Developing an Integrated Workforce using the Calderdale Framework
The Calderdale Support and Independence Team
Rachael Smith & Jayne Duffy (Effective Workforce Solutions Ltd)

Pre Implementation
Pre Integration

Consequences

<table>
<thead>
<tr>
<th>Consequence of previous model of care</th>
<th>To Service User</th>
<th>To Referrers</th>
<th>To Commissioners</th>
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What Is The Calderdale Framework
Calderdale Framework 7 Stages

1. Awareness Raising
2. Service Analysis
3. Task Analysis
4. Competency Identification
5. Supporting Systems
6. Training
7. Sustaining

Post Implementation
Post Integration

- Service User
  - Crisis Intervention/Beds
  - Support & Independence Team
  - Training & Governance

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What we did.....
Implementation Process

1. Awareness Raising
   - Focus on Engagement
   - Focus on Potential to Change

2. Service Analysis
   - Focus on Risk
   - Focus on Best Practice

3. Task Analysis
   - Done prospectively what does the service need to be? Based on data
   - SA mapped to existing competencies. New ones written

4. Competency Identification
   - SA mapped to existing competencies. New ones written

5. Supporting Systems
   - New functions risk assessed - informed training

6. Training
   - Training needs prioritised TMC methodology used

7. Sustaining
   - Focus on Staff Development
   - Focus on Governance

Now measuring impact of change

What we got.....
Integrated working = Better service user experience

Worker Case Study 1
- Reablement support workers are now competency trained in elements of rehabilitation.
- This maximises rehabilitation opportunities for reablement service users who previously would have referred to another service.
- Reablement support workers value this development and service users are treated more effectively and efficiently.

Worker Case Study 2
- Skill sharing across registered practitioners has resulted in a competency set to meet the immediate needs of service users in the Crisis Intervention Team.
- Physiotherapists and nurses can now assess for and prescribe a wide range of equipment and adaptations.
- Occupational therapists and nurses can now assess for and advise on mobility and walking aids.
- Physiotherapists and Occupational therapists are currently being trained to assess and manage skin integrity, nutrition, and physiological status.

Worker Case Study 3
- Assessment capacity for reablement packages needed to be built in order to meet demand.
- Deputy team leaders and AHP’s have been competency trained to undertake this function.
- This has resulted in improved access to the service and timely interventions.