Learning Disability and Complex Needs –Implementation Plan 2023-2026

Overview

On 27th September 2023 – the Integrated Joint Board approved the following:

- The CNP 2023-2026 and implementation plan were approved as an update of the work ongoing in relation to complex needs overseen by the Complex Care Steering Group.

- Recognition that the CNP engagement has taken place with the Complex Needs Reference Group for access to wider stakeholder groups and operational colleagues.

- As outlined in the plan this engagement work built on extensive engagement undertaken as per of the development of a Learning Disability Strategy pre and during Covid.

- Throughout its development and subsequent engagement the CNP has been well received with feedback being both positive and constructive.

1. Key priorities and Strategic Commissioning Intentions (SCI's)

We need to identify and create new models of Care and Support for people with learning disabilities and complex needs in Dumfries and Galloway. These models must focus on improving the areas identified during previous engagement while linking to the SCI's from Integration Joint Board's Strategic Commissioning Plan. These priorities include themes such as service structure, care and support, health and wider opportunities.

Strategic Commissioning Intentions

SCI1   People are supported to live independently at home and avoid crisis
SCI2   Fewer people experience health and social care inequalities
SCI3   People and communities are enabled to self manage and supported to be more resilient
SCI4   People have access to the care and support they need
SCI5   People's care and support is safe, effective and sustainable
SCI6   People who deliver care and support, including Carers and volunteers, feel valued, are supported to maintain their wellbeing and enabled to achieve their potential
SCI7   People's chosen outcomes are improved through available financial resources being allocated in line with the Model of Care and delivering best value

What will enable change to happen? (Enablers)

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1.1 Providing opportunities to engage and co-produce with stakeholders

1.2 Clarity over structure - how and where care and support can be delivered and accessed.

1.3 Models of care and support are developed with all stakeholders including people with learning disabilities and complex needs and Carers.

1.4 Having clear governance processes that support joint approaches and decision making.

1.5 Improving the information available to plan care and support, health and housing for people with learning disabilities and complex needs.

1.6 Ensure good conversations take place with people with learning disabilities and complex needs and Carers to identify their health, housing, care and support needs.

1.7 Ensure health inequalities are considered in every stage of planning for care and support.

1.8 Ensure that an Equalities Impact Assessment is undertaken at the start of new developments or changes to learning disability and complex need services.

Actions to achieve these priorities	SCI	Enabler (E)	Responsible (R)	Performance measures/evidence of completion	When		
					23/24	24/25	25/26
1. Move to aligned health and social care structure • Establish working group/identify project lead • Develop Action Plan • Implement structure	4,6	1.1 – 1.5,	DMH/L DCNS M	Refer to Performance Monitoring report	(green)		Complete
2. Move to fully integrated staffing structure • Establish working group/identify project lead • Develop Action Plan • Implement structure	4, 6	1.1 – 1.5,	DMH/L DCNS M	Refer to Performance Monitoring report	Agree to remove this, as aligned has been agreed the way forward		

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Actions to achieve these priorities	SCI	Enabler (E)	Responsible (R)	Performance measures/evidence of completion	When		
					23/24	24/25	25/26
3. Positive Behaviour Support (PBS) involving • Conducting functional assessments with individuals • Developing PBS plans • Training, coaching and mentoring staff teams and services in PBS plan • Trouble-shooting and problem solving with services and teams • NES Training • Secure Ongoing funding • Funding approved - Explore the need for an additional PBS Post and a benefit statement needs to be worked up which includes financial and productivity data before we can proceed – this action will be carried forward as business as usual	1, 4, 5,6	1.3 1.6	LDCN SM	Refer to Performance Monitoring report			Complete

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	Actions to achieve these priorities	SCI	Enabler (E)	Responsible (R)	Performance measures/evidence of completion	When		
						23/24	24/25	25/26

4.	Development of the Community Enhanced Support Service (CESS) provided to people with learning disabilities and complex needs living in Dumfries and Galloway. Working with and supporting providers with advice and training to ensure they are able to sustain support for people with learning disabilities and complex needs and sometimes challenging behaviour
	
	• Approval in place
	• Undertake recruitment
	    o Manager and OT recruited (only positions filled)
	• Develop Project/Implementation Plan- Project stopped Nov 24 due to recruitment and funding challenges
	    o Unable to recruit x6 Support workers
	    o Unable to recruit to AHP Role (SALT)
	    o Unable to recruit to Social Worker
	• Develop alternative proposal within existing resources as funding stream removed due to financial constraints
		1, 4, 5, 6	1.3 1.6	LDCN SM	Refer to Performance Monitoring report	(green)	(red)	Incomplete

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Actions to achieve these priorities	SCI	Enabler (E)	Responsible (R)	Performance measures/evidence of completion	When		
					23/24	24/25	25/26

5. Work with partners to develop of a series of plans for 'housing with care and support', supporting the delivery of the IJB's model of care as described in the Strategic Commissioning Plan and the Independent Review of Adult Social Care in Scotland. These should include details of resources including finance and project management. This will reflect the Dumfries and Galloway Housing with Care and Support Strategy and other relevant local and national strategies.
 	
Development of these plans will include
• Residential Care (Learning Disability and Learning Disability and Complex Needs Care Homes)
• Supported Accommodation (including specialist services, out of region placements, people living at home with Carers, Adult Supported Accommodation and Residential Placement Panel)
   o Garrick Site completed
   o Lockerbie Re-provision (what's the timeframe as held back due to site provision)
   o Dumfries Tenancy (site provision)
• People Transitioning into Adult Services
	1, 3, 4, 5	1.1, 1.3, 1.6	HCSL/ LDCN SM/SP CM	Refer to Performance Monitoring report	🟩	🟧	🟧

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Actions to achieve these priorities	SCI	Enabler (E)	Responsible (R)	Performance measures/evidence of completion	When		
					23/24	24/25	25/26
6. Develop Dynamic Support Register for Dumfries and Galloway • Establish Working Group • Develop local register based on final national version • Implement register locally at operational and strategic level and develop reporting procedures • Consider the recommendations made in the Mental Welfare Commission report Out of NHS area placements (2023)	4, 5	1.1, 1.3, 1.5, 1.7	LDCN SM/S WSM	Refer to Performance Monitoring report			Complete
7. Work collaboratively to fully embed human rights based approach by ensuring people that access care and support experience the core principles of fairness, equality, respect, autonomy and self-determination through the opportunity to lead decision making that affects their lives. • Social Work assessment updated to outcome focussed assessment model	2,4, 5	1.7	SWSM	Refer to Performance Monitoring report			Complete

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					23/24	24/25	25/26
8. Research and work in collaboration with people locally, regionally, nationally and internationally to support the work of the Learning Disability and Complex Needs Service in identifying models of care and support elsewhere in the world. • Develop Communication and Engagement Strategy • Fully establish Learning Disability and Complex Needs Reference Group • Build on links with Powerful Voices Group • Ongoing engagement and participation with Social Work Scotland Learning Disability and Complex Needs Group • Ongoing engagement with Scottish Commission for People with Learning Disabilities (SCLD) • Strategic Planning Group • Develop engagement opportunities with use group • Establish Operational link with User Groups through Ref Group and Powerful Voices Group Development of a Complex Care and Mental Health Provider Collaborative Group	5, 6	1.1, 1.3, 1,7, 1.8	SPCM/ LDCN SM	Refer to Performance Monitoring report			

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Actions to achieve these priorities	SCI	Enabler (E)	Responsible (R)	Performance measures/evidence of completion	When		
					23/24	24/25	25/26
9. Review and enhance existing referral pathways between Children and Adult Services for care and support for those with learning disabilities and complex needs to ensure those who are vulnerable access suitable health and social care and housing that meet their needs. • Review existing process • Report on findings • Develop action plan • Education and Learning • Develop engagement opportunities with user group	4	1.1, 1.3, 1,4	SWSM	Refer to Performance Monitoring report	🟩	🟥	🟧

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					23/24	24/25	25/26

10. New Model of Care & Support
 	
• Ensure Learning Disability and Complex Needs representation in existing Care and Support Working Group. Including areas of work such as
   o Tech solutions – Use of power BI mapping, Digital Care Planning, Ethel Smarthubs
   o Recruitment and retention in social care
   o Exploring and developing efficiencies in delivery of care and support
   o Building on role of third sector in supporting delivery of care and support
• Involve specialist provider partners in stage 2 of collaborative test of change to further develop collaborative approaches and ethical commissioning approaches
• Explore opportunities to expand existing Shared Lives Service
• Explore opportunities to build on Loch Arthur model of care and support combined with training and employment opportunities
• SDS options including those for unpaid Carers
• Core and Cluster Housing Models
	1, 2, 3, 4, 5, 6, 7	1.1, 1.2, 1.3, 1.4. 1.5 1.6	CTPB/ LDCN SM/SP CM	Refer to Performance Monitoring report	🟩	🟧	

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Actions to achieve these priorities	SCI	Enabler (E)	Responsible (R)	Performance measures/evidence of completion	When		
					23/24	24/25	25/26
11. Performance Framework • Develop evaluation/performance plan and measures around implementation including how the voice of people who use services and their carers has and will shape the ongoing implementation of the plan	1, 2, 3, 4, 5, 6, 7		GMMH /LDCN SM	Reporting to Mental Health Directorate Management Team, Complex Care Programme Board, HSC Leadership Group and IJB as required.			Complete
12. National Policy Strategy/Review/Response • Coming Home Implementation • Impact/review of Learning/Intellectual disability and Autism: Transformation Plan national strategy on D&G • Carers Strategy and delivery plan (approved by IJB)	1, 2, 3, 4, 5, 6, 7	1.1, 1.2, 1.3, 1.4. 1.5, 1.6, 1.7, 1.8	SPCM	Refer to Performance Monitoring report			Complete
13. Health Checks for those with a learning disability • Set up working group • Develop local process • Carry out engagement on draft process • Implement final local process and recruitment	2, 6	1.6, 1.7	PC/LD CNSM	Refer to Performance Monitoring report			

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Actions to achieve these priorities	SCI	Enabler (E)	Responsible (R)	Performance measures/evidence of completion	When		
					23/24	24/25	25/26
14. Day Services/Opportunities Review • Commence and complete review of day opportunities • Report on findings • Develop action plan to include signposting mechanisms *Informed that the Day Support Services review/ tender is currently on hold due to some wider work going on to review third sector current arrangements. The work we have done on the Service Spec is not lost and will be supportive to how we move forward when the time comes.*	2, 6, 7	1.1, 1.2, 1.5, 1.6	SWSM /SPCM	Refer to Performance Monitoring report	🟩	On Hold 🟧	
15. Respite/Short Breaks • Access Panel Review • Capacity/Usage • Develop Action Plan (what the timeline)			SWSM /SPCM	Refer to Performance Monitoring report	🟩	🟧	
16. Ensure Equality Impact Assessments are started at the onset and updated throughout any new projects to determine, identify and analyse how the project might mitigate any areas of potential inequality.	2	1.8	GMMH /LDCN SM	Refer to Performance Monitoring report	🟩	🟩	🟩

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Who is Responsible, Accountable, should be Consulted or Informed	
SPC - Strategic Planning and Commissioning	**CTPB** - Community Transformation Programme Board
PL - Health and Social Care Project Lead(s)	**LDCNS** - Learning Disability and Complex Needs Service
GMMH - General Manager Mental Health	**LDCNSM –** Learning Disability and Complex Needs Service Manager
CASARPP - Chair of Adult Supported Accommodation and Residential Placement Panel	**CBR** – Community Bed Review
FM – Finance Manager	**SPCM -** Strategic Planning and Commissioning Manager
IJB – Integration Joint Board	**SWS –** Social Work Services
CPB – Carers Programme Board	**SWSM –** Social Work Services Manager
PC – Primary Care	