



e-nlighten

May 2011

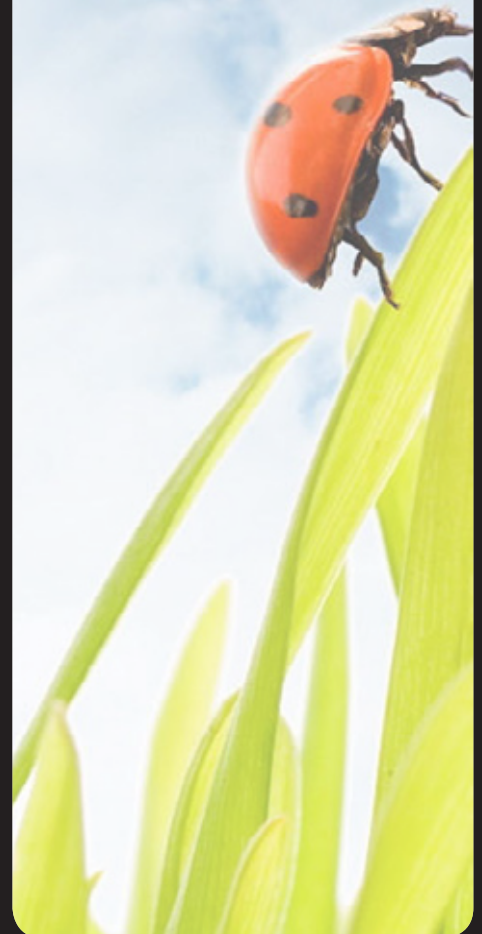
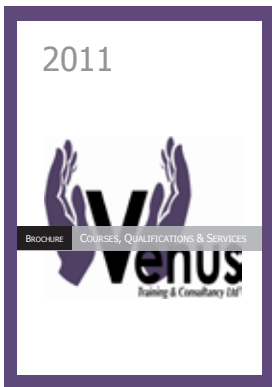
Your money matters

In this climate of cuts, cuts and more cuts it is important that you make the most from relationships with your service providers. Here at Venus we have been giving this a lot of thought. We have given our website a small make-over and are now offering more services, support and freebies. We have started to offer a suite of accredited health & safety courses. As part of this package we are offering FREE 2 hour Health & Safety Audits for micro, small and medium size businesses. You can access more information on these in our 2011 brochures - available to download from our website: www.venustc.co.uk

There are a series of FREE videos available also via the website, some of which are focussing on the new Qualification Credit Framework (QCF) and funding for training etc. You should find these useful when you are thinking about training for your organisation. We have now started a blog on the site which will keep you updated about various hot topics (the first one focuses on health & safety in the SW region). And don't forget to join us on Facebook, Twitter or YouTube for further updates. Most importantly we want to hear from you...if you want advice, information or guidance about the sector. If we can't help we will certainly point you in the direction of someone who can!

Welcome Back

Well the last few weeks have been all about chocolate eggs, royal wedding bells and bank holidays. May will (hopefully) springboard us into the summer months and so it is time to be thinking about summer safety. Skin care and sun protection is very important for all, especially for those who don't have the capacity to consider it for themselves. Hydration is essential all year round but never more so than in the warmer months. We know that you know all of this, as do your staff, but sometimes it is worth a reminder!



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CQC publish findings on dementia care

In March 2011 The Care Quality Commission published its first monitoring report on the implementation of the Deprivation of Liberty Safeguards, which protect the rights of people in care homes and hospitals who lack the mental capacity to consent to their care or treatment. They include people with dementia or a learning disability.

The safeguards became law in April 2009 as part of the Mental Capacity Act 2005. A care home or hospital must apply for authorisation if they propose to deprive someone of their liberty by, for instance:

- keeping them locked in;
- physically restraining them;
- placing them under high-levels of supervision;
- forcibly giving them medication;
- preventing them from seeing relatives and friends.

The role of the Care Quality Commission (CQC) is to monitor, and report to the Secretary of State for Health, on how the safeguards are being implemented.

In its report on the first year of the safeguards, to the end of March 2010,

CQC says there were variations in their implementation across England. In some care homes and hospitals a lack of awareness and training among managers and staff was evident. Some councils and PCTs had not progressed as well as others in setting up the mechanisms needed to deal properly with applications.

Cynthia Bower, CQC's chief executive, said: "The Deprivation of Liberty Safeguards are an important piece of legislation designed to protect the human rights of this particular group of vulnerable people. This was the first year of implementation of the safeguards, and all the organisations involved were feeling their way to an extent. But it is essential for those who need this protection that we all learn very quickly and make sure the safeguards are implemented fully throughout the country."

If you are looking for training on DoLS please contact us. You can find the full report here:

www.cqc.org.uk/publications.cfm?fde_id=17259



Employer's Tips

Manage vacancies 24/7

Employer Direct Online is a Jobcentre Plus service that allows you to notify your job vacancies online. Vacancies posted using Employer Direct online will be added to the Jobcentre Plus database, which is available for jobseekers to search on the Directgov site.

The key benefits of Employer Direct online for your business are:

- it's easy to use - you can notify your jobs straight from your computer via the internet
 - it's far-reaching
 - it's free to use
 - it gives you round-the-clock access
- You can access the service via this [link](#).

In the summer we will be hosting a Job & Business Fair in Plymouth. This will be a good opportunity for you to promote your business, meet other service providers (not just care providers) and meet job seekers. Contact us if you would like to know more.



jobcentreplus



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DRA removal has many implications

In January 2011 the Government confirmed that it will remove the Default Retirement Age (DRA) so that people have more choice about when to stop working. The change will be phased out between 6 April and 1 October 2011. Currently the DRA enables employers to make staff retire at 65 regardless of their circumstances, but the Government feels the rules must change as people are living longer, healthier lives.

The change means that:

- From 6 April 2011, employers will not be able to issue any notifications for compulsory retirement using the DRA procedure.
- Between 6 April and 1 October, only people who were notified before 6 April, and whose retirement date is before 1 October can be compulsorily retired using the DRA.
- From 1 October 2011, employers will not be able to compulsorily retire their employees, unless the retirement can be objectively justified in their particular circumstance.

The removal of the DRA not only raises practical issues for employers in managing the older worker but also across the workforce more generally with a wide range of areas such as succession and workforce planning, performance management

and ensuring consistency and fairness in their policies and practices.

The proposed changes will therefore have far reaching implications for the way many organisations work and employers who fail to make the necessary changes to approaches to employee retirement may face claims of unfair dismissal and discrimination. You can read more about this on the Skills for Care website:

www.skillsforcare.org.uk/news/latest_news/Default_Retirement_Age.aspx



Communication is key says DOH report

The Department of Health have recently published a report called 'Talking about end of life care: right conversations, right people, right time'. One of the key messages states that more health and social care professionals should be helped to improve their communication with terminally ill people and their relatives. It sets out the importance of early and regular communication in planning and providing end of life care. More than 85 per cent of staff involved in the pilots for the report felt that more communication training would be beneficial. It emphasises that a wide range of training options should be

available to all those working in health and social care.

Read the full report for yourself www.endoflifecareforadults.nhs.uk/assets/downloads/TalkingAboutEndOfLifeCare20110124.pdf

Venus Training & Consultancy offer training courses in End of Life Care and Communication, please contact us if you would like to know more.



Courses back on offer

Two of our courses are back by popular demand. In May we are running the 2-day Activity Coordinators course again (17th and 24th May). Taking part in activities is an essential part of everyone's life and this does not change for people receiving care. This highlights the important role played by Activities Coordinators in creating a sense of community in care homes or day centres. Some of the many benefits of taking part in activities include; improved confidence, self esteem & sense of well-being, better physical and mental health, increased mobility, improvements in motor skills and changes in behaviour. Our training course allows you to explore the Activity Coordinators role, different methods and techniques and enables you to take ideas back to be used in your work setting. Course costs £80 pp.

In June (1st) we are running the half day Reminiscence course again. Reminiscence is a way to recall memories from the past. This makes the individual you are working with feel valued and this is important for their self esteem. Our training course allows you to explore the different methods and techniques and enables you to take ideas back to be used in your work setting. Course costs £25 pp.



The next issue of e-nlighten will be in August 2011