

Key Workforce Priorities



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Who's priorities?

Sources of information

- Local intelligence
 - Registered Managers Networks
 - Strategic groups such
 - Cavendish Coalition
 - London Devolution Workforce Group
 - STPs/LWABS
 - Collaborative bodies
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Local intelligence

Reports to Skills for Care Board

Number one issue is recruitment and retention

- Nearly full employment in London
- Registered manager shortages

Pay issues

- National v London living wage
- Challenges with reduced terms and conditions due to financial difficulty

In London particularly

- English as a second/other language
 - Same language speakers having to recruit and test in English
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Local intelligence 2

Skills for Care Board Report

- Recruiting nurses and *experienced* social workers
 - Increased demands and increased needs – retaining new staff
 - Impact of CQC inspections now evident, high turnover
 - Pressures of increased use of agency staff
 - Social Care losing out to increased health recruitment
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Registered Managers Networks

Top issues from 18 Networks across London

- Recruitment/retention, CQC inspections also priorities here
 - Challenging contracts and commissioning that doesn't value person-centred care
 - Decreasing funding available
 - Quality of training providers in London
 - Local Authority compliance inspections as well as CQC
 - Health and integration agenda
 - Hospital discharges (rather than delayed transfers of care)
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Strategic concerns

Devolution

- London Devolution on hold, but a clear need to address cross-system workforce shortages
 - Key issues around apprenticeship levy, health 'tax' about c. £60m across London, less than half recovered
 - 10% of funding can be through third parties – survey coming soon
 - Proposal for a pan-London trade/consultation body
 - Core Skills frameworks – person-centred, mental health, dementia, end of life care
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Strategic concerns

Integrated Systems

- London Sustainability and Transformation Plans published
 - Local Workforce Action Boards established
 - Very little detail on plans for social care in plans
 - Light representation of social care, even by LAs
 - Social care finding few opportunities to engage
 - Culture and approaches are different although common language
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Strategic Concerns

Brexit

- Cavendish Coalition, 34 health and care organisations and growing
 - Immediate concern around right to remain for current workers
 - London has a higher proportion of workers from EEA
 - Also higher proportion of workers from the rest of the world
 - Impact of fall in value of the pound
 - UK now perceived as unfriendly?
 - Issues of recruitment
 - Fewer recruitment drives re. uncertainty
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Conclusions...

Uncertain times...

- Precept and promises of more funding
 - Stagnation of budgets for NHS
 - Increasing demand and few providers
 - De-registrations and closures
 - Some innovation but roll out is complex
 - System learning lacks a focus
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Thank you

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