

Adult Social Care Forum 2019: Supporting Independent Living

Notes from Facilitated Roundtable discussions to share good practice and service delivery ideas

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1. *What does the future hold for adult social care?*

- *Who is in power? Will define the future of social care;*
- *Push back community lead;*
- *Overhaul of the Act*
- *Type of contracts;*
- *We are at the point of crisis;*
- *Cutting resources;*
- *Social care more on the agenda*
- *Level of care/ recruitment and training – what is happening with this?*
- *Maybe use of technology eg, robotics for telecare;*
- *Maybe an integrated service?*

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1. *What does the future hold for adult social care? (cont...)*

- *Different models;*
- *Mental health issues – not being looked into;*
- *Still a lot of good work going on;*
- *Social care needs to change;*
- *Spend – could go up or down?*
- *Adult social care and Childcare services only?*
- *Think tanks*

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2. *How might Brexit impact adult social care provision in England?*

- *Britain might lose carers to other EU/European countries where their skills are valued more (nationals returning to their country of origin);*
- *Dual funding – caring could also bring about artistic and cultural engagement so some funding needs to be drawn down from other departments; This might persuade artistic/creative individuals to go into care work;*
- *Reduction in capacity leading to increased unmet need;*
- *Possible nepotism with staff moving/being encouraged to move employer by previous employer;*
- *Additional pressures on NHS Hospitals due to a reduction in health care/ care homes/ domiciliary care;*
- *‘Tap’ of available staff from the EU will be switched OFF!*
- *Potential increase in cost of goods & services from suppliers based outside the UK;*

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2. *How might Brexit impact adult social care provision in England?* (cont....)

- *Additional vacancies created in care homes may see domiciliary care workers move into these 'more desired' jobs (decreasing dom care provision). This would not be in line with Govt aim for people to remain in their own homes.*
- *Possible positive impact on terms and conditions of employment for care workers if Govt is faced with a care worker provision crisis;*
- *Might open more doors/ offer more training opportunities for those in UK to train to work in Adult Social care;*
- *Might see more integration between social care and health care to create more of a career path;*
- *Creation of a career pathway to ensure jobs across Health & Social care are filled, where care workers can, for eg, move into Social worker posts, become housing professionals, or move into nursing.*

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3. What measures need to be put into place to mitigate the possible impact on existing staffing levels?

- *Shortages across Health & Social Care = bursary*
- *Discussed lack of nursing for resi/nursing provision;*
- *Education system = more impact and promotion of social care/ health;*
- *Mutiple role covering/ skills – OT/ Social Worker, etc, generic skills sets;*
- *Negative press – need for positive promotion of these roles, recognising success;*
- *Funding – key area – impacts across all;*
- *Challenges from supermarkets and other industries who pay the same or more with less stress in the role;*
- *Career pathways – are difficult, need to be made more attractive;*

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3. What measures need to be put into place to mitigate the possible impact on existing staffing levels? (cont....)

- *Recruitment initiatives – could be provided by councils to advise and assist those considering care professions;*
- *Abilities to build portfolios of knowledge and skills;*
- *Prevention and early intervention – moving the money crisis to strength based working;*
- *Government (any) needs a cohesive plan that is sustainable in the future;*
- *Schemes like HOMESHARE can be helpful for all;*
- *Give incentives to volunteers, not deterrents;*
- *Make more use of existing community resources.*

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4. Financial Implications and service level provision implications:

- *Finance is driving service provision, not the other way round;*
- *Increasing demand, not just due to more senior citizens;*
- *Telecare can't give you a bath!*
- *Care sector not paying enough to attract and retain staff;*
- *Budget cuts in Local Govt;*
- *Significant increase in learning disability clients;*
- *Less attractive for EU migrants to work in UK, raising labour costs;*