









Oonagh Smyth 17:10

focus on soft skills like critical thinking, communication and teamwork, and more opportunities for life long learning.

we're recommending and the things that we are committing to. The recommendations and commitments fall into three areas. They are aligned - we tried to align these areas with the NHS long term workforce plan where possible. So they're up on the screen, attract and retain, train and transform. There are more than 70 recommendations and commitments in the strategy, which gives a sense of how holistic it is. And so we're going to share some of the highlights from each of these, and they can only be highlights. But I would encourage you to have a look at the document. It's really important to say that this strategy has never intended to be a shopping list from the sector to government. There are some areas where we can only make progress with input or investment or support from central government, but there's also a really strong commitment from the organisations represented on the steering group, to work together to make change happen, and that's why we have a combination of recommendations and commitments. We completely understand that there is no magic money tree, so we've tried to make recommendations as cost neutral as possible. For example, by ensuring that investment generates savings elsewhere. We have costed and prioritised the big ticket items that would need the most investment as an attempt to add some thinking to a helpful debate. And we are working on the basis that existing government budgets for workforce development would cover the rest. But that makes some assumptions, obviously, and a lot of this was drafted before the recent general election, so those conversations will be really important in terms of next steps.

**David Pearson** 28:49

So starting with attract and retain, we have to be able to attract and retain in a market where we have already seen 70,000 fewer domestic staff in social care in the last two years. We know from Skills for Care's data that improved pay improves retention, and we know from our sector insight that care providers are struggling to compete in local labor markets. So we are recommending that the government should lead joined up consistent action on pay and terms and conditions over a number of years with local government, employers and unions. This should be aimed at improving base pay terms and conditions and career progressive opportunities. To that end, it was really good to see the commitment to improving care workers pay in the King's speech yesterday.

**Oonagh Smyth** 29:52

So to support this, we commissioned economic analysts to independently model the various options that we have for pay as well as what the different options would cost and would potentially save. They also estimated the number of people that each option might help us recruit and retain. These options are set out on the slides increasing compliance with the national living wage and paying for travel time, a minimum wage for care workers of the real living wage and one pound and two pound an hour above the national living wage and matching NHS pay bands two and three, including an uplift for staff with more than two years experience. The level of state investment needed for these options ranges from £30 million to £4 billion a year. The modeling has found that all of the options would result in savings elsewhere, and these include savings to the NHS and reduced recruitment costs for providers.

**David Pearson** 31:05

There are also considerable benefits in terms of the wellbeing of people who draw on care and support, and as a result, there being more people providing care. It is hard to put a price on that, but the modeling has attempted to do that by estimating a cash value for this improved wellbeing. This isn't a saving as such, but it gives a sense of how a number of factors, including the quality of life of those who





England have developed a road map for the implementation of the Messenger review, and the steering group is recommending that DHSC should commission the creation of a leadership development roadmap for social care managers. This would align all the leaves of funding, commissioning and support and outline clear expectations for leaders and managers. We have around 25,000 registered managers, and they're at the heart of social care. We see that in all the evidence, and we see it with our own eyes every day. We recommend in the strategy that we also have a particular focus on new managers with a supported year in employment program, similar to the program we have for new social workers. We should also look at potential requirements for managers to have higher level qualifications. This includes ensuring that registered managers have at least a foundation degree with opportunities to undertake full undergraduate or master's degrees.

**Oonagh Smyth** 41:32

And then finally, by way of a commitment, Skills for Care has committed to streamline the mandatory training requirements for people working in social care, and the CQC will share appropriate guidance.

**David Pearson** 41:51

The final area of focus is transformation. We should introduce a legislative basis for a Workforce Strategy. This will be similar to the Health and Care Act requirement on the Secretary of State to publish a report at least every five years describing the

And one commitment in this area focuses on the question of whether the adult social care workforce should be registered, apart from those that are already registered. There was a lot of debate about this as we were developing the strategy, and there are three main views from different steering group members. The first was that registration is key to people recognising the sector and the workforce as the professionals that they are. And that it's important for public safety and the development of people working in social care. The second view is that there's not enough evidence to show the impact of registration on the workforce in other countries, and given the scale of the workforce, the cost benefit argument isn't clear enough yet. And the third view was that registration would undermine steps towards personalisation, and detract from the person centered approach that's essentially in social care. In other words, it will prioritise compliance over individualised support. So we need to do more work. To that end, the Workforce Strategy delivery board, which will replace the steering group, will gather evidence on the impacts and potential models of a registration scheme for the adult social care workforce.

**Oonagh Smyth 45:56**

So what happens next? So as we mentioned earlier, the launch of the workforce strategy is really just the beginning, and what happens next is really depending on the phasing, on the really harnessing the energy in this room. In social care, we know that there is no one body that owns all of the levers We need to pull to make change happen, coalescing around a shared vision and a strategy then becomes even more important, and we all have a role to play. Government, regulators, providers, people drawing on care and support, and all of us who care about really good quality social care. We have firm commitments from the steering group to evolve into a delivery board, moving from the development of the strategy into implementation. And organisations with system leadership roles and levers to pull are ready to play their part, and want to do that in partnership with each other and in partnership with government. Skills for Care can support the implementation of the strategy with its own implementation unit, and the work of that unit could include building on the first set of modeling, further developing measures, tracking success, tracking the implementation of the work, and making sure that the energy stays behind the implementation of the strategy. This soon after a general election, we have a lot of unknowns, as you'd expect, and it means that there's a lot of questions that we still need to ask, a lot of conversations we still need to have, people new in post. And as you've heard, we've got a lot of the commitments from, for example, the CQC agreeing to support the strategy by using its role in remit to influence key changes. So we need to carry on the ste he stth its ro st5(7e1(16)1154.025 258.33 Tm0 g0 G(4h)11











