

Department of Health and Social Care

Date

May 2023

Care workforce pathway for adult social care: call for evidence

Introduction

NHS Employers, which is part of the NHS Confederation, supports an ICB Chief People Officer Network to provide the opportunity for peer-to-peer support, sharing of practice and the opportunity to influence in areas connected to the delivery of the ICS four key purposes.

As a community they are committed to work with partners across the breadth of the system to develop the 'one workforce' and integrated thinking and as such wanted to respond to this call for evidence.

General reflections

We do not however feel in a position to answer some of the specific questions within the call for evidence that are clearly focussed on social care providers and staff.

We do welcome the plan and the focus on recognising the importance and value of adult social care and raising people awareness of it and the opportunities it provides should help support the sectors' ability to attract and retain staff which is critical.

It isn't clear to us if this approach will lead to investment in training and support but can see there would be benefit in standardisation and the portability of education in releasing more time for care.

Alongside the focus on the pathway, we feel there also needs to be a sustainable and competitive pay structure that reflects the value of care work. We believe there needs to be a minimum rate of pay for care workers, alongside a structure that recognises experience and additional skills.

We are supportive of an aligned approach that will enable more flexibility across the whole health and care workforce to move

between health and care so in order to develop wider skills within their career.

The fact that there isn't the equivalent to the NHS Long Term Workforce Plan for Social Care or any attempt to have a joint approach creates an imbalance and undermines attempts for a joined-up approach at a system level.

The need for integrated thinking and planning we feel is essential if we are to deliver person centred care within our communities and feel this guide developed in partnership is a useful guide

<https://www.nhsemployers.org/publications/integrated-workforce-thinking-across-systems>

Within the Messenger Review there was a recommendation for a common induction framework for health and social care and a new management code, this didn't feel explicit enough within the pathway.

Next Steps

Within the call for evidence, it is stated that there is the intention to build upon it and work with NHS colleagues to create parity between equivalent roles in health and social care and we would welcome the opportunity for further engagement with DHSC and Skills for Care in relation to this work.

Kind regards

 

Janet Wilkinson
ICB CPO
Greater Manchester ICS
Co-Chair of the ICB CPO Network

Sarah Morgan
ICB CPO
North Central London ICS
Co-Chair of the ICB CPO Network



Rebecca Smith
Director of system and partnership working
NHS Employers