

enews

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Latest news

New report: The workforce employed by adult social services departments in England, 2021

Our Workforce Intelligence team has published 'The workforce employed by adult social services departments in England' (previously known as 'Personal Social Services: Staff of Social Services Departments') after responsibility for the publication of this report moved to Skills for Care from NHS Digital. The report contains information on staff employed (directly and indirectly) by local authority adult social services departments in England as at September 2021. Topics covered include the size of the workforce, employment overview, recruitment and retention, demographics and pay information.

Download the report and take a look at the interactive visualisation [on our website](#).

Guidance from the Government and key stakeholders

COVID-19 response: Living with COVID-19

The government has [published a plan](#) to remove the remaining legal restrictions while protecting people most vulnerable to COVID-19 and maintaining resilience.

From 24 February, self-isolation is no longer the law and guidance will be updated to remove references to the legal requirement. However, there is no change in the advice for staff who currently need to self-isolate across adult social care. Anyone who tests positive and who is an unvaccinated contact should still stay at home and avoid contact and should stay away from work.

Operational guidance: Vaccination of workers in social care settings other than care homes

This guidance has been updated to reflect the announcement that the government is proceeding with revoking vaccination as a condition of deployment in all health and social care settings. Revocation will come into effect on 15 March 2022 for both care homes and the wider adult social care sector.

[⇒ Read the updated guidance](#)

The operational guidance for **COVID-19 vaccination of people working or deployed in**

care homes has also been updated.

⇒ [Read the updated guidance](#)

COVID-19: right to work checks

This guidance has been updated to reflect the extended end date for the temporary adjusted checking process which is now 30 September 2022.

⇒ [Read the updated guidance](#)

Updated guidance

The following guidance has been updated to reflect the changes on self-isolation guidance:

- [COVID-19 testing for homecare workers](#)
 - [COVID-19 testing for adult day care centre workers and service users](#)
 - [COVID-19 testing in adult care homes](#)
 - [COVID-19 providing home care](#)
 - [COVID-19 testing for anyone working in adult social care who is not part of regular testing at work](#)
 - [COVID-19 testing in extra care and supported living settings](#)
 - [COVID-19 admission and care of people in care homes](#)
 - [Visiting arrangements in care homes](#)
 - [COVID-19: management of staff and exposed patients and residents in health and social care settings](#)
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Support for registered managers



[Take a look at our web pages](#) which provide dedicated support and information we recommend for all registered managers and frontline managers during the COVID-19 pandemic.

Registered manager webinars

Maximise retention

Wednesday 23 March | 14:00 - 14:30

In partnership with Neil Eastwood, Founder and CEO of Care Friends and author of 'Saving Social Care', this webinar will share sector expertise around maximising the

retention of your staff. Join us to hear some top tips and innovative solutions for staff retention and lots of useful practical ideas from other managers.

⇒ [Register now](#)

Wellbeing leadership

Wednesday 4 May | 10:30 - 11:00

This webinar will focus on wellbeing leadership and what good looks like. We will share practical tips, tools and ideas and you will also hear from others on how they create a wellbeing culture. You will have the opportunity to help shape the content of the webinar by completing the registration questions included.

⇒ [Register now](#)

New: Bitesize resource for medicines from the regulatory perspective (part 2) webinar

This recorded webinar held in partnership with the Care Quality Commission (CQC), took place in January 2022 and explored the regulations and best practice around managing medicines in care homes and domiciliary settings, focusing on when required ('PRN') medicines, controlled drugs and patches including rotation. Many questions were raised during the webinar and as a result we have pulled together an extensive question and answer document which answers all these questions and provides lots of information and links to other resources and support available.

⇒ [Take a look at the webinar and bitesize resources](#)

Exclusive to members

Free access to resources and guidance

As part of our ongoing partnership with Quality Compliance Systems (QCS), they're offering Skills for Care registered manager members free access to some new resources to support you with business planning and recruitment.

- **The ultimate recruitment toolkit:** to help you find and attract the best staff and make the recruitment process as straight forward as possible.
- **Good governance wall planner 2022:** allows you to keep track of what audits are due and when, so you can easily monitor any improvements and areas that require attention.
- **A guide to create the right job application:** helps ensure you have an effective framework to determine which applicants should move to interview stage and resources to shortlist applicants against your job description.
- **Business continuity plan emergency test:** a video resource to help you and your staff work through an unplanned scenario, highlight key elements needed and identify any gaps.
- **Recruitment plan template:** helps you gather all your recruitment strategy information in one place.
- **Business plan template:** covers the key components of a business template, everything from who the business is, the services it offers, the marketing strategy and a full financial plan

You'll be able to access the resources by logging on to your [membership account](#).

Not already a member? Find out more about the benefits of becoming a member yourself or for the managers in your organisation by [visiting our website](#).

Skills for Care resources and support

Social Care Day of Remembrance and Reflection

Social Care Day of Remembrance and Reflection is taking place on 17 March 2022. Being held by Skills for Care alongside 20 other social care organisations, the day will pay tribute to everyone working across social care and remember those we've sadly lost to COVID-19.

A virtual memorial wall and tribute wall has been created to share messages dedicated to members of our social care workforce.

We'll be hosting an event on the day which will include personal stories, plus the reading of a specially written poem dedicated to our workforce.

⇒ [Register to join the virtual event](#)

We're also encouraging people to get involved by taking part in any activity of their choosing to pay tribute, such as hosting a coffee morning, or creating flower displays.

⇒ [Find out more about how to get involved](#)

International recruitment

Recently, the government announced changes making more workers eligible for the Health and Care Visa. In response, we've published a new webpage to help navigate these changes, including guidance around sponsorship and points-based immigration. We are working on expanding our resources in this area and there will be more updates to this page in the coming weeks.

⇒ [Visit the webpage](#)

Finding and keeping workers

The deadline for using your Workforce Recruitment and Retention Fund (WRRF) allocation is approaching. Funds must be used by 31 March 2022. You may want to consider investing in the [Care Friends](#) employee referral and reward app, a tool which is currently used by nearly 600 care providers.

Skills for Care also has a place-based programme supporting social care organisations to find and keep the right people with the right values that can be commissioned by local authorities.

It has four distinct but complimentary elements including: interactive workshops, data science solutions specific to individual organisations and focused sector specialist one to one contact to support implementation and sustain practice.

⇒ [Find out more](#)

Support for #ManagingChange

We're continuing with our spotlight on #ManagingChange throughout March. We'll be looking at managing resistance and engaging teams, the support available for managing change and showcasing examples of change in practice.

This week we've published a recording of the webinar we ran which discusses how social care managers can engage teams in change and consider leadership strategies designed to overcome resistance to change without impacting on colleagues' wellbeing.

⇒ [Watch the webinar and find out more](#)

Resources to support social care workers in discussing sexuality and relationships

Skills for Care, in collaboration with Supported Loving, the Care Quality Commission (CQC) and the Department of Health and Social Care (DHSC), has conducted a learning materials review to provide social care staff in England with information on resources to best support people who draw on care and support with matters of sexuality and intimate relationships.

The review has now been completed and published on our website, alongside:

- a supporting personal relationships guide
- a learning materials review database, cataloguing resources collated within the review
- an information video with Jim Thomas, Head of Workforce Capacity and Transformation at Skills for Care
- a podcast covering sexual safety through empowerment from the CQC.

⇒ [Find out more and download the resources](#)

Other resources

Elevated cyber threat following Russian invasion of Ukraine: advice for care providers

NHS Transformation Directorate (formerly NHSX) and Digital Social Care have [reiterated their call](#) for care providers to protect themselves against the elevated cyber threat following Russia's invasion of Ukraine. In particular, care providers should:

- use the [Data Security and Protection Toolkit](#) to assess cyber security arrangements
- notify IT teams and IT suppliers to take action to protect systems
- create or update data and cyber security business continuity plans
- follow correct procedures for conducting back-ups
- consider purchasing cyber insurance
- report any cyber incidents - contact the [National Cyber Security Centre](#).

Care providers can also seek advice from the [Better Security, Better Care](#) Local Support Partners.

World Social Work Day – 15 March

This year the theme is 'Co-building a New Eco-Social World: Leaving No One Behind'. The theme presents a vision and action plan to create new global values, policies and practices that develop trust, security and confidence for all people and the sustainability of the planet.

We'll be celebrating the day on our social media channels, and you can get involved too by using **#WSWD2022**

Events

Oliver McGowan Mandatory Training in Learning Disability and Autism stakeholder forum

Thursday 28 April 2022 | 10:00 - 12:00

Join our upcoming stakeholder forum to find out about the latest developments with this training and in particular, what we have learnt so far from the trial training and what will happen next.

⇒ [Register for your place at the forum](#)

Did you know that everyone working in adult social care will be impacted by The Oliver McGowan Mandatory Training in Learning Disability and Autism? Even if you don't currently support or interact with people with a learning disability or autistic people it will be a requirement for you to undertake at least a basic level of awareness training in these areas.

⇒ [Find out more about the training](#)

Blogs



Resources to build confidence for change

Introducing and managing change can be tricky, particularly when it comes to engaging teams with change. We've rounded up some resources that can help you and your team to prepare and build confidence for change.

⇒ [Read the article](#)

Practical approaches to managing change

Introducing and leading change isn't an easy task. Luckily there are theories and techniques which can help with managing change. We look at some practical approaches you can use.

⇒ [Read the article](#)

How to use ASC-WDS to identify and manage change

Skills for Care's Adult Social Care Workforce Data Set (ASC-WDS) is a free service which allows social care providers to enter, edit and review data about their organisation. It can help providers to identify where there may be areas for improvement and understand the upskilling their staff might need to cope with changes.

⇒ [Read the article](#)

How to be change ready

Lindsey Dawson Head of Area (North West) at Skills for Care talks about the importance of change in social care and how managers can be change ready.

⇒ [Read the interview](#)

Get involved

Recruitment and retention user research

We're running a research project looking at how we support social care employers of all sizes address recruitment and retention challenges.

We'd like to hear the views of employers involved in any recruitment and retention activities. To take part in our research please register your interest by completing a short online form where you can select how you'd like to contribute. Our researchers will then be in touch about the next steps.

⇒ [Register your interest](#)

Research into the impact of COVID-19 on care homes staff

A national independent study is seeking to understand the impact of COVID-19 on staff in care homes for older people.

Overall, the research aims to improve understanding of the impact of the pandemic on the day-to-day work of staff as well as influence future policy at this crucial time.

They are especially keen to hear from front-line care home workers in England and Wales. Responses will be analysed and reported anonymously.

You can [complete the survey online](#) or volunteer for a 60-minute interview by emailing ficch@wbs.ac.uk



If you've been forwarded this email by a friend or colleague and would like to receive it directly to your inbox you can register to receive updates by creating [an account](#) on the Skills for Care website, and selecting the enews subscription preference.

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