

Work & employment relations impacts

BRINGING HEALTHCARE CLOSER TO HOME

CARE CLOSER TO HOME

× Policy

- + 1999 National Beds Inquiry
- + 2000 NHS Plan
- + 2006 Our Health, Our Care, Our Say
- + Darzi NHS review: High Quality Care for All

× Demography, disease profile, technology, health care expenditure

- + Reconfiguration of health care system
- + Hospitals to lower cost settings
- + Preventive health, self-management
- + Care quality and cost

COMMUNITY CARE

- × Social reform movement, public policy consensus 1970s, critique
 - + Finch & Groves – equal opportunity impacts
- × Griffiths Report, 1990 NHS & Community Care Act
 - + Residential care
 - + Domiciliary care – personal care, from NHS to ...
- × Local Authority social care services
 - + Budgets
 - + Care managers, care packages
 - + Best value
 - + Private sector contractors
 - × 5% of home care 1993, 89% 2012
 - × Freedoms v professional regulation, national terms and conditions
 - × Personal budgets, social & health care tasks

COMMUNITY HEALTH SERVICES

- × Definitions and descriptions
 - + Complex range of services
 - + Intermediate between hospitals & GPs
 - + Non-medical workforce: nursing, support to nursing, allied health professionals
 - × 20% NHS workforce c.2009
 - + Patient populations, adult health care, older persons – district nursing, housebound
 - + Underinvestment & policy neglect over decades (Imison 2009)
- × Care Closer to Home
 - + Into the spotlight

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- + 1993 Value for Money Audit, skills mix
 - + 1999 Audit Commission
 - × High skills, scale-up, protocol based, caseload management
 - × Primary Care Groups – PCTs
 - + 2001 intermediate care
 - × 6 week NHS funded, 4 types, averting hospital re/admission
 - + Health and social care integration
 - × Community health trusts (few)
 - × Horizontal and vertical integration
 - + National Audit of intermediate care – 2013
 - + Nuffield Trust summation of integrated health and social care evaluations

TRANSFORMING COMMUNITY SERVICES

- × 2008
 - + PCT – provider split
 - × Patient choice and competition
 - + Right to Request to ‘spin out’ from NHS into social enterprises
 - × Innovation, efficiency, staff engagement
 - + Any willing provider
 - + Personal Health Budgets
- × 2011 Right to Provide
- × Austerity and public sector reform
 - + Health & Social Care Act 2012: integration & competition
- × Big Society ...
 - + privatisation
 - + Markets, austerity and erosion of extant public sector employment relations system (Bach 2012)

COMMUNITY HEALTH WORKFORCE IMPACTS

- + Investment shift to community health
 - × which providers, which services?
 - × 2014 Better Care Fund
- × RCN & Queen's Nursing Institute
 - + Staffing levels – to 2013
 - + Skills mix
 - + Workloads
 - + Additional hours, working time
 - + Agenda for Change grading
 - + Accommodation & IT ... Mobile working
- × Spin out research v comparative
- × Private sector providers spinning in
- × NHS England Five Year Forward View
 - + £22bn efficiency savings
 - + 7 models of provision
- × 2015 Comprehensive Spending Review – public health (HVs)

ISSUES

- × Social enterprise research
 - × Public Sector Industry providers
 - × Evolving public policy agenda
 - × Health Service Journal review of care for frail and elderly
- Messiah Concepts
- × Reform hospitals
 - × Expand geriatric medicine
 - × Invest in workforce for quality care