RHONDDA CYNON TAF COUNTY BOROUGH COUNCIL MUNICIPAL YEAR 2014/15

COMMUNITY & CHILDREN'S SERVICES SCRUTINY COMMITTEE

2ND JULY 2014

REPORT OF THE GROUP DIRECTOR, COMMUNITY & CHILDREN'S SERVICES

Agenda Item 3

SUPPORT TO CARERS

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1.0 PURPOSE OF REPORT

To update Members and provide an overview across the Cwm Taf region of services that support Carers of all ages.

2.0 **RECOMMENDATIONS**

It is recommended that Members:

- 2.1 Note the annual report on the Cwm Taf Carers Information and Consultation Strategy
- 2.2 Note the wider work that is being undertaken to support carers of all ages
- 2.3 Agree any further reports or work they wish to undertake in relation to carers

3.0 BACKGROUND

- 3.1 Cabinet recently received the Annual Report and progress on the Cwm Taf Carers Information and Consultation Strategy. The Council has appointed a Champion for Carers at Cabinet level, recognising the importance of informal Carers in supporting both the cared for person and the wider social care agenda. Councillor Forey provides strong support to the wide range of work we undertake with Carers and chairs our Carers Strategy Group.
- 3.2 The Carers Strategies (Wales) Measure places a statutory duty on each Local Health Board in Wales and the Local Authorities falling within their area, to work together to develop and implement a Carers Information and Consultation Strategy setting out how they will work together to assist and include Carers

- 3.3 Cwm Taf University Health Board is designated as the lead authority within the regulations for the delivery of the strategy but have to include the Local Authorities, third sector organisations and Carers. The strategies need to:
 - set out how information and guidance will be provided to Carers, that will assist them in carrying out their caring role effectively; and
 - set out how Carers will be consulted and involved in decisions affecting them and those they care for.
- 3.4 The Cwm Taf Strategy, 'Informed Carers' was approved in October 2012 within Rhondda Cynon Taf through delegated decision, and covers the three year period 2012 to 2015. The Cwm Taf strategy meets the requirements of the Measure and has been approved by Welsh Government.
- 3.5 The Cwm Taf strategy was launched in June 2013 and included a specially commissioned play highlighting the daily experiences of Carers.
- 3.6 Alongside the Strategy, an action plan to deliver the strategy has been agreed covering the period 2012 -2016.
- 3.7 In order to deliver the strategy there is a multi agency group which meets on a quarterly basis to monitor the performance measures of the three year action plan.

4.0 ANNUAL REPORT

4.1 Attached at Appendix 1 is the annual report for 2013-2014. It provides an overview of the work to-date.

The report highlights:

- the development of over 130 Carers champions across Cwm Taf including the cabinet Member for Partnerships and Adults Social Services.
- A Carers champions Conference.
- The appointment of officers to support the implementation of the strategy in all three statutory agencies
- An e-learning Carers awareness toolkit for staff.
- Production of a Carers A-Z information booklet.
- Wider awareness raising including Young Carers issues.
- 4.2 One of the awareness raising activities has been a marketing campaign including the 'I also Care' billboard promotions across the Cwm Taf region.

4.3 The report goes on to identify that through the work on the strategy more Carers are coming forward with a 22% increase in referrals asking for support within Rhondda Cynon Taf during the third quarter of 2013-2014.

5.0 CARERS SUPPORT

- 5.1 Central to our work with Carers is the Carers Support Team which has staff that support adult carers, young adult carers and young carers they provide a range of services that support the Strategy but also ensure some critical preventative services are available.
- 5.2 These services include a dedicated free-phone helpline number and a Counselling service providing opportunities for Carers to share their anxieties and concerns with a trained Counsellor.
- 5.3 We produce a quarterly newsletter which is widely distributed including to Members, and leisure services provide a discount to Carers at leisure centres.
- 5.4 We sponsor a Carers emergency card, so that should the Carers be taken ill whilst out of the house, the respondee will be aware there may be someone else who will also need assistance.
- 5.5 In order to help our staff to better understand the vital support role Carers play, we recruit Carers to share their experiences at training events.
- 5.6 Similarly we provide opportunities for Carers to learn and receive information about their caring role, as an example we have commissioned a dementia awareness to help Carers living with someone with memory problems to understand what this means, that what they experience is not unique and tips to support their caring role.
- 5.7 For young carers alongside the support workers we commission services from Action for Children who provide a range of group activities and individual 1:1 support for young carers to give them opportunity for a break form their caring role and peer support.
- 5.8 The Carers Support project identified a need for past carers to continue to meet to receive support, share their experiences and have opportunities for companionship, the group has been self supporting for some time but maintains links to the Carers project.

Carers Assessments

5.9 Alongside these initiatives the Council has statutory duties to assess Carers needs, we do this as part of our Assessment and Care Management duties. We will generally assess a Carers needs as part of the assessment of the cared for person as that will be the Carers

- preference, but do, as required, provide an assessment for a carer in their own right.
- 5.10 Following the assessment, services will mainly be provided to the cared for person, with the Carers being put in touch with the Carers Support Project. We also commission services from Crossroads, a charity specifically supporting Carers.

6.0 **CONCLUSION**

- 6.1 Recognising and supporting the role of Carers is vitally important and the Council has a number of statutory duties to Carers including consultation, information and assessment.
- 6.2 We have appointed a Carers Champion within Cabinet and increasingly Champions across the Council.
- 6.3 We are continually seeking to maintain and extend the range of information and opportunities to Carers in order to support them in their role.

LOCAL GOVERNMENT ACT 1972 AS AMENDED BY

THE LOCAL GOVERNMENT (ACCESS TO INFORMATION) ACT 1985 RHONDDA CYNON TAF COUNTY BOROUGH COUNCIL COMMUNITY AND CHILDREN'S SERVICES SCRUTINY COMMITTEE

2ND JULY 2014

REPORT OF THE GROUP DIRECTOR COMMUNITY AND CHILDREN'S SERVICES

Item: Support to Carers

Cwm Taf Carers Information and Consultation Strategy

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Community & Children's Services Scrutiny Committee Agenda 2nd July 2014



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Cwm Taf University Health Board Annual Report for Welsh Government 2013-14 Cwm Taf Information & Consultation Strategy Informed Carers

1. BACKGROUND

The implementation of the Cwm Taf University Health Board (UHB) Information and Consultation Strategy (Informed Carers) is overseen by the Carers Measure Steering Group which is a multiagency group with representatives from RCT LA, MT LA, UHB, third sector and Carers. The group meets on a quarterly basis to monitor the performance measures for the 3 year action plan.

The Health Board is committed to ensuring that the Carers Measure is embedded in all key plans such as the Single Integrated Plan, the Older People's Strategy, and University and College training plans for nurse degree students, teachers and social work students. The Information & Consultation Strategy also dovetails with the RCT and the Merthyr Tydfil local Carers Strategies.

The University Health Board identifies the need to work with partner agencies including education and the third sector to ensure that Carer Awareness training is embedded as early as possible to allow the maximum impact of the Measure.

Task Groups

The Cwm Taf Information & Consultation Strategy has the following multi agency implementation Task Groups to ensure collaborative working:

- Training Partnership
- Assessment Group
- Marketing Group
- Carers Measure Coordinating Group
- Health Recording Group (health only)



The multi agency groups include representatives from:

- Cwm Taf University Health Board (UHB)
- Merthyr Tydfil County Borough Council (CBC)
- RCT County Borough Council (CBC)
- Third Sector
- Carers

2. Achievements to date:

2.1. Carers Measure Information & Consultation Strategy Launch

A highly successful event was held for the launch of the Cwm Taf Carers Measure Information & Consultation Strategy in June 2013 with over 80 people from different organisations attending. The launch included a specially commissioned play performed by Carers (Who Cares for the Carer) highlighting the daily experiences of Carers, a CD demonstrating a case study of a patient's discharge from hospital and the implications of not identifying and including the patient's Carer in the discharge planning process (Edie's story) and a "flashmob" CD commissioned by Carers Trust, to raise awareness of Carers to the public across Cwm Taf.

Extremely positive feedback was received from Partners and Organisations on the content of the launch. The Carers play has since been recorded as a CD and is being utilised as part of the Cwm Taf training programme to raise awareness of Carers to staff. Similarly both Edie's story and Flashmob are now part of the training tools to raise awareness of Carers and are well received by staff.

2.2. Appointment of Carers Measure (CM) Coordinators

Three Carers Measure Coordinators have been appointed (2 full time equivalent), one FTE-37 hours in the University Health Board (UHB), one PT- 18.5 hours in Merthyr Tydfil CBC and one PT-18.5 hours in RCT CBC. These coordinators work collaboratively to ensure the successful implementation of the Strategy.

2.3. Carers Champions

Over 130 Carers Champions have now been identified across Cwm Taf UHB and the 2 CBC's. This includes Champions within health settings, such as hospital wards and GP surgeries and CBC departments such as social care teams, Communities First, Leisure and education.

The role of the Carers Champions has been developed and includes:

- The identification of staff to complete Carer Awareness training
- To act as a channel for cascading information
- To promote awareness of the role of Carers
- To champion and raise awareness of Carers issues
- To highlight development relevant to supporting Carers

 To act as a link for the Carers Measure Coordinators and to encourage Carers to register as a new Carer and signpost to relevant support services.

The identification and training of Champions is an ongoing process in the UHB and in both CBC's. (Appendix 1).

A programme of training sessions commenced during Summer 2013, commissioned from Carers Wales by the Cwm Taf UHB, specifically designed for Carers Champions to acknowledge, enhance and build on their awareness of Carers. The learning outcomes are closely aligned to the priorities for current Welsh legislation for Carers.

The course aims to provide staff with the knowledge and understanding to enable them to identify and support Carers. The training is offered to Champions following their agreement to accept the role. Often the Champion has had experience of being a Carer themselves.

GP Surgeries

Cwm Taf UHB has identified 42 Carers Champions in GP Surgeries across Cwm Taf.

Ward areas

A number of presentations on the Carers Measure have been delivered to Senior Nurse Teams in various Directorates across the UHB to raise awareness of the Measure and also to identify Carer Champions across the University Health Board in ward areas and within the Community. 56 new Carers Champions have been identified on wards.

Therapies

Senior Managers from Therapies and Outpatient Departments have also received presentations and have been approached to identify Champions in their areas.

Local Authority Champions

13 Champions have been identified in Merthyr Tydfil CBC as well as 9 Champions in schools and 2 Champions in the College to identify Young Carers. The Leisure Centre Champion enhances the support available for Young Carers.

21 Carers Champions have been identified in RCT, resulting in one in every adult social care team. Communities first and education are now being targeted as part of the wider role out. These Champions are continuously informed of Carer related developments via the RCT Carers Matters e-bulletin produced monthly.

Both CBC's and the Health Board continue to identify Champions and this will be an ongoing process across Cwm Taf to ensure that Carers are acknowledged and recognised in their caring role, enabling them to have access to information and advice to support them.

Carers Champion Conference
 A Carers Champion Conference was held in March 2014 to:

- 1. Officially launch the Carer Awareness e-learning toolkit
- 2. Convey support and appreciation to the Champions in helping to support the achievement of the aims of the Strategy.
- 3. Share information on local services with the Champions such as services from Age Connects, Young Carers Support Projects, Care & Repair, Telecare, Benefits and many more.
- 4. Share case studies and training tools

There were in total 25 exhibitors and nearly 100 attendees including partners from the third sector and the University of South Wales. Partners from Merthyr College and Coleg Y Cymoedd were also in attendance. An excellent presentation was given by a Carer and highlighted the need to provide information and communication effectively for Carers and those cared for.



2.4. Production of Carers Play (Who Cares for the Carer)

The UHB in partnership with the CBC's and third sector has commissioned the production of a play from Spectacle Theatre which was performed by Carers. The play which was also shown in the launch of the Strategy, highlights the problems and issues which Carers experience on a daily basis and also helps to promote the identification of Carers. It includes Carers of all ages – Young Carers, Young Adult Carers, Parent Carers and Adult Carers. The production was filmed to use as part of the training package for staff across Cwm Taf UHB, and RCT and Merthyr Tydfil CBC's. It will also be utilised by the University of South Wales and Colleges within Cwm Taf as part of their training syllabus and shown to pre reg nurse degree students, social work students and teacher training students.

2.5. Carer Awareness Training

 The Carer Awareness Training e- learning toolkit has now been procured and a structured framework established to roll out the training.

- The e-learning training is being rolled out across Cwm Taf UHB, RCT LA and Merthyr Tydfil CBC's and the third sector. A pilot roll out to UHB and CBC staff commenced middle of August 2013. (10 completed the pilot roll out).
- An ongoing programme has commenced with identified Carers Champions assisting with prioritising staff for Carer Aware training. There has been a slight delay in the training whilst NHS Wales Informatics Service (NWIS) have updated their systems.
- The Carers Measure Lead in Cwm Taf UHB has worked in partnership with NWIS to create a National Competency for staff undertaking the Carer Awareness e-learning training.
- The Multi Agency Carers Measure Training Partnership has been established as per Welsh Government Guidelines to oversee the organisational training implications for the Carers Measure.
- NWIS has been involved with the Training Partnership to ensure efficient coordination of the training and the production of management reports to inform the information for performance measures.
- In July 2013 a presentation was given by Cwm Taf UHB to the Dean and Heads of Departments for Nursing at the University of South Wales to promote the e-learning toolkit for inclusion on the pre registration nurse degree course. Consequently, the University has agreed to deliver the Carer Awareness e-learning package. There is agreement that the needs of Carers will be addressed in the first and third year of the nursing (and midwifery) pre-registration curriculum. A link will be made to the Measure and on-line content to enable student nurses and midwives access. Students will be able to access these resources with their University user names and passwords. Training commenced September 2013. The use of the Who Cares for the Carer and Edie's Story CD's will also be included as a training tool.
- Cwm Taf has also worked with University colleagues to agree regular Carers Measure training workshops for staff and students commencing May 2014 to further raise awareness of the Measure.
- Following the meeting in the University, it has been agreed in principle that the e-learning package will be offered to all new Social Work students and student Teachers. Training to be delivered to approximately 900 students in the first year. Colleges and Universities across Wales are now replicating the model of delivery of Carer Awareness which has been used in Cwm Taf.

- Ongoing presentations are delivered at Senior Management Team meetings across the UHB and RCT CBC to update staff on the Measure and identify Champions.
- Presentations have been delivered to all Adult Social Care teams throughout RCT, with the commencement of further presentations to Communities First and Education.
- A Young Carers module is being developed across Wales as an additional module for the Carer Awareness e-learning toolkit. Cwm Taf has been heavily involved in the development of this module.
- A joint consultation event was held with RCT and Merthyr Tydfil
 Young Carers as part of the process to develop the training package.
 This enhanced package will be available to use as part of the
 training to raise awareness of Young Carers and will be promoted
 widely in all areas including schools, colleges and universities.
- During the development of the Strategy it was recognised that there
 needs to be training for professionals in education to raise
 awareness of Carers. The toolkit will be an effective mechanism for
 this.
- Presentations made to Primary School Student Council and Secondary School Student Council Conferences in Merthyr Tydfil October 2013.
- Attendance at school inclusion meetings has identified the need to ensure necessary links between the Young Carers Projects, Welfare Officers and School Nurses to ensure maximum support is available to identify and assist Young Carers. The outcome of this can be seen in the graph on page 12.
- Presentation on the Carers Measure delivered to over 80 Cwm Taf GP's in July 2013, as part of their Continuous Professional Development programme.
- Presentation delivered to Cwm Taf GP Practice Managers Network in September 2013 on the Carers Measure and how to access information. A mapping exercise is now being undertaken to identify recording mechanisms for Carers in GP Surgeries. Further mapping exercises are taking place across the UHB and CBC's to improve the recording of Carers. This work is also being developed by a health task group to ensure appropriate recording of Carers on wards.
- UHB and CBC's worked in partnership with Welsh Ambulance Service NHS Trust to arrange a successful information day for Carers on Saturday, October 5th at the Michael Sobell Centre, Aberdare. The

event was funded by the Ambulance Trust. Over 100 Carers attended the event.

2.6. Carers Assessments

A multi agency task and finish group has been established to review Carers assessments and to help increase the provision of information provided to Carers. Meetings have been held to address the issue of how consistency in documentation for assessments is established across Cwm Taf with partner organisations and to look at the potential impact of an increase in the number of assessments due to raising awareness of Carers. The group will also look at the Carers pathway and the most appropriate stages to provide information.

This work is being streamlined with other work being carried out for the Single Integrated Assessment and includes the mapping of medical record documentation to ensure consistent core data. The group is also addressing present information systems utilised to record Carers and how this can be improved to avoid duplication across UHB and CBC's.

2.7. Third Sector Event

A workshop was held with the third sector at the end of quarter 3 to identify how Carer Awareness e-learning could be incorporated into training programmes for third sector staff.

Two Carers Champions have been identified to date within the third sector but it is anticipated that with the development of the e-learning training that this will increase.

3. Outcomes Framework

An Outcomes Framework has been developed by an All Wales multi agency group and the Carers Officers Learning and Information Network (COLIN) to ensure robust reporting mechanisms for the implementation, monitoring and reviewing of the Strategy. The work of this group has been constantly on the agenda of the All Wales Carers Strategic Advisory Group.

Performance Measures have been agreed collaboratively with the UHB and CBC's to ensure consistent reporting on Carers in Cwm Taf.

However, there is an issue to be addressed re recording of Carers. Whilst Carers are identified within records on the wards, the way in which they are identified is often inconsistent and it is difficult to transfer this information onto Myrddin due to staff resources. This is an issue across Wales.

4. Information

A Joint A-Z Guide to Services for Cwm Taf has been produced and widely distributed across Cwm Taf to staff and partners to increase information provided to Carers.

The Carers section on the UHB website has been populated to ensure an effective information resource for Carers and staff.

RCT CBC continuously update their Carers website to ensure the accuracy and relevancy of their information.

RCT Carers Newsletter provides Carers with up to date information regarding the Measure and support services available to them.

In RCT, staff are regularly updated on the Carers Measure through staff briefings.

Notice boards have been purchased to be distributed across ward areas and GP Surgeries, as well as other areas such as education settings across Cwm Taf to highlight information available for Carers. Carers Champions have been involved in identifying areas to locate the notice boards and they will ensure that notice boards are kept up to date with timely information.

Cwm Taf UHB Carers measure Coordinator attended RCT Carers Rights Day to update Carers on actions completed under the Carers Measure

A Young Carers Guide is currently being developed in Cwm Taf.

5. Assistive Technology

It has been acknowledged that assistive technology can improve the quality of life for the Carer. The UHB is working in partnership with the CBC's and Job Centre Plus (JCP) to disseminate information on assistive technology across all areas and to raise awareness of its benefit to Carers.

One of the speakers in the recent Carers Champion Conference was the Telecare Manager, updating Champions and partners on the latest Telecare technology available.

Since this event, JCP advisors have requested a visit to the Telecare equipment section in Keir Hardie Health Park which will inform advisors on the type of services available to Carers.

6. Education

In quarter 3, the Carers Measure team presented at the School Councils in Merthyr Tydfil to raise awareness of Carers and to promote the support available for Young Carers. Feedback was as follows and has been taken from Merthyr Tydfil CBC Student Conference report:

Young Carers

"If not already aware what a Young Carer is, we were all aware by the end of the film and presentation that we saw and it made all of us realise the extra work and support that these young people provide in addition to going to school and doing their homework".

"We also learnt what support can be provided for them and we all agreed to be more vigilant of these sometimes hidden Carers to ensure that they get the support and care that they need".

By bringing together the Young Carers Project, School Nurses and Welfare Officers in Merthyr Tydfil, we have ensured the necessary coordination to ensure that Young Carers are identified within schools and offered appropriate support and advice. This work is also being extended across RCT. The Champions identified across schools in Merthyr Tydfil have helped to aid the process and the outcome of this partnership working can be seen in the graph on page 12.

7. Early Intervention

The Carers Measure Training Partnership are keen to ensure early intervention and therefore have been proactive in encouraging the **University of South Wales**, **Merthyr Tydfil College and Coleg Y Cymoedd** in raising awareness of Carers with their students. Indeed, a number of the students are Young Carers and it is anticipated that the partnership working will now increase the support available to those Young Carers and Young Adult Carers.

Early intervention by training students in Carer Awareness will ensure that as newly qualified staff, they will then recognise the importance of identifying and recording Carers in their workplace. This will ensure that Carers and the cared for are signposted to relevant information and have involvement in their care planning as early as possible in their treatment.

Carer Awareness is also on the orienteering programme for the University Health Board for all new staff. It is also available in RCT CBC on staff induction and corporate welcome sessions.

Effective partnership working has resulted in Colleges across Cwm Taf now ensuring that Carer Awareness raising is part of the Health & Social Care syllabus. In Coleg Y Cymoedd, they will be using it as part of their wellbeing agenda for staff.

Cwm Taf UHB has worked with the University of South Wales to develop a specific training programme for raising awareness of Carers to nurse degree students and will deliver this one day programme to several cohorts throughout the year. The programme includes a presentation on the background of the Carers Measure, workshops involving Carers identifying their needs, CD case studies and provision of information including Telecare.

The first of these training days will be delivered to over 150 students at the end of May 2014. There will also be students there from Aneurin Bevan and ABMU Health Boards. Students will have various backgrounds including adult, mental health, older people and paediatrics.

8. Impact

All Wales Questionnaire

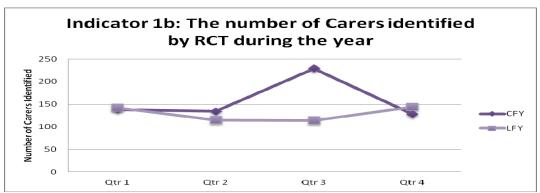
Cwm Taf has been involved in the development of an All Wales questionnaire to help to identify the impact of the Measure. The outcomes for the first survey will be utilised as a baseline for future surveys and measuring impact.

• Cwm Taf Carers Questionnaire

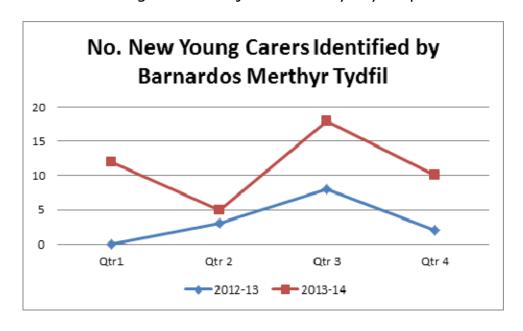
A local questionnaire covering Cwm Taf has been carried out. The outcomes of the survey are being utilised by the UHB to ensure appropriate measures are taken to improve the quality of services to Carers.

• Increase in referrals for support to Carers

It is evident that the Informed Carers Strategy in Cwm Taf is having an impact from the Measure. Below is a graph for RCT CBC identifying the increase of referrals requesting support for Carers in the last quarter of financial year 2013 (LFY) compared to the current quarter of this financial year (CFY) of referrals. It can be seen that the number of referrals in quarter 3 have double and a 22% increase can be seen from 2012-13 to 2013-14. **This signifies a significant impact**.



Similarly below, the graph indicates the **significant increase in referrals** to the Young Carers Project in Merthyr Tydfil period 2013-2014



9. Employment

Cwm Taf works in partnership with JCP to promote the support of Carers and Past Carers. Carers Champions (advisor posts) are situated in each of the local offices in JCP. The development of the Strategy identified the need to ensure that support is available for Past Carers to be supported back into the workplace. The Carers Measure Coordinator cascades appropriate information to the JCP Champions. As a Jobcentre, advisors identify any potential barriers to obtaining employment and for some people, care responsibilities may be a barrier. Often a claimant may not identify themselves as a Carer because they see themselves as mother, daughter, friend, good neighbour etc. However Champions are trained to look for signs of a person being a Carer and appropriate support is offered.

Since the Carers Champion Conference held in March, JCP has requested to be able to access the e-learning toolkit for Carer Awareness raising to staff and also to be able to liaise with Telecare staff.

10. Carers Policies

Cwm Taf UHB has a Carers Policy for its staff. RCT CBC is in the process of developing a Working Carers Guide. Other RCT policies are being adapted to align with the Carers Measure Carer definition.

11. Marketing

A robust marketing plan has ensured that Carer Awareness is being raised across Cwm Taf to the community. The plan has included:

the display of billboards across Cwm Taf, local cinema advertisements, distribution of posters and press releases as well as interviews on local radio. E-mail signature strips have also been produced and pharmacy stickers have been utilised to raise awareness of Carers. In addition, to provide further information regarding the Carers Measure a "Who Cares" information leaflet has been developed.

Below is the Billboard advert that has been promoted across Cwm Taf:



An advert promoted in local cinemas to promote Carer Awareness to the community:



Cwm Taf also engaged with Carers in the annual event of the Big Bite at the "Wellbeing Zone" in August 2013.

12. Monitoring

The action plan for the Strategy is attached in Appendix 2 and monitored by the Cwm Taf Carers Measure Steering Group on a quarterly basis.

Updates are also provided to the RCT Carers Strategy group and Merthyr Tydfil Carers Network.

Expenditure for the action plan is attached in Appendix 3.

13. Conclusion

It is evident that partnership working on the implementation of the Strategy is essential for the success of the Strategy. The model of delivery for the Strategy has been successful and referrals for Carers Support in Cwm Taf have vastly increased.

The development of the training programmes with partners and also the information sharing protocols between health and social care will add to the impact of the Measure and ensure sustainability.

Community & Children's Services Scrutiny Committee Agenda 2nd July 2014