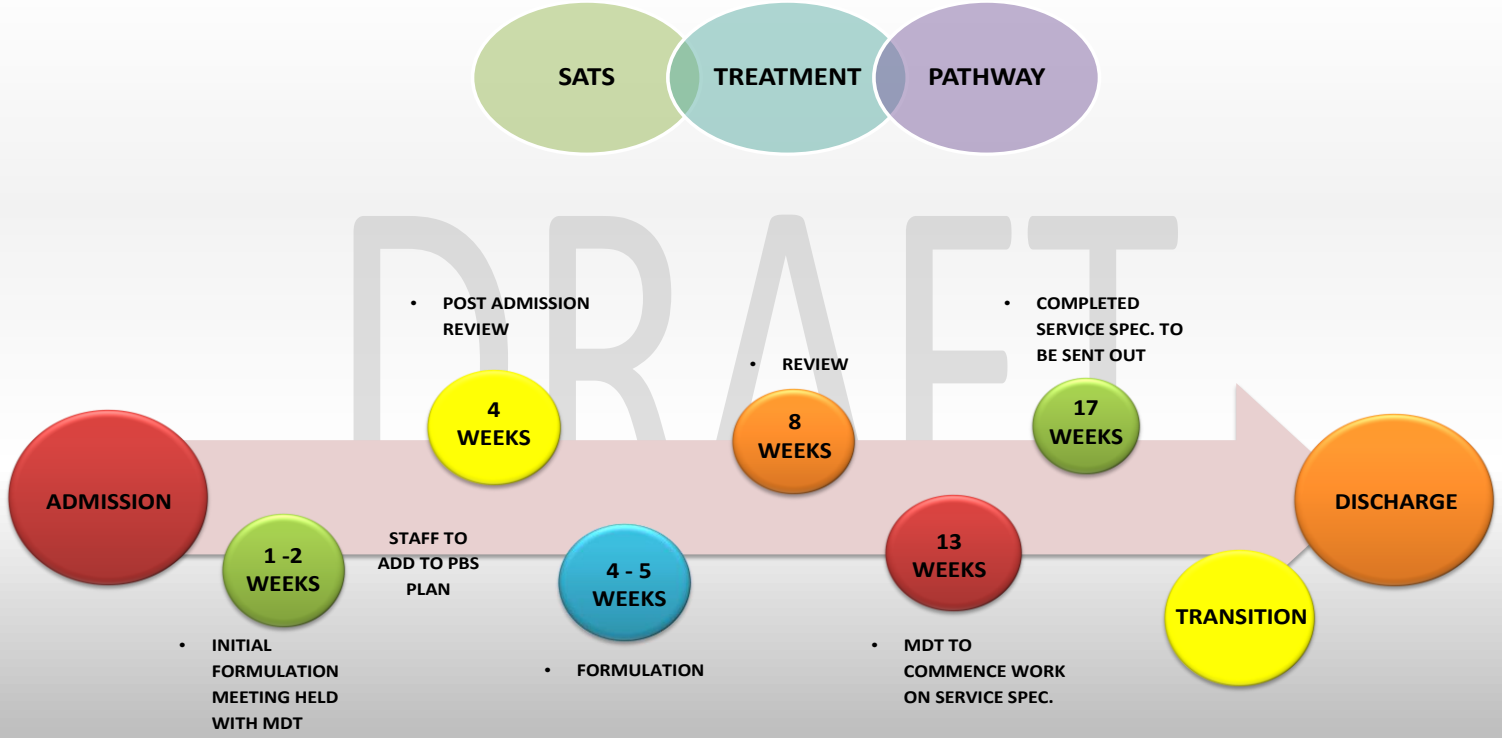
12th March 2020



Main Barriers faced by People with LD and/or Autism

- Many mental and physical health problems present differently in people with Autism
- Some therapies for mental ill health do not work in the same way they do for others without adjustments
- General mental health services do not always accept people with LD or Autism
- Workforce is characterised by low numbers and insufficient training
- Diagnostic overshadowing
- Undiagnosed ASD can be attributed to LD and vice versa

Analysis of Inpatient Care Pathway



Quality Improvement

What could be improved?

ENVIRONMENT
Limited Physical space and its impact on patients
Client mix
Environment design is restrictive

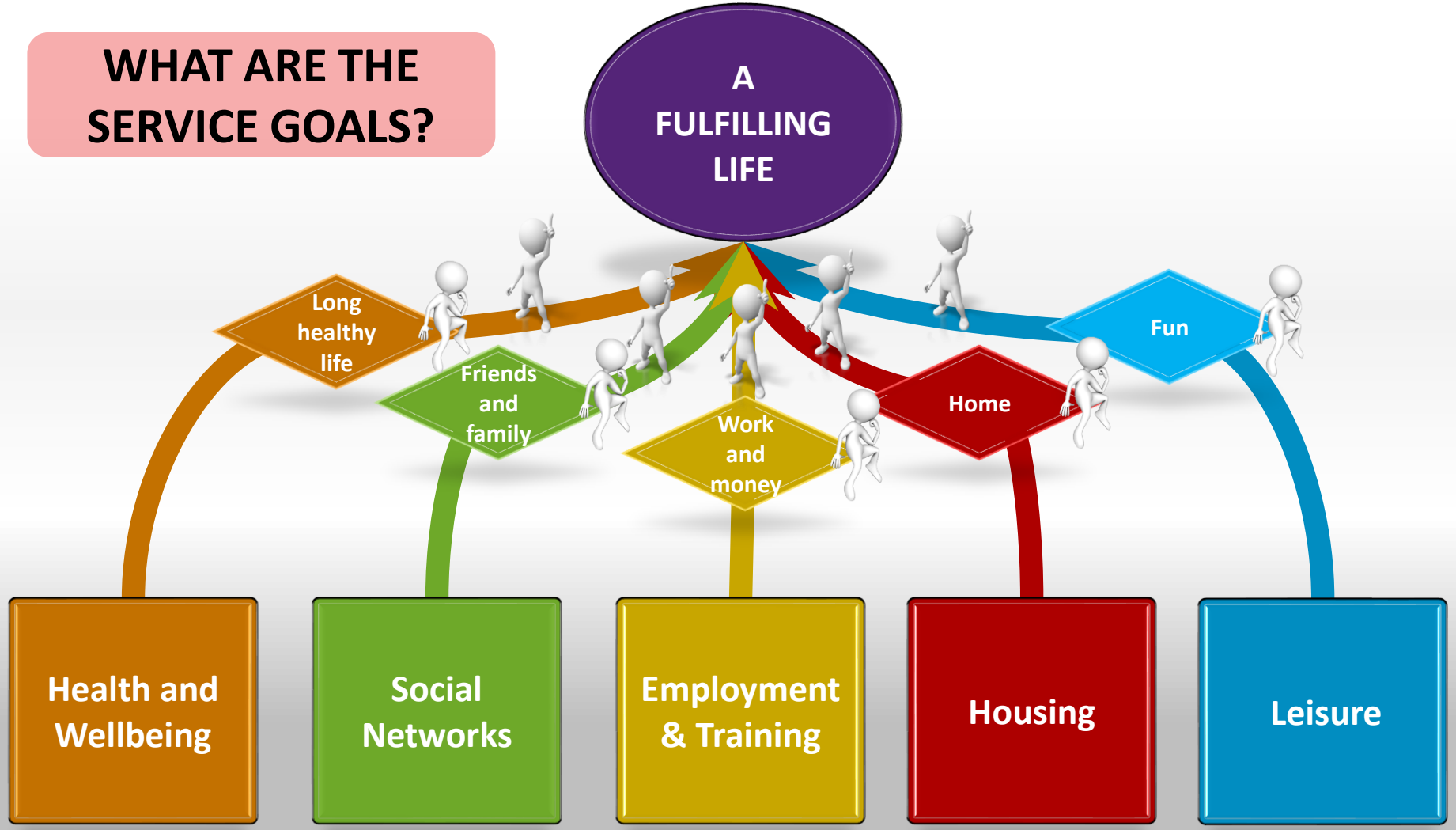
PROCESSES
Little time for activities
Rushing the pathway (don't)
How well we work with families
Managing complex discharges

RELATIONSHIPS
Commissioner put pressure to discharge
Social Service do not commit support
Poor internal and external communication

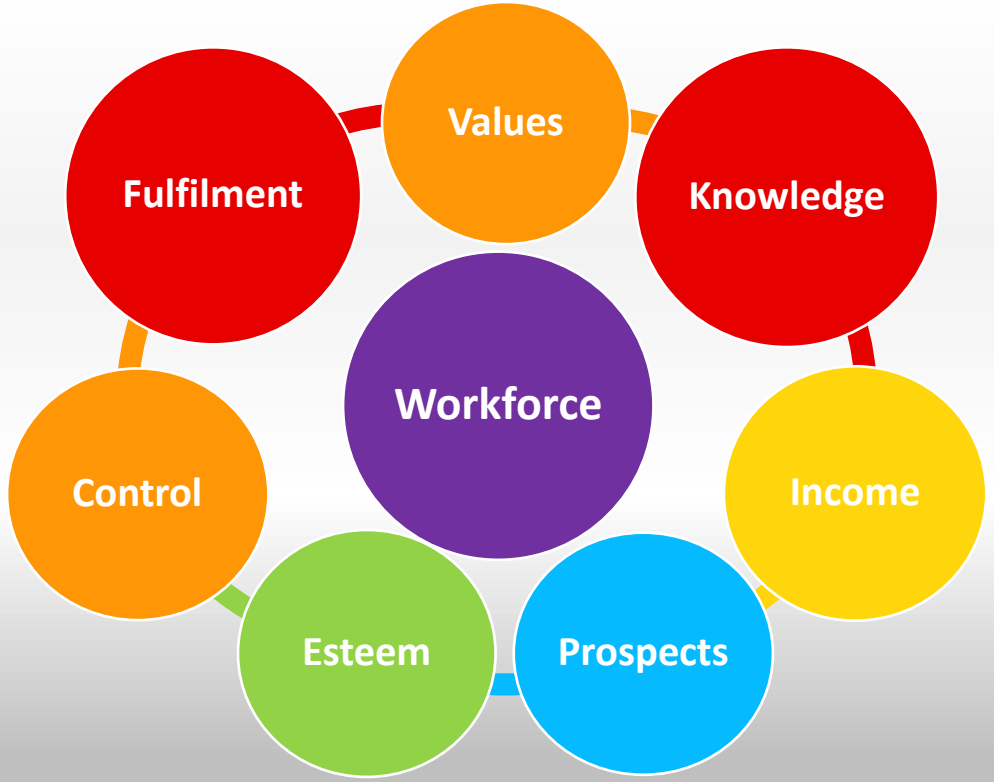
STAFF
Need for consistent staff
Weekend cover
High staff turnover
Low staff confidence
Unequal workloads
Band disparity (2/3) for tasks
Insufficient HCA involvement

EQUIPMENT
Access to electronic notes
Lack of historical information
Insufficient access to resources for patients

WHAT ARE THE SERVICE GOALS?



Workforce Context



TEAMWORK

Psychiatry
Psychology
Therapies
Healthcare
Assistants

Primary Care
Acute Care

Admin
Education
Employment

Mental
Health

WHAT DETERMINES QUALITY
Psychiatry, Psychology, Therapists
Qualified Nurses/Team Leaders
Care/Support
Service users, Friends, Family

Developing Skill

Capability Frameworks

LD, Autism,

ACP, Personalisation Frailty, mental health

Workforce development

Families, paid carers

Generalists, Specialists

Mandatory training

Needs and aspirations

Autism, Mental Health

Physical Health, Learning Disability

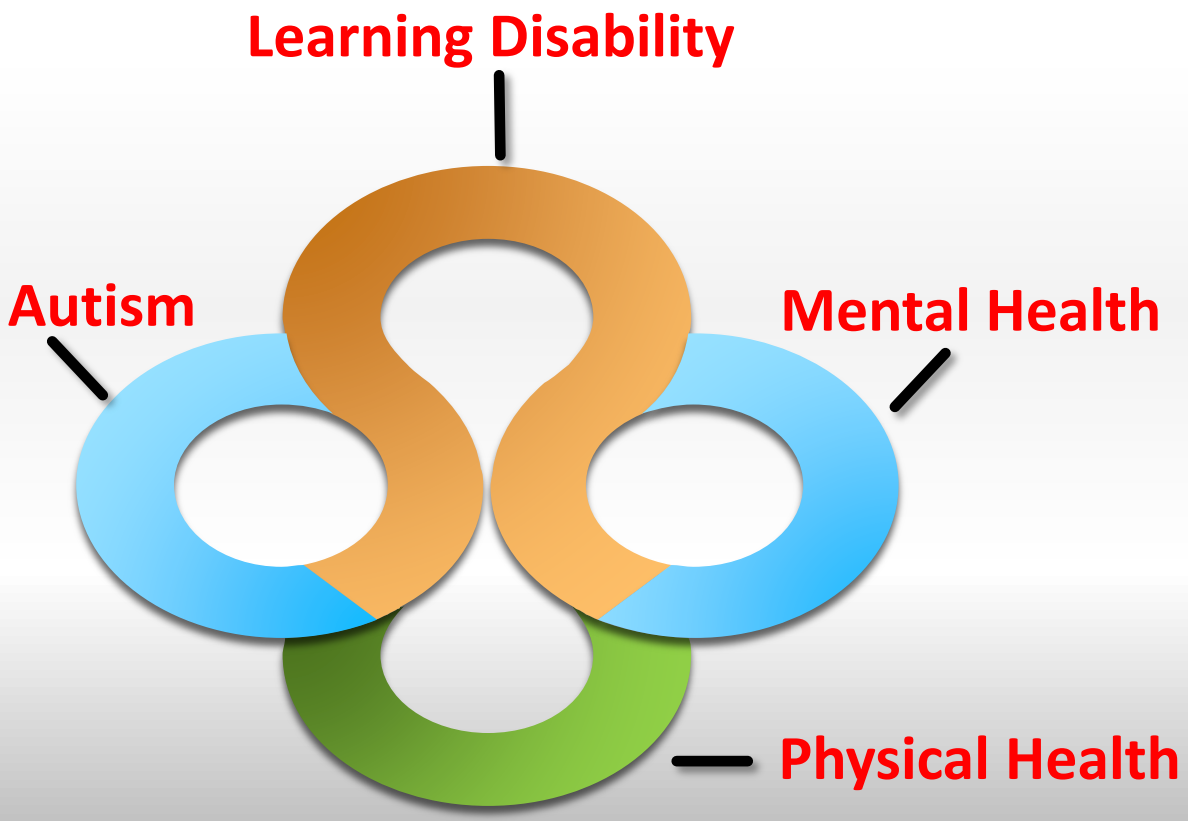
A good life

EFFECTIVE LEARNING

HOW MUCH DO WE REMEMBER?

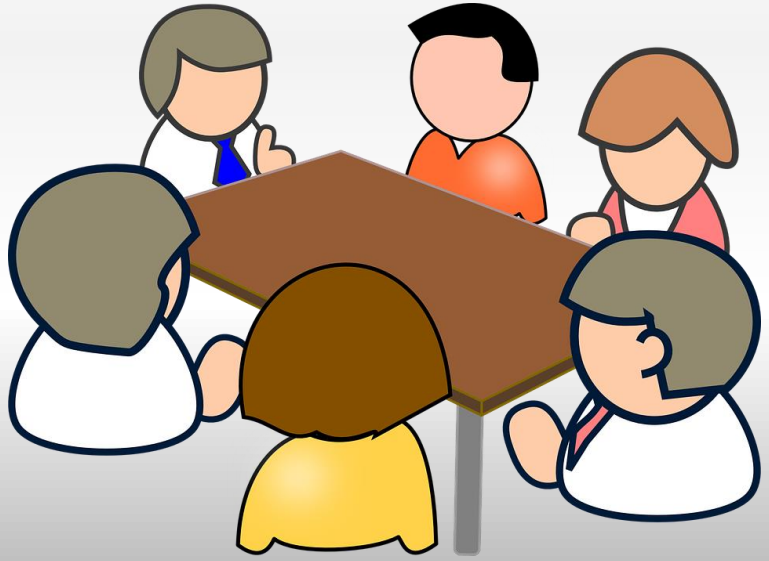
100%
90%
70%
50%
40%
30%
20%
10%

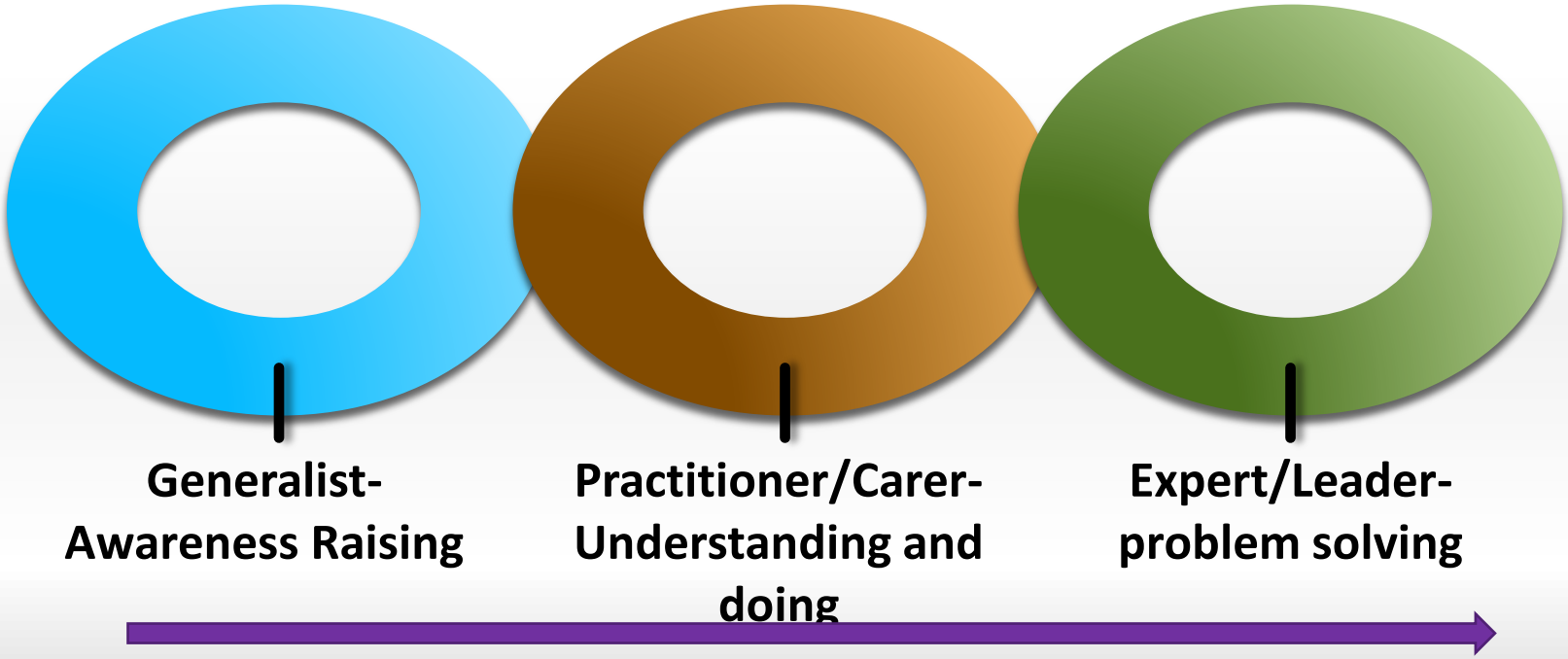
HOW WE LEARN



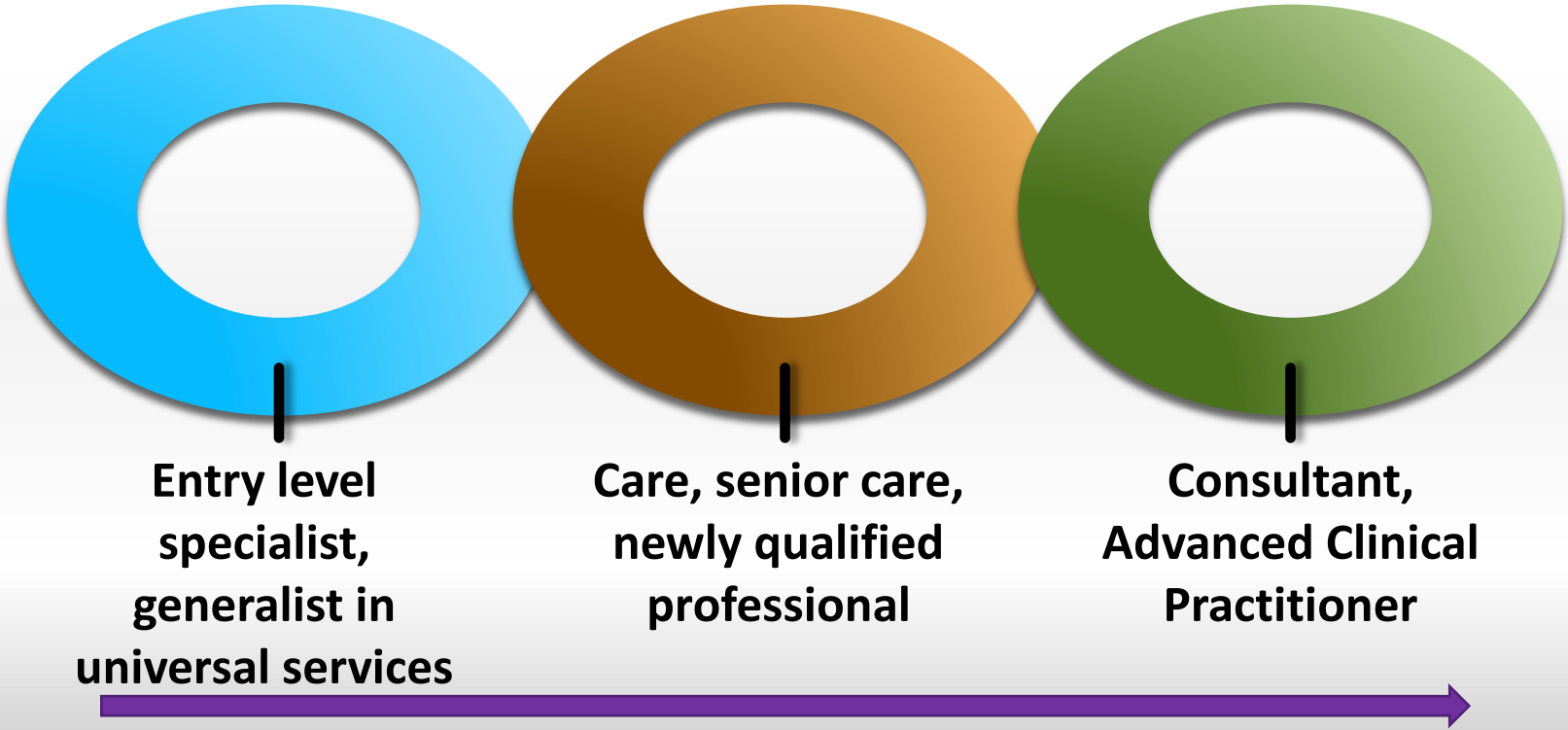
Skills and Knowledge

Case Example





Levels of Expertise



Career Pathway

Redistribution of Skills

Specialist inpatient facilities

Specialist and generic community services

Service user in own home

Specialist inpatient facilities

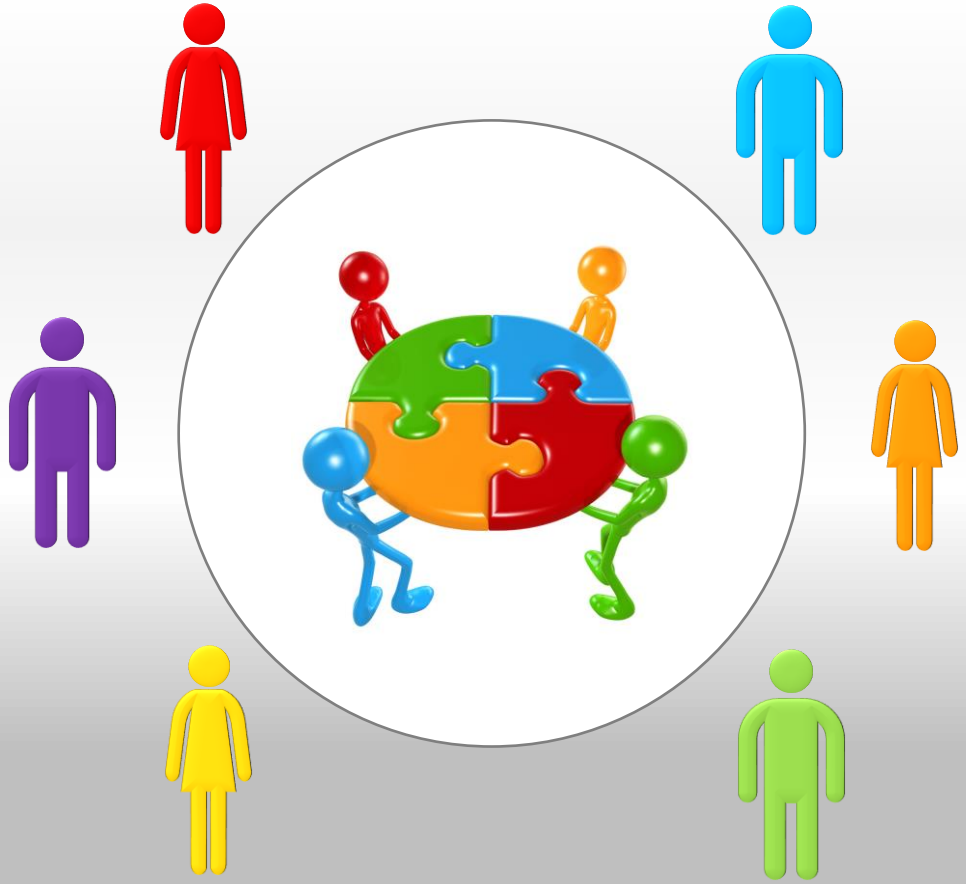
Service user in own home

Skills, competencies and knowledge

Skills, competencies and knowledge

TEAMWORK

- LD/MH/PH awareness raising and practical management
- Develop and maintain capacity and capability of providers
- Stronger links with local LD teams
- Mobilise families to improve access to training and development
- Joint commissioning for workforce development
- Autism training and practice



Current Initiatives

- Oliver McGowan Mandatory Training in Learning Disability and Autism
- New and Emerging Roles in LD and Autism services
- Specialist Autism and LD Physical Health Training for GPs and Physicians
- LD and Autism experience for trainees
- Recruitment and Retention initiatives for professions
- LD and Autism training for Commissioners
- Meaningful coproduction

In Summary…

- Understanding needs and strengths
- Agreeing outcomes
- Working as networks of teams and services
- Blended personalised learning

Threats and Risk

QUESTIONS

Ashok.roy@covwarkpt.nhs.uk