



Cwm Taf Morgannwg

Bwrdd	Regional
Partneriaeth	Partnership
Rhanbarthol	Board

ANNUAL REPORT

2021/22



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Foreword from the Chair

I am delighted to present the Cwm Taf Morgannwg Regional Partnership Board's annual report for 2021/22.

As a Regional Partnership Board we strive to make a difference to people's lives by involving them, listening and taking action together to transform the way services are delivered.

2021/22 continued to be a challenging year for health and social care.

As we move forward we must recognise the challenges and opportunities within our communities when looking at how we can improve services.

Our priorities include providing better care closer to home, supporting people to live independently, and improving provision of services.

To do this, we must continue to work effectively together in partnership, by developing integrated community services and teams that will meet the needs of the most vulnerable people in our communities.

Every person in our community has their own story to tell. Finding ways to empower, listen to and understand these diverse range of experiences is the only way we can truly understand what services and support is needed.

As members of Co-Production Network for Wales, we are committed to co-producing with our communities. Over the past year, we have led meaningful and creative engagement activities that help people from all backgrounds find their voice, and have a say about things that matter to them.

We are now in the process of working with these communities to create our Regional Co-Production Charter; a pledge and an action plan that empowers and gives shared responsibility to our communities, so we can have an equal, reciprocal and caring relationship when developing, running and evaluating services.

This work has influenced a number of key pieces of work that shape our future plans. We have used both community experiences and data to develop our Population Needs Assessment (PNA), Market Stability report (MSR), Social Value report and a Regional Integration Fund investment plan that sets out how resources will be aligned with the 6 models of care.

We welcome the increase in capital funding made possible through the Housing with Care Fund and are looking to build on the successful capital programme delivered across the region.

This report is a reflection of our achievements so far and is a solid base to build from.

We know there are many more challenges to come, but by working together with our resilient and passionate communities we can build a strong, sustainable future for Cwm Taf Morgannwg.



Luke Takeuchi
Vice Chair of Regional Partnership Board



Highlights and achievements

Engagement and communication remain a key focus for the Regional Partnership Board. We are committed to working with our communities to improve health, social care and wellbeing services. Creating an environment where people feel genuinely listened to, advocated for and involved.

In 2014, the Welsh Government published the Social Services and Well-being (Wales) Act 2014. The Act put a 'duty' on Local Authorities, Cwm Taf Morgannwg University Health Board and partners (including the voluntary sector) to think about the overall 'well-being' of people who use care and support services and the carers who help them.

As part of the Act, there was a requirement to jointly carry out an assessment of the care and support needs of our population and the needs of carers. The range and level of services required to meet those needs as well as the range and level of preventative services.

This year we worked with the Cwm Taf and Bridgend Public Services Boards to produce a **Population Needs Assessment** and Wellbeing Assessment. By working together with our residents and community groups, we can listen to and understand our communities' needs, and then recommend to Welsh Government what health, social care and wellbeing services should be created or improved over the next five years (2023-2028). It is important for us to ensure community experiences and stories directly influence decisions on health, social care and wellbeing services.

Over a period of 100 days we worked with our partners to gather lots of data on our local population, and undertook activities to help us have meaningful conversations with our residents. We heard about our communities' experiences, current needs and aspirations for the future so we can build on services that are working well, and also work together to address the challenges.

Through this work we gave people an opportunity to collaborate with song writers, artists, poets and story tellers to bring to life their experiences, feelings and ideas for the future.

At least 1,183 residents across Cwm Taf Morgannwg were engaged through a variety of different engagement methods, including engagement toolkits, group discussions, a roadshow, an online survey and a series of 'hack-a-thon' events. We included these experiences in our Population Needs Assessment. However, we also wanted to showcase these diverse range of stories in a meaningful way that would bring both communities and professionals together.

As a result, we launched 'Hear Our Voices', six powerful performances of songs and stories written by our communities to inspire positive change.

You can watch our film below:

<https://youtu.be/e-6vaUxIkM>



We were delighted to bring together health and social care leaders, residents and frontline staff to watch the performances.

Those attending included the Children's Commissioner for Wales; the office for the Older Person's Commissioner for Wales; Cllr Declan Sammon, Mayor of Merthyr Tydfil; Xander Payne, Youth Mayor, Bridgend; Deputy Mayor, Cllr William Kendall, and Deputy Mayoress, Mrs June Kendall; Kelechi Nnoaham, Director of Public Health, Cwm Taf Morgannwg UHB.

A separate report on 'Hear Our Voices' will be available soon.

In addition to a Population Needs Assessment, we are required to prepare and publish market stability reports (Section 144B of the Social Services and Well-being (Wales) Act 2014).

The Market Stability report will help inform and shape the next five-year area plan which will set out the priorities for delivery to address needs.



Role and purpose

Regional Partnership Boards have been established as part of the Social Services and Wellbeing Act Wales (2014) to improve the well-being of the population and improve how health and social care services are delivered.

It is important people are able to live happy and healthy lives for as long as possible. To ensure this happens, Welsh Government has recognised the need to bring health and social care together, so that services can be developed around the needs and preferences of individuals.

To meet this ambition, Welsh Government has developed a strategy called '**A Healthier Wales**', which outlines a plan to develop better health outcomes for people of all ages and backgrounds.

We support this plan by bringing together partners from health, social care, education, housing, third sector and the private sector. These partners work together strategically to develop approaches that will create better health, social care and wellbeing services.

You can see who sits on our RPB here.

<http://www.ctmregionalpartnershipboard.co.uk/wp-content/uploads/2022/09/Cwm-Taf-Morgannwg-Regional-Partnership-Board-Membership.pdf>



Vision

Making a difference to people's lives
by involving them, listening and
taking action together to transform
the way services are delivered.

#ByYourSide



Values

Cwm Taf Morgannwg Regional Partnership Board have worked to identify core values, that strengthen our commitment to providing the best services to people at the right time and place, which are:

Inclusivity:



Our work is led by our communities and we commit to ensuring everyone has the opportunity to be involved.

Equality:



We believe in creating a fair and equal society. Every person should have access to services that support them to live happy and healthy lives.

Integrity:



We promise to be honest, open and transparent in everything we do.

Collaboration:



Our communities are at the heart of what we do. We will continually work in partnership with local people to design and deliver services to ensure they are receiving the right support and services.

Innovation:



We will do things differently to better work with and support local communities.

Governance Structure



Regional Partnership Board

**Integrated
Leadership Board**

**Integrated
Children's Group**

**Integrated
Resource's Group**

**Integrated
Adult's Group**

*There are a number of subgroups that support and feed into the established boards.

Cwm Taf Morgannwg Regional Priorities

The regional Adults and Children's Service Boards have identified a number of key themes as a focus for priority work streams.



For the regional **Children's Service Board** the priorities are:

Developing an integrated approach to accommodation and care and support for those children with complex needs

- To develop Regional Integrated Children's Residential Accommodation for children and young people for young people with complex emotional needs.
- Review of existing collaborative arrangements between health and social care for support packages for children and young people with complex needs.
- Commission regional multi-agency Placement Support Service for Children Looked After.

Integrated approach to promote emotional and physical resilience in children and young people

- Implement Early Help and Support Framework (NEST Model).
- Develop mobile phone app, to improve communication between social care staff and children looked after.



For the regional **Adult's Service Board** the themes and priorities are:

Care Homes

Consider and implement recommendations from the market stability study for residential and nursing care for older people.

The study gathered an extensive body of quantitative and qualitative data on the residential and nursing care home market for older people in Cwm Taf Morgannwg. It examined the challenges and opportunities from the three main perspectives, namely providers (independent and local authority-owned homes), commissioners and operational staff, and the public, including families of residents.

Optimum Model for Community Services

- Implementation of Optimal Model for community services
 - To review best practice, and the learning from the transformation programmes, to develop an optimal and financially sustainable operating model across the region as part of a single regional programme.
- Dementia Action Plan
 - To oversee local implementation of the key actions in the national and local Dementia Action Plan.
 - To review services to ensure that they meet the All Wales Dementia Care Pathway of Standards (March 2021)
- Discharge to Recover and Assess (D2RA)
 - Implementation and Monitoring of the Winter Protection Plan including the D2RA

Learning disabilities priorities (led by Our Voice Matters, a RPB funded project.)

Across CTM we undertook an extensive consultation with people with learning disabilities, their families and carers and services that support them to review the existing priorities. The outcome of these exercises informed the development of a new set of priorities for learning disabilities, which will inform service priorities moving forward. The following 10 priorities were identified:



Co-production

Co-production is a working model that allows for the re-balancing of power structures. It creates a level playing field that opens opportunity for diverse and uniquely qualified minds to come together, discuss and identify shared solutions to overcome any issues, problems or barriers that may exist, whilst driving improvement across all areas of the Health and Social Care sector.

In practice, co-production involves people with lived experiences (users of services) working alongside other key stakeholders as equals to make collective decisions and inform positive change that benefits all in a meaningful and purposeful way.

A report has been written by the Our Voice Matters project to highlight good examples of co-production in our region.

You can see this here:

Our-Voice-Matters-CO-PRODUCTION-IN-CRISIS

As an RPB, we are members of Co-Production Network for Wales and four members of our Regional Commissioning Team are now co-production champions.

We are committed to working with our communities to improve health, social care and wellbeing services, and will be working with our partners to develop a Co-Production Charter and plan that will create an environment where people feel genuinely listened to and advocated for.



Regional Involvement Pathway

In 2020, we commissioned Co-Production Network Wales to support us in creating a Regional Involvement Pathway, which will ensure there is genuine representation from our priority groups at local, regional and national levels. The Regional Involvement Pathway will ensure our communities' voice is advocated for at Regional Partnership Board level, and equally feedback from the RPB is fed into community groups. The Regional Involvement Pathway will include a support mechanism for community advocates to create an equal and reciprocal environment.

We created a podcast series called 'CTM Community Voices' to bring to life the voices of our community.

This can be listened to [here](#).



Integrated Care Fund (ICF) Capital Programme

£5,771,000 of ICF capital funding was invested across the region during FY 21/22, seeing investments into both large scale and smaller discretionary capital projects, benefitting a wider range of residents, including older people, people with learning difficulties, children with complex needs including children looked after, care leaving and children’s disabilities. The development of a wide range of large-scale capital schemes will support and provide housing and accommodation models of care which enable vulnerable people to live independently or regain independent living via intermediate care settings and provide care for children looked after and those leaving care.

Progress under the Main Capital Programme (MCP)

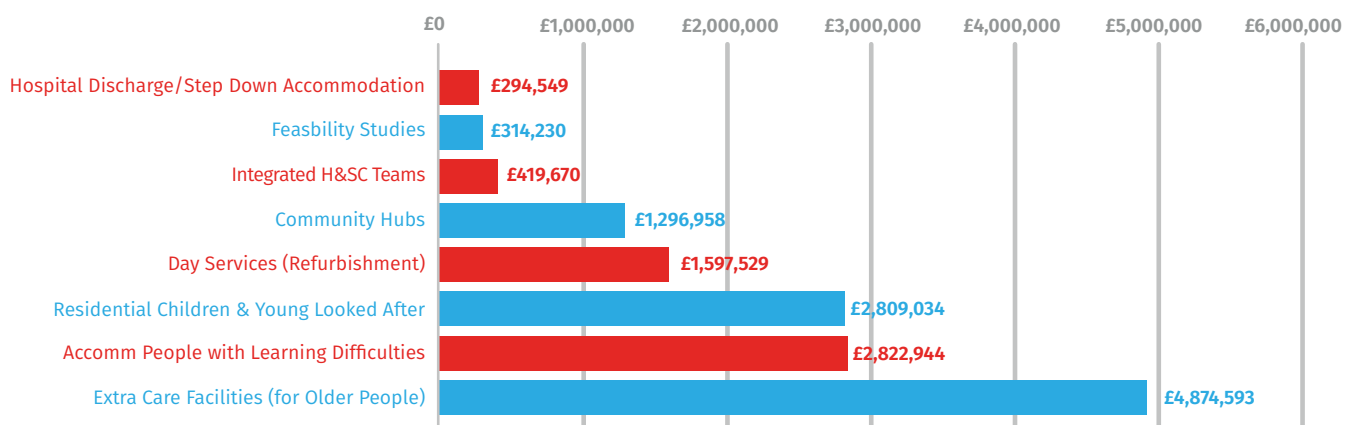
The majority of large scale projects saw significant delays caused by COVID-19-during FY 20/21 which impacted on progress during to schemes in FY 21/22. However, the majority of large scale projects are progressing with revised completion dates expected during FY 22/23. Progressing schemes include:

- Extra Care accommodation facilities for older people in Porth.
- Accommodation for people with learning disabilities, in Tonypanyd
- Children’s residential accommodation for care leavers aged 16+ years, who otherwise would become homeless, in Rhondda Cynon Taff.
- Children’s residential placement hub, in Bridgend, which will provide a range of accommodation options, including the ability to assess children’s accommodation and care needs, short term accommodation on site prior to finding longer term permanent term accommodation.
- Supported living accommodation in Merthyr Tydfil for care leavers aged 16+, sited alongside a vocational training facility, which affords accommodation and training/employment opportunities for young people leaving care.



The graph below brings together the investment made across the region during the past 4 years within Cwm Taf Morgannwg, under the large scale MCP Main capital programme:

ICF MCP CAPITAL INVESTMENT FY 2018/19 TO 21/22

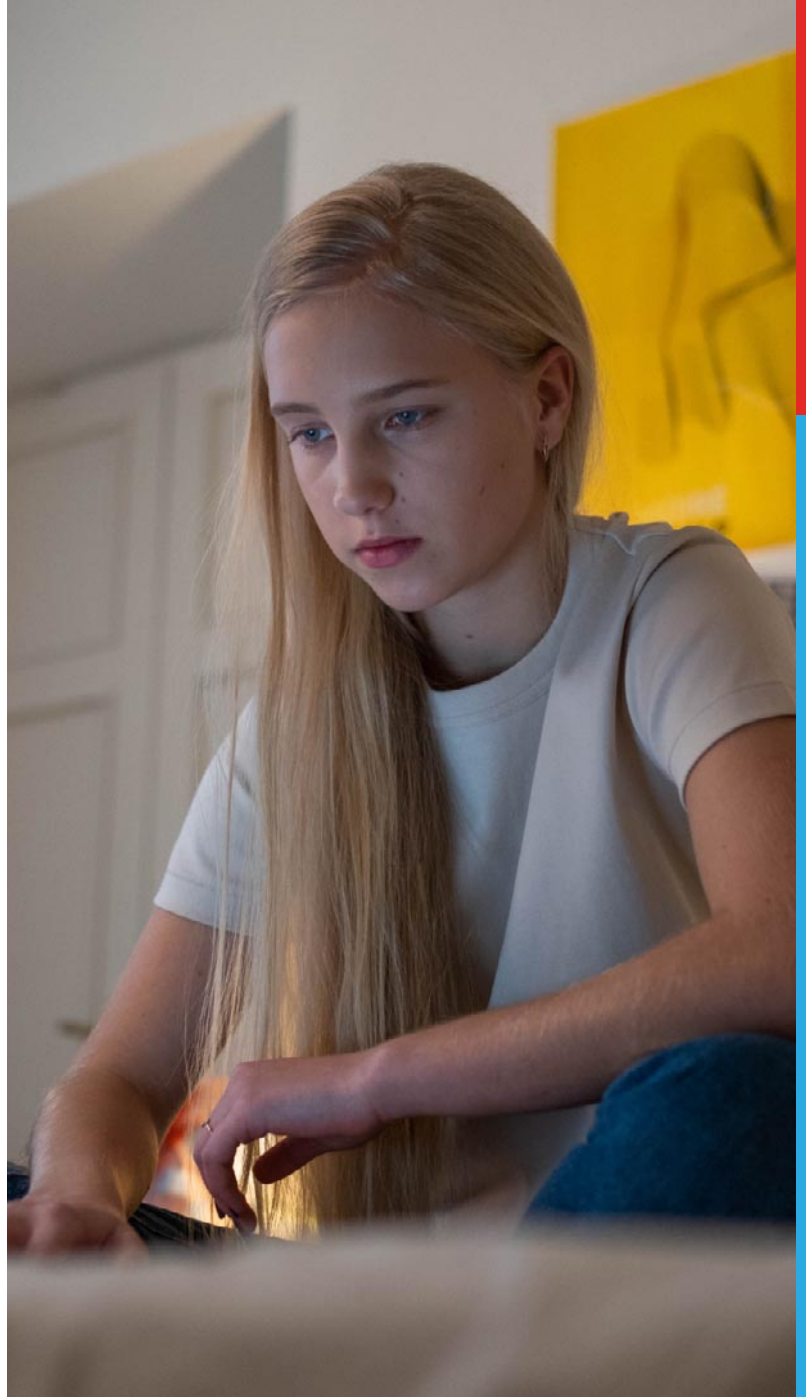


Progress under the Discretionary Capital Funding (DCP) Programme

Over 50 applications for funding for small scale projects were received by the Regional Unit, with the available funding initially being over-subscribed. However, priority projects were funded with a number of successful smaller schemes completed by March 2022.

These included:

- 2 x newly created children's residential accommodation at Hillsboro in Bridgend and Bryndar in Rhondda Cynon Taff.
- Small refurbishment of a British Sign language room with a third sector agency, allowing people with hearing difficulties access to a bespoke fit for purpose facility where BSL sign language classes can be delivered amongst other services.
- Installation of wellbeing therapy outside facilities, allowing for the delivery of intensive therapeutic support in calm, specifically designed environments, promoting the wellbeing of children with complex needs and those with care experience.
- Purchase of a range of ICT and assistive technology for people with learning and physical disabilities.
- Installation of pool pod facilities allowing people with physical difficulties to access swimming pools and services in an inclusive manner within the community, promoting their health, wellbeing and independence.



You can read about the refurbishment of Carnegie Child and Family Clinic below:

<http://www.ctmregionalpartnershipboard.co.uk/wp-content/uploads/2022/09/Annual-report-case-study-Carnegie-Child-and-Family-clinic.pdf>

ICF capital ended 31st of March 2022 and was replaced but two further capital programmes (difference criteria):

Housing with Care (HCF) capital funding, with an allocation to Cwm Taf Morgannwg of £8.729M, which can be invested into 3 priority areas:

Objective 1 –

Extra Care Schemes for older people and supported living accommodation for people with learning disabilities.

Objective 1 –

Residential care for children with complex needs and other intermediate short term care facilities.

Objective 3 –

Small scale projects, refurbishment, equipment etc.

Additional funding across Wales of £50M (Health and Social Care Integration and Rebalancing Capital Fund) will give opportunities across the region to develop integrated health and social care hubs and centres and support the re-balancing of residential care market and eliminating profit from children's residential care. Work to progress against the opportunities these further funding streams bring, will be progressed during FY 22/23.

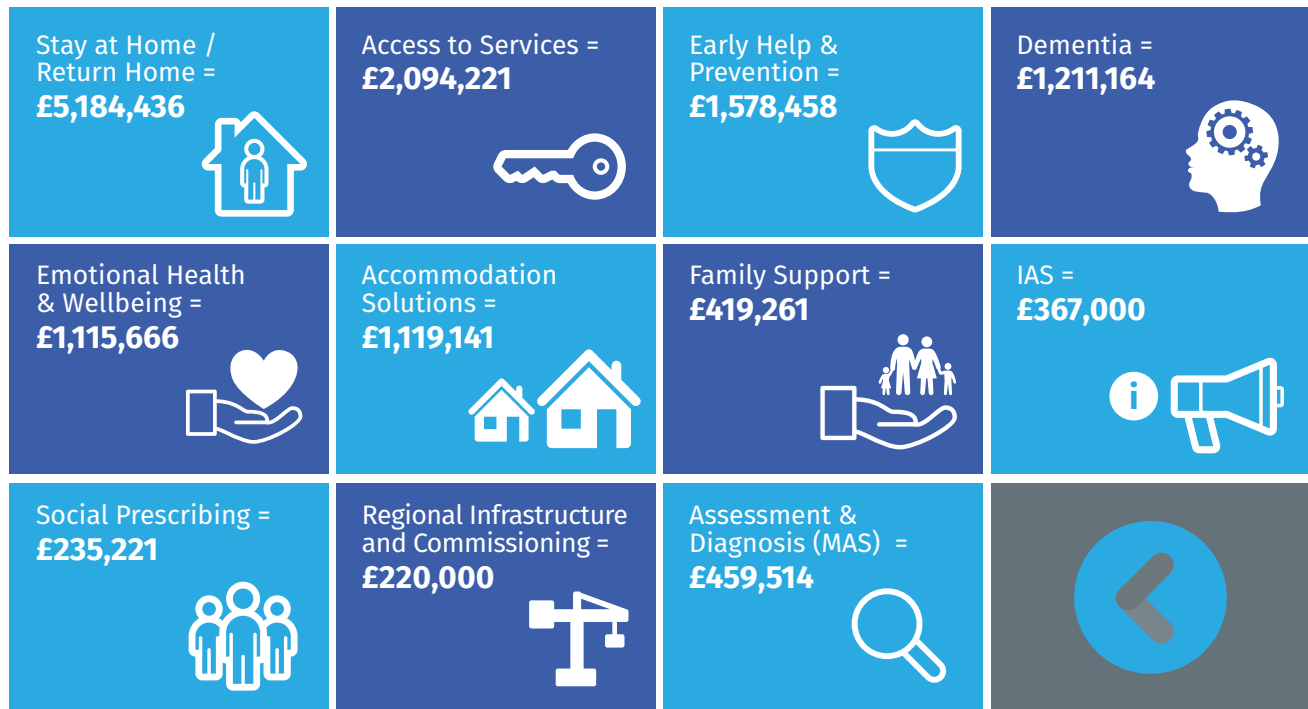


Integrated Care Fund Revenue 2021/22

ICF Revenue funding is used to support new or additional provision of services and ways of working. In Cwm Taf Morgannwg, the ICF Revenue Fund has been used to build on good practice, and increase the scale of effective integrated working across the region. In addition to this, we have also tested new models that will support the wellbeing outcomes of our communities.

The information below shows how ICF Revenue funding was spent during 2021/2022, and the impact on our communities.

BREAKDOWN OF ICF REVENUE 2021/22



Investment for Key Welsh Government priorities:

- Regional spend = £5,048,073 (38%)
- Social Value spend = £2,200,320 (16%)
- Direct Support for Carers = £1,892,856 (15%)
- In-direct Support for Carers = £2,791,239 (21%)

What difference has this funding made?

It's important we evaluate the impact of Integrated Care Fund support. Here are a series of examples that highlight how the fund has supported people across our communities:

Click below for more information:

- Connecting volunteers with older people who feel lonely and isolated.
- Funding for Green Gym provided outdoor activities for young people with, or at risk of, poor emotional wellbeing.
- Giving children and young people a chance to have some fun during the pandemic.
- Befriending older people living in Cwm Taf

Does this need to stay - it was in last years? or does it need to be updated?

Integrated Care Fund

The Integrated Care Fund supports the below six priority areas. Click each one to see the impact the fund has had.

- PRIORITY**
1 Children at risk of becoming looked after 
- PRIORITY**
2 People with Learning Disabilities / Children with complex needs / Carers 
- PRIORITY**
3 Older People with Complex Needs 
- PRIORITY**
4 People with Dementia Action Plan 
- PRIORITY**
5 Integrated Autism Service 

Dementia

The Dementia Steering Group oversee the delivery and implementation of the Dementia Action Plan (DAP) for Wales across Cwm Taf Morgannwg; guiding and monitoring progress to coordinate the cross-cutting co-productive approach required across local statutory agencies, the third and independent sectors, service users and carers.

The DAP, which is currently undergoing an evaluation period, is supported by The All Wales Dementia Care Pathway of Standards (the standards) published by Improvement Cymru in 2021. 20 standards were identified for implementation which can be broadly disseminated into 5 work stream areas (below):

- Work Stream 1: Community Engagement
- Work Stream 2: Memory Assessment Services
- Work Stream 3: Dementia Connectors
- Work Stream 4: Hospital Charter
- Work Stream 5: Workforce development and measurements*

*Within CTM Work Stream 5 has been separated into 5a – work force development and 5b – measurements.

The standards have a two year delivery programme with 2022-23 seen as a preparedness year. There is an expectation that regions will deliver on the standards during the period 2023-25 led by the Dementia Steering Group supported by the work streams which sit underneath.

In order to support implementation of the standards each work stream will be expected to have a work plan on how they will seek to implement the standards associated with their area. There will be an expectation that they operate task and finish arrangements to respond to any areas of work assigned to them.

The Dementia RIF funding is managed through the CTM regional commissioning unit. Currently the Dementia RIF allocation for CTM is circa £1.7M which is committed to funding a



range of projects to support people living with a dementia. There were a total of nine projects funded through the Dementia Action Plan including a specialist dementia intervention team, an occupational Therapy Memory assessment, an integrated day service and a range of community capacity grants delivered by the third sector. A number of short term projects were also funded through the Memory Assessment funding.

Moving forward it has been made clear that the Dementia RIF needs to be aligned to implementation of the standards. Welsh Government (WG) are seeking to implement robust outcome monitoring of projects in order that the effectiveness of the grant funding can be assessed and reported. Within CTM we are also seeking to ensure parity of service across the region.

Click for more information:

- [Read about the Carers Integrated Support project, led by Bridgend Carers Centre.](#)
- [Read about the Community Development Hubs, led by Rhondda Cynon Taf County Borough Council.](#)
- [Read about the Senior Social Worker role to support complex care in Merthyr Tydfil.](#)

➤ Performance data



Transformation Programme



Transformation Programme

In 2018 the Welsh Government established a £100m Transformation Fund to help Regional Partnership Boards support its 'A Healthier Wales' ambition.

The purpose of the Transformation Fund is to improve health and social care services by scaling up models that are successful and replacing less successful or outdated ones.

The Cwm Taf Morgannwg Regional Partnership Board transformation programme comprised two components which originally began independently:

- Accelerating the Pace of Change in Integrated Services in Bridgend
- Stay Well in Your Community in RCT and Merthyr Tydfil

The CTM Transformation Programme was originally made up of eight projects being delivered across the Regional Partnership Board footprint that covers Bridgend, RCT and Merthyr Tydfil (MT). Three of the projects are located in Bridgend and five are located in RCT and Merthyr. Note the Urgent Primary Care Out of Hours work stream was mainstreamed prior to April 2021.

All the remaining transformation projects share common approaches and common aims. All are focused upon improving the performance and effectiveness of community services in order to both improve the experience, wellbeing and health of the local population and to reduce the reliance upon acute and in-patient health services to meet the needs that people have.



In Bridgend, BCBC in partnership with Bridgend Association of Voluntary Organisations (BAVO), have sought to build on their previous record of partnership working and integration. The overall ambition is to have fully operational accessible community services over seven days and over an extended day, as well as providing care and support at night. This, they believe, will help them towards achieving 'coordinated health and social care services seamlessly wrapped around the needs and preferences of individuals'.

To support this, they have three deliverable ambitions that they intend will transform their community services:

AMBITION

1

Seven Day Access to Community Health and Social Care Services – “Every Day Is Tuesday”, delivering extended alternative community-based service options to hospital and long-term care.

AMBITION

2

A Primary and Community Care Multidisciplinary Team approach, delivering a one team approach around people, coordinating Primary Care and Community Services Cluster responses.

AMBITION

3

Developing and Delivering Resilient Coordinated Communities; with key organisations, their partners and the communities that they serve developing benefits, by working collaboratively to apply preventative approaches that enhance the wellbeing of the population of Bridgend.

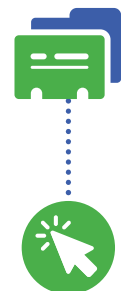
In Merthyr Tydfil and RCT the two councils and Cwm Taf University Hospital Health Board (CTUHB) are pursuing similar aims with their workstreams that were designed to build upon and ‘scale up’ work done previously. The MT and RCT programmes are part of the “Stay Safe in Your Communities Transformation Programme” and focus on delivering a cohesive approach to supporting people with complex needs and who are at risk of unscheduled admission to hospital in the community.



➤ Performance data

You can read about these below:

Website link is here:
<https://www.ctmregionalpartnershipboard.co.uk/transformation-programme/>



In July 2019, £22.7m of funding was awarded to the CTM RPB to expand successful projects across RCT, Merthyr Tydfil and Bridgend.

These projects aim to provide greater choice and independence for individuals, whilst reducing pressure on social care, GP surgeries and hospitals.



Every day is a Tuesday



One team approach around people



Risk stratification and segmentation



Assistive technology



Co-ordinated, resilient communities



Urgent primary care services



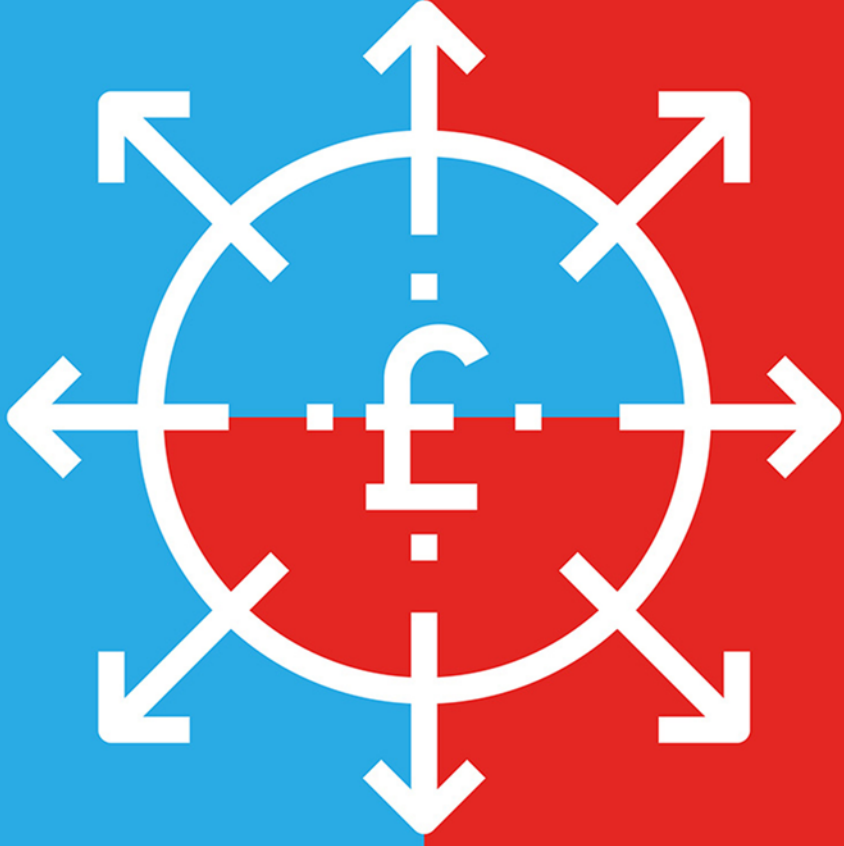
Stay Well at Home 2



Community Health & Wellbeing

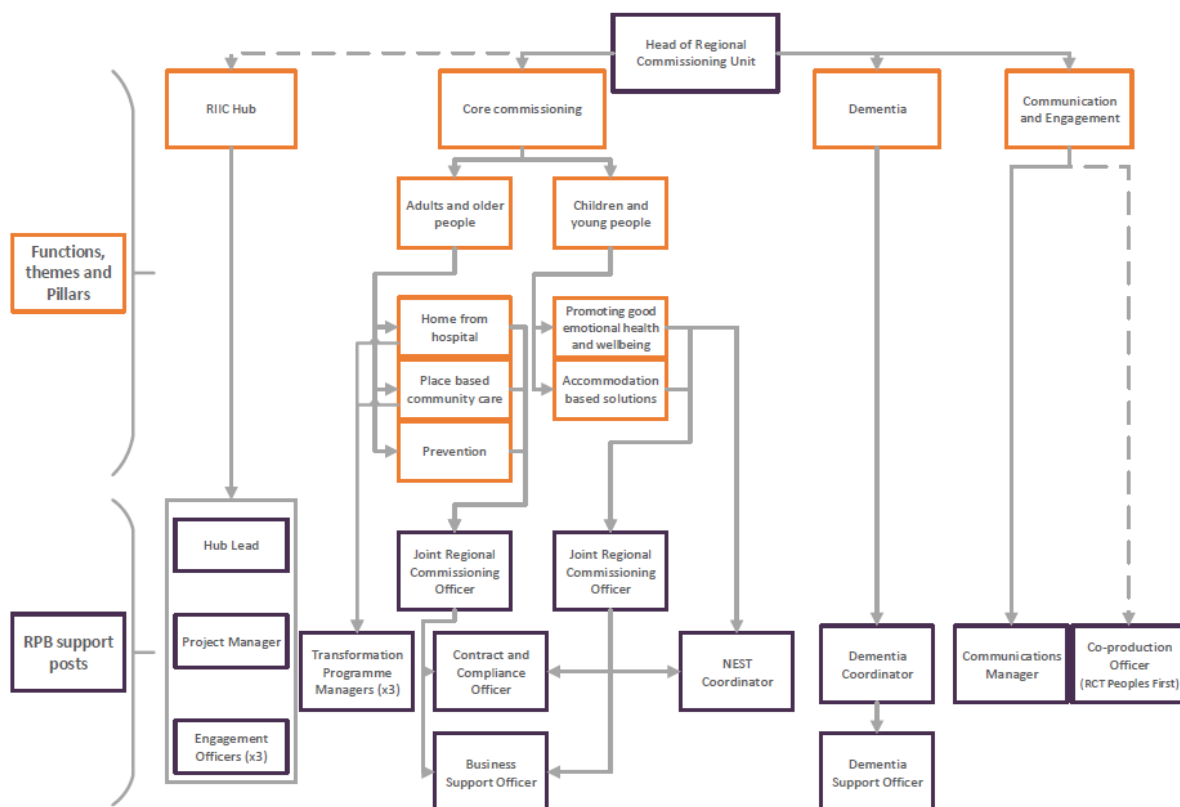
Note that the key elements of transformation programme have been aligned across the region and embedded within the new Regional Integration Fund (RIF).

Regional Commissioning Unit



Regional Infrastructure

The CTM Regional Partnership Board is supported by a number of teams and Officers:



Regional Commissioning Unit (Created March 2019)

Its important people receive the right services, at the right time, and in the right place. To do this, we must ensure funding is directed to meet the needs of our communities.

The Regional Commissioning Unit is responsible for managing and coordinating a range of Welsh Government funding that is directed through the Regional Partnership Board.

This funding is very important as it helps to ensure the right services and support is available for people living in Bridgend, Rhondda Cynon Taf and Merthyr Tydfil.

The funding includes the Transformation Fund and the Integrated Care Fund.

The Regional Commissioning Unit supports the RPB by working with a range of partners including Cwm Taf Morgannwg University Health Board, Bridgend County Borough Council, Rhondda Cynon Taf County Borough Council, Merthyr Tydfil County Borough Council, the third sector, housing and education.

The unit also reports on service investment and performance, to ensure best outcomes and value for money for service users and stakeholders.

Research, Innovation and Improvement Co-ordination Hub



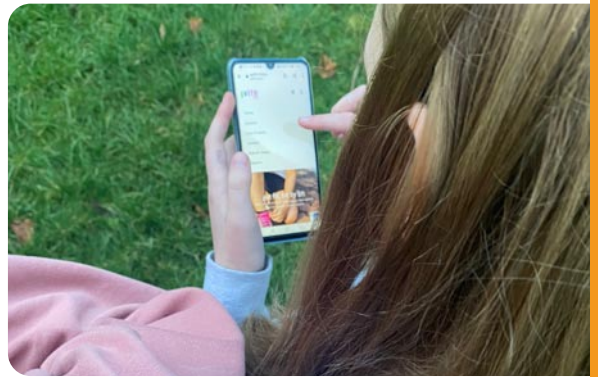


Research, Innovation and Improvement Co-ordination Hub

The RIIC hub plays a crucial role in supporting the CTM Regional Partnership Board to reflect on and improve existing health and social care projects, while identifying good practice that we can be inspired by.

You can read the RIIC Hub's annual report here:

➤ **RIIC Hub's Annual Report**



Workforce Enabling Group

One of the four quadruple aims outlined in Welsh Government's aforementioned strategy document, 'A Healthier Wales: Our Plan for Health and Social Care', is to have a motivated and sustainable health and social care workforce.

This workforce needs to deliver a truly seamless system of health and care, to shift the definition of what constitutes a workforce, and how we support the contribution that each individual makes. Requiring not only 'greater parity of esteem' (valuing mental health equally with physical health) between health and social care professionals, but also recognising and supporting the vital role played by the informal workforce of unpaid carers and of volunteers.

To meet this need, Welsh Government commissioned Health Education and Improvement Wales (HEIW) and Social Care Wales (SCW) to develop a long-term workforce strategy, in partnership with NHS and Local Government, the voluntary and independent sectors, as well as regulators, professional bodies, and education providers. The workforce strategy aims to address the Parliamentary Review's call for joint regional workforce planning.

The Transformation Programme's Workforce Enabling Group was focussed on delivering operational elements of the programme; supporting the recruitment of approximately 270 roles comprising of clinical and non-clinical health and social care professions spread across the eight work streams, also monitoring any risks and issues that may have arisen however as the next phase of development closer working relationships need to be forged between organisations and closer links with Cwm Taf Morgannwg Social Care Workforce Development Partnership (SCWDP).

To support the next phase of activity, a workforce framework and model has been developed, along with a proposed work plan and revised terms of reference for the group, with plans to develop a Regional Workforce Strategy for Health and Social Care that aims to support the ambition for an integrated health and social care system.

Cwm Taf Morgannwg Social Care Workforce Development Partnership (SCWDP)

The purpose of the Cwm Taf SCWDP which was created in April 2016 is to improve the quality and management of social services provision by applying a planned approach to learning and development, and by seeking to increase the take-up of training across the social care sector. It aims to:

- Support the continued implementation of the Social Services and Well-being (Wales) Act 2014; Regulation and Inspection of Social Care (Wales) Act 2016 and identified regional and local priorities to support improvement of care and support across all social care providers and organisations
- Ensure that all core learning and development for social care staff, including induction and qualification training, is reframed to reflect the new legal frameworks
- Support social work training
- Support skill development for frontline social care workers
- Support the infrastructure for learning and development
- Support the development of the necessary infrastructure, skills and knowledge required to move to digital solutions for the delivery of learning, development, and qualifications.
- Implementation of the whole sector Recruitment and Retention action plan

Securing a sustainable and good quality workforce across health and social care is a priority action in the Regional Plan. **A Healthier Wales Our Workforce Strategy** identifies that

“ we need to transform the way we attract, train, continually develop and support our workforce through a culture of compassionate and inclusive leadership with a focus of wellbeing at the core ”



and identifies the following priorities, some for local action and some which need national attention.

- We will have a workforce with the right values, behaviours, knowledge, skills and confidence to deliver evidenced based care, and support people's wellbeing as close to home as possible:
- We will have a workforce in sufficient numbers to be able to deliver responsive health and social care that meets the needs of the people of Wales:
- We will have a workforce that is reflective of the population's diversity, Welsh language and cultural identity, and
- We will have a workforce that feels valued and is valued.

The workforce strategy identifies seven themes and 37 actions linked to this.

1. An Engaged, Motivated and Healthy Workforce
2. Attraction and Recruitment
3. Seamless Workforce Models
4. Building a Digital Ready Workforce
5. Excellent Education and Learning
6. Leadership and Succession
7. Workforce Supply and Shape

Not all of these will be addressed through the work of SCWDP. Social Care Wales has identified the following themes that inform our use of grant money

- Building a Digital Ready Workforce
- Excellent Education and Learning
- Leadership and Succession
- Workforce Supply and Shape

The objectives for the Cwm Taf Morgannwg SCWDP remain challenging as we continue to work with the implications of Covid and the region will have to continue to ensure that the combined resources are targeted to maximum effect and that the service continues to work collaboratively with other regions and Social Care Wales. Additional funding sources will continue to be explored to enhance the workforce development opportunities of the sector.

Delivery continued through the pandemic through the use of new digital platforms as well as some limited face to face training to support frontline workers to be ready for employment.

Winter Planning

The Cwm Taf Morgannwg Regional Winter Protection Plan sets out the region's response to the Welsh Government Winter Protection Plan. The plan was developed with input from all of the regional statutory and voluntary sector partners and was created to demonstrate an integrated regional plan that is deliverable and addresses the challenges associated with both the COVID pandemic and usual winter pressures across the region.

The plan built on existing plans that focus on preventing five harms by;

- **Protecting communities and health and social care staff against COVID.**
- **Keeping people well.** In addition to concerns around covid 19, there is a significant risk that the levels of respiratory disease will increase this year including the impact of seasonal influenza and RSV.
- **Maintaining safe health and social care services.** Including those which support:
 - Vulnerable groups;
 - Mental health and wellbeing;
 - Primary and community care;
 - Long Covid;
 - Children and young people;
 - Essential services – ensuring that the provision of services is maintained services that are urgent and life threatening or life impacting as well as services that without timely intervention could result in harm over the longer term;
 - Planned Care – ensuring patients who have been waiting extended times as a result of the pandemic are treated as soon as possible, in a prioritised manner with appropriate infection prevention controls and within the context of managing variation in the needs of COVID cases;
 - Urgent and Emergency Care – the six goals set out by the Welsh Government which outline longer term plans for this area as well as some short term measures including NHS 111.



- **Protecting the rights of people who need care and support** and carers who need support, including through developing a National Plan for Carers
- **Supporting Our Health and Social Care Workforce** recognising the unrelenting challenges and pressures strive to look after their physical and mental health and wellbeing.
- **Keeping everyone informed.** Choosing the right type of care will be vital for services to continue to work well over the winter and the Region will contribute to making this a reality via consistent messaging to our population.
- **Support and retain new ways of working** adopted through the pandemic COVID which support integrated working between health, social care and third sector.

The plan also looked to support and retain new ways of working adopted in the first COVID wave which supported integrated working between health, social care and third sector.

This means:

- A whole system approach where seamless support, care or treatment is provided as close to home as possible
- Services designed around the individual and around groups of people, based on their unique needs and what matters to them, as well as quality and safety outcomes
- People only going to a general hospital when it is essential, with hospital services designed to reduce the time spent in hospital
- A shift in resources to the community that enable hospital-based care, when needed to be accessed more quickly; using technology to support high quality services.

A range of resources contributed to the RPB Winter Plan. For winter 2021/22 a total of £1.812m RPB resources was deployed across the region.



Moving forward

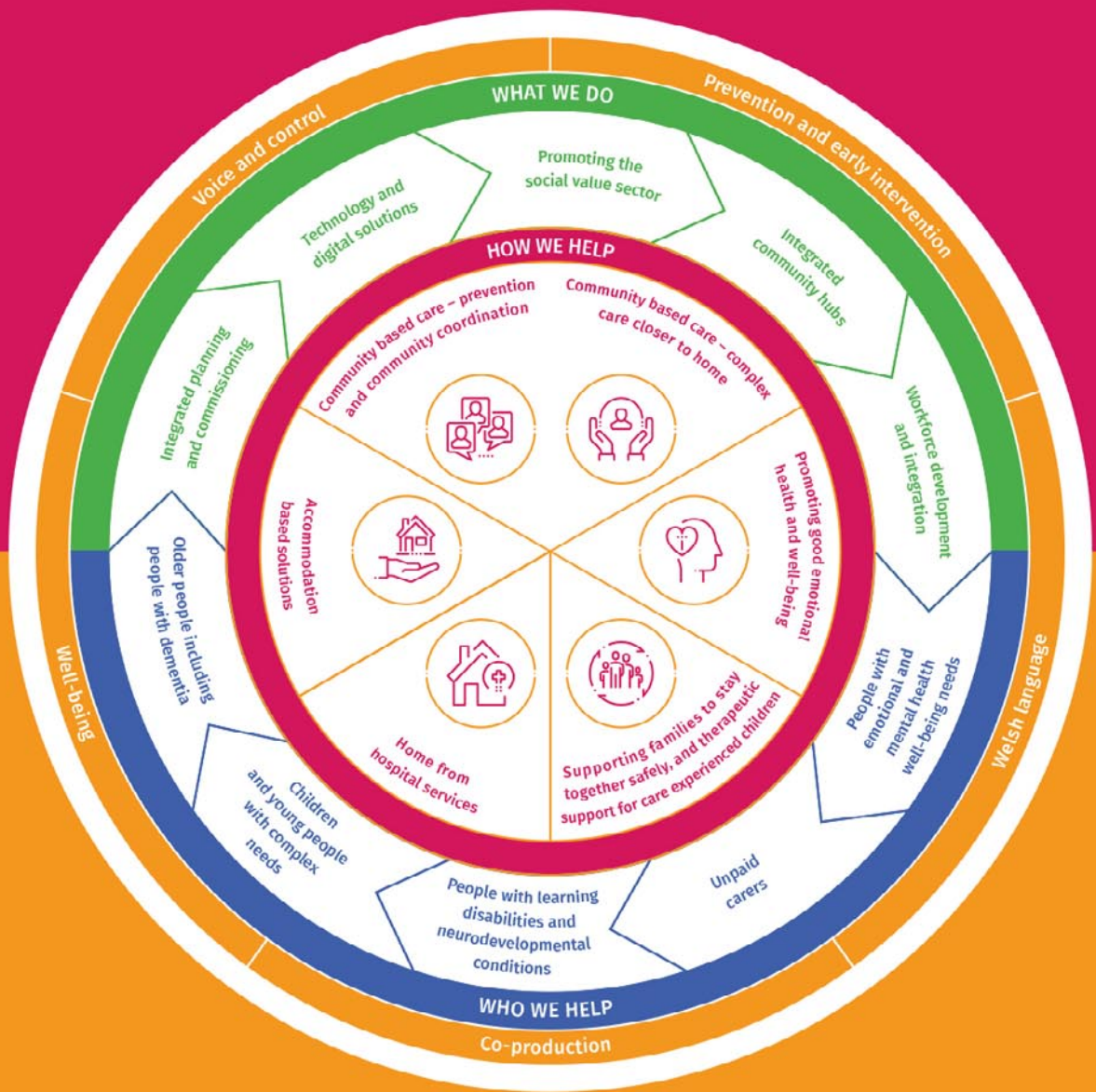
The Integrated Care Fund and Transformation programmes ended on the 31st March 2021 and Ministers approved a new five-year revenue investment fund to build on the work and learning of the Integrated Care Fund and Transformation Fund to date.

The new fund will run from April 2022 to March 2027 and will further focus integrated delivery of health and social care services across Wales.

Cwm Taf Morgannwg Regional Investment Plan was developed during 2021 for commencement 1st April 2022.

Agreement has been reached by the Regional Partnership Board that programmes of work will be established mirroring the models of care;

- Community based care – prevention and community coordination
- Community based care – complex care closer to home
- Promoting good emotional health and well-being
- Supporting families to stay together safely, and therapeutic support for care experienced children
- Home from hospital services
- Accommodation based solutions



The region is committed to delivering an integrated community model of health, care and wellbeing, which will be the main delivery model for out-of-hospital health and social care services in Cwm Taf Morgannwg

The proposed integrated community model responds to two key priorities:

- Urgent community response
- Population health management

System-wide conditions need to be in place for integrated care to flourish: effective systems leadership; coproduction and resident involvement; joint commissioning and integrated workforce strategies.

Under the direction of the RPB we will move at pace towards a regional integrated model of delivery that will improve the lives of people living in the region through seamless support for health, care and wellbeing.

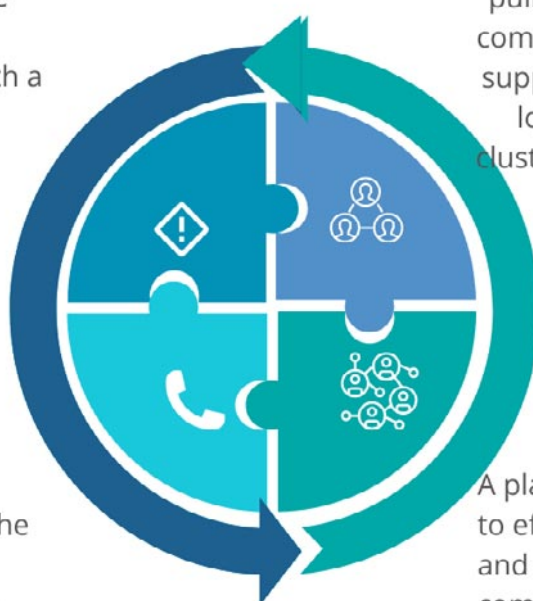


Urgent Community Care

Responding to need within specified time frames based on effective triaging with a wrap around intermediate care MDT .

Cluster / Locality

Integrated cluster teams pull together delivery at community level and are supported by integrated localities through pan cluster planning groups.



Navigation hub

Triaging, navigating and responding to the right care, the right place, the right time

Community Network

A place based approach to effective MDT support and collaboration with community assets and need at a hyper local

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Cwm Taf Morgannwg

Bwrdd | Regional
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