



Northern Ireland Social Care Council
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Leaders in Social Care Partnership
10am Wednesday 18th January 2023
Via Zoom
Confirmed Minutes

In Attendance

Anne O'Reilly
Patricia Higgins
Sarah Browne
Marian O'Rourke
Catherine Maguire
Rita Lewtas
Denise Magill
Dory Kidd
Ryan Williams
Margaret Cameron
Jayne Wright
Jenny Johnston
JP Watson
Agnes Lunny
Izabel Olczak
Clodagh O'Brien
Mark Magill
Brian Moylan

Chair (Board Member, Social Care Council)
Social Care Council
Board Member, Social Care Council
Social Care Council
Northern Ireland Social Care Council
Northern Ireland Social Care Council
Triangle Housing
Harmony
Connected Health
Cedar Foundation
Mindwise
Southern Health and Social Care Trust
Domestic Care NI
Positive Futures
Belfast Central Mission
Belfast Health and Social Care Trust
Ulster University
Northern Ireland Social Care Council (Note taker)

Apologies

Leslie-Anne Newton
Kirsten Hewitt
Pauline Shepherd
Alex Bunting
Fiona McClean

ARC
Simon Community
Independent Health and Care Providers
Inspire Wellbeing
Southern Eastern Health and Social Care Trust

Item	Agenda	Action
1.	Welcome and Apologies	
1.1	The Chair welcomed members to the meeting and noted apologies as above.	
2.	Minutes from Previous Meeting	
2.1	The minutes of the previous meeting on Tuesday 26 th October 2022 were agreed as a true and accurate record.	
3.	Matters Arising	
3.1	Service user participation	
3.2	Anne advised the group that the Participation Partnership are eager to strengthen their membership and asked the group as employers if they had any nominees that they would like to put forward for the participation partnership and advised the group to contact Brian Moylan with those nominees.	
4.	Presentation: Northern Ireland Labour Market Information	
4.1	<i>Mark Magill shared a presentation with the group on the Northern Ireland Labour Market.</i>	
4.2	Ryan Williams advised that at 2.8% unemployment it is incredibly difficult to meet the needs and requirements of health and social care and advised that this is a real challenge.	
4.3	JP queried what would be best to do in terms of recruitment and retention and asked if Mark thought there is a disproportionate impact on non-academic based job sectors.	
4.4	Mark agreed that there definitely is a disproportionate impact and by the time young people enter their profession they are at a certain skill level and jobs that do not require a degree do not enter their thinking, which in turn takes half of the young people out of the recruitment pool. Mark advised that of the small spare resource that is available in Northern Ireland many of those would be available for social care work.	
4.5	Patricia raised apprenticeships being a possible avenue for recruitment with the prospect of gaining knowledge and skill as well as working towards a career.	
4.6	Mark advised that apprenticeships would be the only route that could possibly compete with the qualification-based route.	
4.7	Action: Brian to share Mark's slides with the group.	BM

5.	Social Care Campaign	
5.1	Agnes and Rita updated the group on the progress of the communications sub-group and asked the group for feedback on this paper.	
5.2	Dory Kidd advised that the use of language in the paper was very powerful and suggested that the group keeps using it.	
5.3	Jenny Johnson echoed what Dory had said and advised that the messaging in the paper was very good and suggested putting in the messaging that “You don’t need the skill, you just need the desire to care for people” we will provide the rest.	
5.4	Jayne Wright advised that there should also be messaging going out focused toward those who have qualifications and trying to change the perception of social care to entice them into the profession.	
5.5	Anne advised that it is about qualities and not just qualifications, it is both we want in our workforce. Anne suggested thinking through an approach that is more tailored toward those wanting to get into social care.	
5.6	Agnes informed the group that the subgroup is trying to find the balance to use when messaging out to the range of audiences and advised that the comments will be taken back to the subgroup..	
6.	Strategic priorities Update	
6.1	<p>Patricia informed the group of some new actions that were agreed at the workshop co-hosted by NICON and NISCC the previous week.</p> <p>The actions were:</p> <ul style="list-style-type: none"> • Peter Toogood, DoH, agreed to lead on the hospital discharge and to work with colleagues to consider what can be done to resolve this in the short term and to look toward longer-term planning. • Brendan Whittle, SPPG, has committed to look at a new model for home care. • Peter Toogood is also interested in the Compact that was developed by the Partnership and is keen to resurrect that, and consider the establishment of a Collaborative Forum. 	

6.2	<p>In advance of discussions about a Collaborative Forum Anne suggested that it would be helpful if the 3 organisations, ARC, IHCP and UKHCA represented Independent sector employers. Partnership members agreed with this.</p> <p>Patricia also informed the group that Social Care has been placed on the agenda for the next Improvement and Transformation Advisory Board meeting in April which is chaired by the Permanent Secretary.</p> <p>Anne added that alongside this, there is ongoing engagement with the Directors of Adult Services in each of the Trusts, working with them to build relationships at a senior level.</p>	
6.3		
7.	Members Update	
7.1	Agnes reported beginning the new year with optimism, beginning the new year with a turnaround in applicants and staff retention.	
7.2	Izabella reported problems with retention and recruitment and advised that she found Mark's presentation very valuable.	
7.3	Jayne echoed what Agnes reported with a small upturn in recruitment and retention.	
7.4	JP advised that there is a slight upturn in recruitment and retention but advised that his organisation is still experiencing staffing challenges.	
7.5	Margaret reported having some periods with heavy workloads for her organisation and raised the point of many agency workers being offered permanent posts within the statutory sector and fears it may impact the voluntary sector.	
7.6	Ryan reported having the same issues occurring but is working alongside Peter Toogood to find some innovative ways to move forward.	

8.	AOB	
8.1	Patricia noted the consultation on the Social Care Council draft Strategic Plan and asked the Partnership to respond. The consultation closes on 10 th March.	
9.	Date of Next meetings	
	<ul style="list-style-type: none"> • Thursday 23rd March at 10am • Tuesday 20th June at 10am • Tuesday 10th October at 10am 	