



# Summary of Renal Workforce Planning Recommendations

## Psycho-Social Care Workers Adult Services

### Renal Social Workers / Counsellors & Clinical Psychologists

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#### Objectives of Psycho/Social Care

- To promote patient/carer choice
- To make the best use of available resources
- To enhance physical and emotional well-being
- To enable patients to manage disease/disability
- To minimise the adverse effects of ill-health
- To promote quality of life

#### Need for service development

- Growth rate of R.R.T. population
- More elderly and disabled patients
- Patient /carer demand for service
- Practical, economic, psychological needs
- Effective service provision
- Enhancement of medical out-comes

## CONTRIBUTION TO RENAL SERVICES

Ensuring Statutory responsibilities are assessed and met  
Contributing to safe & realistic treatment planning, care & discharge

Providing information about service provision

Promoting choice & empowerment

Advocating on behalf of patients/carers

Liaising with local & national organisations, both Statutory & voluntary

Providing counselling & support

Participating in training, education and research

Expertise in evidence-based psychological assessment and therapeutic intervention with individual patients and their partners and families

Clinical supervision of direct care staff, eg. Ward and dialysis staff

Training on aspects of psychological care to renal unit staff and other members of the renal organisation

Contributing to audit, research and service development initiatives

## CURRENT WORK-FORCE PROVISION AND PROBLEMS

**National shortage of social workers, counsellors and clinical psychologists**

#### 1 W.T.E post: 503 dialysis patients

- No national work-force guidelines
- Service development hampered by unresolved responsibilities for planning & funding
- 14% of Units have no specialist service
- 42% of posts are part-time (3-30 hrs. per week)
- 60% of posts are temporary
- 38% of posts are funded by charity

#### Less than 10 W.T.E. posts

- No specific recommendations for adult psychology services exist
- Employment by Renal Units or contracted on a sessional basis from existing psychology services
- Referral is often only on an occasional, individual basis to general health psychology
- Where posts exist, psychologists operate as full members of the multi-professional team
- Posts are clustered around the South-West, South Wales & Midlands
- Many patients/carers have no access to services

## RECRUITMENT AND RETENTION ISSUES

Renal Services are an attractive option for multi-professional work, but recruitment and retention of staff will ultimately depend on:

- Availability of experienced, professional staff
- Adequate staffing in line with the increasing R.R.T. population
- Funding for Renal Social Work being resolved with a national formula
- Permanency of posts
- Recognition of the contribution of Psycho/social workers and their inclusion as an essential component of the Renal Team

## WORK-FORCE RECOMMENDATIONS

#### Clinical Psychologists

**1 W.T.E. grade B + 1 W.T.E. grade A post**  
for each Tertiary Renal Centre

working with the additional input of a renal social worker/counsellor or 1/2 counselling trained nurses

The role of the clinical psychologist is seen as a necessary tool to achieving an equitable and coherent service provision. A tiered approach to the organisation of the range of psychological skills available in a Renal Unit, incorporates the valued roles of all the psycho/social practitioners

#### Social Workers/Counsellors

**1 W.T.E. post per 70 dialysis patients**

Case-load of 30 active cases- including pre-dialysis work, transplant patients, conservative management and palliative care work

#### Funding Recommendation:

**Health Authority/Local Health Groups**

Reimburse costs by patient service agreement  
To  
**Health Trusts**

who purchase the service from

**The Host Local Authority**

Ensuring professional accountability, access to Resources and equity of services to all renal patients, Regardless of geographical boundaries

## REFERENCES

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The provision of Renal Social Work in UK 2000  
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