

Action group meeting 21/02/2022

Sue, Tracy, Veronika

out of hours

- we're gone through the notes from the regulated services group that have put in place the following: give staff 2 hours pay for each day covered and then their normal rate of pay if they need to go out to do calls. The cost to the coop would be £40 per week. We can monitor how often staff would need to go out to do a call.
- the cover is only needed for weekends, it's manageable during the week
- there is a brief/overview about how the out of hours works, what the expectations/roles are
- action to go back to the regulated services group: to update the guidance according to the new plan
- action to go to board: agree this is OK financially longer term until we reach a place when there is enough staff to rotate weekends

staff progression/skills recognition

- we seem to agree that it is a good idea to have a learning plan that offers development routes and does not create hierarchy
- we will pay for the training and we can be clear to our staff when we recruiting and will support staff holding the organisation accountable to provide these opportunities
- we talked about having maybe modules rather than stars (so that it does not give an idea that someone who has 2 stars is somehow a worse carer than someone with 5 stars)
- suggestions so far
 - compulsory modules: 1) skills for care that staff do now, 2) co-operative ways of working, 3) meeting with board members
 - then different advanced modules based on where staff want to develop skills: 1) care coordinator skills, 2) community module, 3) outward/networking module...
- pulling this together will help us address some of the gaps in learning/sharing skills/flattening hierarchy – it is connected to the membership/community work that we're doing
- action: Danielle and Tracy to draft an outline of how this will look, identify what we already have and what we need and ask for board for support + then operationalise it
- action: board to provide content for this and support following what we agree

staff consultation (Jean already had this in the notes from the regulated services)

both of these topics to be consulted with staff on 8th March – face to face 12-1 (Tracy and Danielle) and 2-3 (Danielle and Jean)

action: board encourage to join the discussion/s