



Regional Managed Care Network for Learning Disabilities

East Region

Objectives and Workplan July 2022 – Dec 2023

Aim

The aim of the Learning Disabilities Managed Care Network (LD MCN) is to support and facilitate the delivery of consistent, equitable, high-quality services to meet the needs of people with Learning Disabilities in South East Scotland.

Performance:

Objective(s) fully achieved	Blue
Objective(s) on target	Green
Objective(s) will be achieved out with time scale	Amber
Objective(s) significant risk, unlikely to be achieved	Red

Objective 1	Learning and Development: develop and deliver a regional programme of education and training events as agreed by the LD MCN Learning and Development Group and constituent Health Boards.
Objective 2	Service Improvement & Development: enable identified Community and Inpatient LD Services to participate in the RCpsych QNLD Accreditation process
Objective 3	Positive Behavioural Support: investment in Positive Behaviour Support (PBS) to develop specialist workforce skills to improving service user quality of life
Objective 4	Service User Involvement: service users are empowered to have greater opportunity to engage with and influence the priorities of the groups across the MCN
Objective 5	Workforce: understand and identify the current regional Learning Disabilities Nursing workforce
Objective 6	Health Inequalities: raise awareness of the increased health inequalities experienced by people with learning disabilities that impact on their quality of life
Objective 7	Forensic Services: regional forensic facilities are in place to support patients requiring inpatient care services

Objective 1	Learning and Development		
Statement	Integrated LD Teams and Third Sector services supporting people with LD across MCN have the knowledge and skills within key priority areas to support, or enable others to support, people with LD to maintain and/or improve their health and wellbeing.		
Outcome	Develop and deliver a regional programme of education and training events as agreed by the LD MCN Learning and Development Group and constituent Health Boards		
How will we know there is an improvement	<ul style="list-style-type: none"> • Continuous review of session evaluations and feedback from Training Needs Analysis (TNA) • Feedback from L&D Group • Feedback from Expert Training Group 		
Deliverables	Timescale	Lead	July 2022 – December 2023
Carry out an annual Training Needs Analysis (TNA) to identify priority learning and development needs	Annual	L&D Co-ordinator MCN Administrator	<ul style="list-style-type: none"> • Review and embed learning from TNA 2022 • Repeat TNA in June 2023
Deliver seminars programme	Ongoing	L&D Group L&D Co-ordinator MCN Administrator	<ul style="list-style-type: none"> • Review training needs request forms submitted via LD MCN website • Review seminar requests from L&D Group and topics from TNA
Deliver a Neuro-Developmental seminar Series	Jan - April 2023	L&D Group L&D Co-ordinator MCN Administrator	<ul style="list-style-type: none"> • Co-ordinate and schedule events for 2023 • Embed learning from TNA and evaluation of previous sessions • Deliver sessions and conduct evaluations

Annual Introduction to Learning Disabilities Support Workers training programme	Oct - Dec 2022 & 2023	L&D Co-ordinator MCN Administrator	<ul style="list-style-type: none"> Co-ordinate, schedule and promote events 2022/23 Identify and agree facilitators Embed learning from TNA and evaluation of previous sessions
Evaluate impact of Learning & Development programme and resources	Annual: May – July 2022 & 2023	L&D Group L&D Co-ordinator MCN Administrator	<ul style="list-style-type: none"> Assess: uptake, attendance and learning for practice Present findings in L&D annual report Embed learning from analysis into future programme
Expert Training Group to inform L&D programme with co-production	3 monthly meetings	L&D Co-ordinator Expert Training Group	<ul style="list-style-type: none"> Ensure meetings are synchronised with L&D Group to inform actions Explore opportunities for coproduction

Objective 2	Service Improvement and Development		
Statement	The identified services will be delivering care services that achieve nationally recognised and evidenced, best practice standards		
Outcome	Enable identified Community and Inpatient LD Services to participate in the RCpsych QLD Accreditation process		
How will we know there is an improvement	<ul style="list-style-type: none"> QLD peer support group is remobilised Completion of Year 2 of developmental accreditation programme for inpatient services – NHS Forth Valley and NHS Lothian Completion of formal accreditation process for meeting the standards for LD Community Teams – NHS Borders Accreditation is achieved by the specified services 		
Deliverables	Timescale	Lead	July 2022 – December 2023

RCPsych QNLD Inpatient Standards Accreditation process to continue.	6 monthly	Scott Taylor, LD Nurse Consultant, NHS Lothian Lisa Graham, Clinical Nurse Manager, NHS Lothian Abbie Thomson, Unit Manager, NHS Forth Valley MCN Clinical Lead	<ul style="list-style-type: none"> NHS Lothian and NHS Forth Valley provide regular progress update to Quality Improvement Group as standing item on Agenda Support remobilisation of peer support group forum to facilitate shared learning.
NHS Borders to progress with Community Standards pilot	6 monthly	NHS Borders LD Service Manager MCN Clinical Lead MCN Manager	<ul style="list-style-type: none"> NHS Borders to provide regular progress update to Quality Improvement Group as a standard item on agenda.
Provide funding for NHS Forth Valley, NHS Lothian (Inpatient Units) and NHS Borders to access accreditation process	Annual	MCN Clinical Lead MCN Manager	<ul style="list-style-type: none"> Maintain links with RCPsych QNLD and MCN Finance Manager Ensure that QNLD membership costs are met by the LDMCN budget

Objective 3	Positive Behavioural Support
Statement	Investment in Positive Behaviour Support (PBS) to develop specialist workforce skills to improving service user quality of life
Outcome	PBS practice is embedded across the region, and staff who have benefitted from the training investment are enabled to cascade knowledge and skills to the wider workforce improving service user experience

How will we know there is an improvement	<ul style="list-style-type: none"> • Candidates complete Post Graduate Certificate course at University of Glasgow • New national eResource delivered with key stakeholders – SSSC, NES • Development and delivery of a multi-tier education pathway for PBS is established • Maintain an active MCN PBS group to inform future PBS priorities 		
Deliverables	Timescale	Lead	July 2022 – December 2023
Fund 10 places within the Level 9, Post-graduate Certificate at University of Glasgow	1 year	Anne Macdonald, Glasgow University MCN PBS Group MCN Manager	<ul style="list-style-type: none"> • Support sponsorship of identified candidates to access the PBS PgCert at University of Glasgow • Collaborate with University of Glasgow and MCN PBS Group to ensure mentors are trained and accessible to support new student cohort
Support training at Informed/ Skilled Level for wider staff group	1 year	MCN Manager MCN Clinical Lead NES LD team, SSSC	<ul style="list-style-type: none"> • Collaboration with SSSC, NES and University of Glasgow (Ann McDonald) to make PBS resources available online • Promote the newly developed resources through the LDMCN network and explore training to support access to the online resources
Continue multidisciplinary PBS groups	3 monthly	MCN Manager MCN Clinical Lead	<ul style="list-style-type: none"> • Continue to refresh membership and Terms of Reference • Progress agreed PBS priorities • Establish link between MCN PBS Group and National Community of Practice and National Peer Support Network

Objective 4	Service User Involvement
Statement	Service Users are empowered to have greater opportunity to engage with and influence the priorities of the groups across the MCN

Outcome	Service User opinions and needs are threaded through the work of the MCN through active engagement with the Expert Training Group		
How will we know there is an improvement	<ul style="list-style-type: none"> • Expert Training Group coproduce training events when appropriate • Ongoing communication and feedback between Expert Training Group and L&D Group • Decision reached about viability of further Expert Groups being developed • Completion of patient feedback projects 		
Deliverables	Timescale	Lead	July 2022 – December 2023
Expert Training Group to inform Learning & Development Programme	3 monthly meetings	L&D Co-ordinator MCN Clinical Lead	<ul style="list-style-type: none"> • Ensure continuous communication pathway between Expert Training Group and L&D Group
Explore how to achieve further Expert Group development for meaningful engagement across the MCN	Dec 2023	MCN Clinical Lead L&D Co-ordinator MCN Manager	<ul style="list-style-type: none"> • Discuss the role of Expert Groups at all MCN workstream meetings and explore positive • Take forward agreed actions from MCN workstream discussions
Progress patient feedback project for use by regional medical staff group.	Ongoing	MCN Clinical Lead Local Quality Improvement Team Leads MCN Administrator	<ul style="list-style-type: none"> • Explore viability of an electronic patient feedback option to replace previous format • Complete patient feedback project in agreed format

Objective 5	Workforce
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Statement	Understand and identify the current regional Learning Disabilities Nursing workforce		
Outcome	Analysis of issues relating to recruitment and retention within the LD Nursing workforce will inform constituent Health Boards, so that they can consider opportunities to design regional service delivery approaches to support the most effective utilisation of resources across the MCN		
How will we know there is an improvement	<ul style="list-style-type: none"> • A robust and up-to-date analysis of the LD Nursing establishment for the MCN region is conducted • Links are established with NES to inform LD Nursing current and future training pathways • A report is produced and presented to the East Region Programme Board (ERPB) for consideration • Workforce data is shared with MCN LD Nurse Leads 		
Deliverables	Timescale	Lead	July 2022 – December 2023
Regional Workforce mapping for LD Nursing	Sept 2022	MCN Manager MCN Clinical Lead Regional Workforce Planning Team	<ul style="list-style-type: none"> • Collaborate with Regional Workforce Planning Team to conduct analysis of data from each Board • Establish links with NES to examine nurse LD training pathways
Present relevant nursing data in a SBAR report.	Sept 2022	MCN Clinical Lead MCN Manager MCN SMT	<ul style="list-style-type: none"> • Produce report and SBAR presenting findings to MCN SMT, ERPB and LD Nurse Leads • Explore possible solutions to any workforce challenges identified • Identify if further action is requested by MCN partners, informed by mapping exercise

Objective 6	Health Inequalities
Statement	Raise awareness of the increased health inequalities experienced by people with learning disabilities that impact on their quality of life

Outcome	The MCN will establish a regional Health Inequalities Group to explore and identify the health inequalities experienced by people with LD across the region so that an agreed plan can be developed to address priority areas aimed at improving the quality of life for people with LD		
How will we know there is an improvement	<ul style="list-style-type: none"> Regional Health Inequalities Group will be established with Terms of Reference agreed Priority areas will be identified, and regional solutions explored The Health Inequalities Framework Tool will be reviewed and if possible reformatted to enable extraction of local data by local teams and decision reached about ongoing role of the tool Support role out of Annual Health Checks by constituent Health Boards 		
Deliverables	Timescale	Lead	July 2022 – December 2023
Identify key priority areas for action and shares information with key stakeholders	3 monthly	MCN Manager MCN Clinical Lead MCN Health Inequalities Group MCN Administrator	<ul style="list-style-type: none"> Establish health inequalities group Identify and key priorities that the group will address and find regional solutions where appropriate
Review of the Health Equalities Framework tool (HEF) and plan agreed around data access to inform services and overall use	ongoing	MCN Manager MCN Clinical Lead MCN Health Inequalities Group	<ul style="list-style-type: none"> Review and agree the role of the Health Equalities Framework tool across constituent Health Boards and the MCN region Investigate whether local data extraction and interpretation is possible for relevant teams Ensure all previously extracted data has been shared with Health and Social Care Partnerships
Support the roll out of Annual Health Checks in Primary Care	3 monthly	MCN Manager MCN Clinical Lead MCN Health Inequalities Group Isla McGlade, LD Lead, Scottish Government	<ul style="list-style-type: none"> Establish links with Scottish Government and Scottish Learning Disabilities Observatory (SLDO) to promote collaboration and support effective roll out of Annual Health Checks Collaborate with NES to ensure the associated training across the region is promoted and supported

		Angela Henderson, Policy Director, SLDO	<ul style="list-style-type: none"> Develop a plan that clearly indicates what support the Health Inequalities Group can offer stakeholders to achieve successful roll out of Annual Health Checks
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Objective 7		Forensic Services	
Statement	Regional forensic facilities are in place to support patients requiring inpatient care services		
Outcome	The role of the MCN in the regional male forensic inpatient care services is reviewed, and consensus is achieved as to the need for regional female forensic inpatient service		
How will we know there is an improvement	<ul style="list-style-type: none"> MCN representative to attend the Daleview Regional Group Female low secure facility in the MCN region Appropriate services and facilities are in place to meet the needs of forensic patients 		
Deliverables	Timescale	Lead	July 2022 – December 2023
LD representation at the Regional Low Secure Forensic Unit – Daleview meetings	Ongoing	MCN Manger MCN Clinical Lead	MCN input at meetings
Support development of local female forensic services as advised by national reports and the LDMCN Short-Life Working Group (SLWG)	Ongoing	MCN Complex Female Trauma Short-Life Working Group MCN Clinical Lead MCN Manager	<ul style="list-style-type: none"> Establish communication between National female Forensic group, and MCN SLWG Complete report identifying numbers, cost and situation of complex females that are inappropriately placed to highlight regional and local service gaps

		LD Forensic Network Clinical Lead Regional Director	
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