

The Liberty Protection Safeguards: Workforce Plan and Training Framework

The change from the Deprivation of Liberty Safeguards to the Liberty Protection Safeguards will involve a change in the planning for staff in health boards and local authorities.

This national plan and training framework is to help health boards and local authorities get the changes right. It will also help other organisations and places (care homes, independent hospitals, advocacy organisations and education services) do their roles.

The Workforce Plan will include:

- How to plan the number of people in each role that will be needed to use the Liberty Protection Safeguards
- How to work out how many people may need to have their deprivation of liberty authorised in each local authority or health board area
- How to work out how many staff with the right skills there are to use the Liberty Protection Safeguards
- A list of the training required for each role under the Liberty Protection Safeguards

- How to make a learning plan to meet the need for recruitment and training staff in three stages:
 - The time from now until the Liberty Protection Safeguards start.
 - The first year after the Liberty Protection Safeguards start.
 - After this, recruitment and training to keep the Liberty Protection Safeguards running smoothly.

Planning for the Liberty Protection Safeguards

Health boards and local authorities will need to look at:

- The current number of people supported by the Deprivation of Liberty Safeguards.
- The number of people supported through the Court of Protection:
 - For people living in the community
 - For 16-17 year olds
 - For other people who in the future would need their deprivation of liberty agreed.

Planning for who will carry out Liberty Protection Safeguards assessments and decisions

All health, social care and education staff need to recognise where freedoms are being limited. They must know that authorisation is needed before someone's freedom can be limited.

All staff who carry out health and care needs assessments or care and support planning need to take into account the Mental Capacity Act 2005 and the Liberty Protection Safeguards. This means that if someone needs a mental capacity assessment or if a decision may limit their freedom, the right information will already be available.

Health boards and local authorities will need to work out how many staff will be needed to carry out different parts of the Liberty Protection Safeguards and compare it to the current number of staff carrying out Deprivation of Liberty Safeguards. The gap could be filled by training, recruitment, or sharing staff across local areas.

The Liberty Protection Safeguards have different roles to the Deprivation of Liberty Safeguards. The knowledge and skills staff need will change.

All staff will need some training, but they will not all need the same training.

Group A

These are staff who may come into contact with a cared-for person who may not be able to consent to changes that limit their freedom. They need to know about the Mental Capacity Act 2005 and the Liberty Protection Safeguards.

Group B

These are the managers of staff who are in Group A. They need to know when a Liberty Protection Safeguards authorisation is needed and how the process works.

Group C

These are staff who carry out care and support assessments and write care and support plans. They will need to know how to do Liberty Protection Safeguards assessments, including who to consult and how to consult with them. They will also need to know when to involve the Approved Mental Capacity Professional.

Group D

These are the managers of staff in Group C. They will review the assessments and then authorise what has been decided. They will need to know how to assess the Liberty Protection Safeguards evidence presented and how to monitor and report on the Liberty Protection Safeguards process.

Group E

These are Independent Mental Capacity Advocates. Current staff will need training on how their new role differs from their old role. New staff will need a new training course.

Group F

These are Approved Mental Capacity Professionals. Current Best Interests Assessors will need training on the new role of the Approved Mental Capacity Professional. New staff who are not currently Best Interests Assessors will need training.

The learning needs of organisations

If an organisation provides services to people aged 16+ who may not be able to consent to having their freedom limited, their staff will need to learn about the Liberty Protection Safeguards.

Health boards and local authorities will have a range of roles that will need staff learning.

There are two parts to the training plan. Part one of the training plan will support the change to the Liberty Protection Safeguards, and will help staff to be ready to work in their new roles. Part two of the training plan will help staff to carry on working in these roles in the future.

What is happening next?

Welsh Government are talking with people about workforce planning and training. When Welsh Government has listened to people, they will write a new version of this plan.