



Northern Ireland Social Care Council
4th Floor James House
2 Cromac Avenue
Belfast | BT7 2JA

Tel: 02895362600
Web: www.niscc.info

Leaders in Social Care Partnership

10th October 2023 at 10am via MS Teams

Draft unconfirmed minutes

In Attendance

Sarah Browne, Chair	Board Member, Social Care Council
Marian O'Rourke	Social Care Council
Mervyn Bothwell	Social Care Council
Dory Kidd	Harmony
Declan McAllister	Social Care Council
Patricia Higgins	Social Care Council
Caroline Bucklee	Northern Trust
Kelly Devlin	Cedar Foundation
Audrey Murphy	Mcare NI
Carina Boyle obo Stephen McLaughlin	Western Trust
Agnes Lunny	Positive Futures
Alison Simpson	Extra Care
Ryan Williams	Connected Health
Rita McCullagh	Social Care Council
Clodagh O'Brien	Belfast Trust
Catherine Maguire	Social Care Council
Paul Rooney	Social Care Council
Fiona McClean	South Eastern Trust
Hollie Bishop, note taker	Social Care Council

Apologies

Leslie-Anne Newton	ARC
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Item	Agenda	Action
1.	Welcome and Apologies	
1.1	The Chair welcomed members to the meeting and noted apologies as above.	
1.2	Sarah Browne informed members that she has been asked to sit as interim Chair for the Leaders in Social Care Partnership now that Anne O'Reilly's Board position has come to an end. She advised that the Social Care Council Board is hopeful that a Social Care Sector appointment will be made to the board and that this member will	

	naturally assume the role as LSCP Chair. PH advised that once the PAU advertisements have gone out they will be circulated with all members.	
2.	Minutes from Previous Meeting	
2.1	The minutes of the previous meeting on 20 th June 2023 were agreed as a true and accurate record on the condition that Agnes Lunny's apology is noted as this was not recorded.	
3.	Matters Arising	
3.1	It was agreed at the previous meeting that action points relating to the Social Care Collaborative Forum would be circulated, however PH advised that this has not happened yet. She informed members that at the last Social Care Collaborative Forum there was discussion about setting up a website within the Department of Health website to publish information and action plans for public review. PH advised that there was some hesitancy from forum members to share too much information at this development stage.	
3.2	SB advised that following the action arising outlining a request for information on Social Care Register Data and Intelligence, Declan McAlister would be sharing a presentation on the topic today.	
4.	Presentation: Social Care Register data and intelligence	
4.1	<p>DMcA shared a presentation on Registered Social Care workers in Northern Ireland with the following key points:</p> <ul style="list-style-type: none"> • The register is split into 3 parts – social work, social care and social work students • Total of 45350 registrants at end of September, this has increased by a further 131 on 10th October. • There is a rapid increase in registrants over the last couple of months with an overall 2% increase over the last 2 and a half years. • Largest peak was in 2021 with around 51718 registrants. • Focusing on social care there is a 6.7% growth in the number of registered social care workers between September 2022-23 • On average there are approximately 250 new applications per week. • Roles in Adult Residential Care and Supported Living showed the greatest growth. • 51% of registered social care workforce is under 40 years of age. • Largest age bracket is between 20-29 providing assurance there is a large number of younger members to support succession planning and stability in the sector. 30-39 age bracket is a close second. 	

	<ul style="list-style-type: none"> • Gender profile – 84% of the workforce is female and this is broadly the representation across employment within the sector. • Largest number of male workers are in Adult Supported Living and Domiciliary care. • Nationality and ethnicity – 61% recorded their nationality with 73 nationalities represented and 70% recorded their ethnicity with 21 ethnic groups represented • 6% applications have noted a work permit on their applications • 25% of registrants are employed in the statutory sector with 44% employed in the private sector delivering social care. • 19 different voluntary job roles presently recorded within social care such as drivers, rehabilitation officer for the blind etc. • 12% of the workforce are employed in more than one job within social care. • Largest proportion of social care workers work in adult residential and domiciliary care • 28 types of work focus (areas of care) with 37.34% of registrants identifying that they work with older people and the second largest at 13.52% working with adult learning disabilities. • Largest proportion (38%) of social care workers are located in Co. Antrim. The workforce location does correlate broadly with the NISRA population census of 2021. • Work has been done in terms of identifying the social deprivation statistics supplied by NISRA and can be correlated against the social care workforce registered in those areas and used to identify areas requiring increased supply of social care staff. • 23% of social care workers have recorded a qualification on their application. 58% of those hold NVQ/QCF and 3% of those recorded are qualified nurses • Looking at an estimated 30% increase in demand to support the population over the next 10-15 years. There are plans for ongoing development and investment in raising the profile of the sector which the social care council are supporting through a number of groups and initiatives.
4.2	<p>DMcA responded to member questions, advising that the age profile of social care workers has changed over recent years and that a trend analysis can be conducted on this. He reported that 3-years ago in November 2021 there was less than 500 social care staff registered within the 20-29 category. Ryan Williams advised members that 10 years ago the averages age of social care workers was 52 but now it is 31 which is due in part to a significant amount of work that has been done to promote this as an entry level career. He reported that unfortunately what has not improved is retaining these recruits within the health and social care sector after 18-24 months as the pressure is too great or career progression is not clear enough. RW suggested that there is an opportunity to develop a 'heat map' to identify where the largest number of registrations sit across domiciliary care and care homes overlaid with the demographics of the aging profile and</p>

	socio-economic data to demonstrate clearly the deficit of staff available to meet demand.	
4.3	DMcA responded to Agnes Lunny, advising that the percentage of social care workers working under an agency can be shown on the Social Care Council dashboard in real-time. He reported that there are 3051 social care staff registered in supported living as of 10 th October and of those 237 are operating under an agency.	
4.4	Paul Rooney advised that one emerging group that should be watched for is the self-employed. He reported that there are a number of platforms emerging where social care workers are making the decision to work as self-employed. As such, the Social Care Council could look to review the numbers in this area and identify the growth in these figures to plot trends for the future.	
4.5	<p>Alison Simpson suggested that if the data comes from where the organisation is based then the geographical data might not be wholly representative of where the demand for care actually is or where the lower income areas with increased demand is which should be considered when areas of need are being trended.</p> <p>ACTION: Hollie to share the Social Care Register data and intelligence presentation</p> <p><i>Declan McAllister left the meeting</i></p>	HB
5.	Update – Social Care Collaborative Forum	
5.1	SB advised members that there were originally 7 workstreams when the Social Care Collaborative Forum was established earlier in 2023. She noted that the workstream in relation to the IMPACT work has been moved into the Workforce Workstream reducing the total number to 6, however there are plans to establish two additional workstreams on supported living and carers. SB reported that the Social Care Council are closely involved in three of the workstreams relating to Data, Research and Evidence, Communications and Workforce.	
5.2	<p>PH provided an update on the Social Care Collaborative Forum (SCCF) with the following key points:</p> <ul style="list-style-type: none"> • SCCF has met several times and is nearing the end of its set up now that the workstreams and Terms of Reference have been agreed. The Forum has also worked to agree the TOR and work plans for each of the individual workstreams • The next meeting in December should see some outputting's in reporting and a review of what has been happening in each of the workstreams to date. • The main theme under the SCCF workplan is Maximising Capacity which is linked to the Winter Pressures Plan produced by the DoH last week. There is a focus on how SCCF can support the system through the winter pressures. 	

	<ul style="list-style-type: none"> • The other big focus of SCCF is on workforce with collaborative work with the workforce workstream. This will begin to develop a workforce strategy for social work and the Leaders in Social Care Partnership should be very much involved in the development of any of this work. • At last SCCF meeting in December it was agreed to stand down the workstream on IMPACT. The project will run outside of the SCCF and did not sit appropriately under the forum, instead reports on how this work is progressing will be fed back to the forum. Will arrange a meeting with John Glasby and SCCF to discuss how the forum can influence the IMPACT work. • Agreed at the September meeting to introduce two new workstreams, one for Carers, the TOR for which are already completed and will begin drafting membership shortly. The other is on Supported Living and a TOR will be returned to the SCCF December meeting. • The Department of Health have agreed to run a workshop in December regarding the Fair Work Forum. Invites will be circulated later this week. This workshop will revisit the TOR, review membership to strengthen commitments and consider the chairing arrangements.
5.3	<p>Discussion took place regarding the Winter Pressures Plan and input from leading organisations within the Health and Social Care Sector. PH suggested that this work was happening elsewhere and was not necessarily connected into the SCCF from the beginning as some of it should have been. She advised that this is a new model for the DOH in terms of working, there are still some teething problems but hopefully with the establishment of the SCCF will prevent this disconnect in the future.</p>
5.4	<p>RW advised that there is an increase in rapid or early discharge which only works if there is a capacity to discharge service users into available care packages, however there has been no additional funding for provisioning the necessary packages. He suggested that this only highlights an obvious disconnect but shows that there is work ongoing to ensure that this is resolved in advance of next year.</p>
5.5	<p>Agnes Lunny recognised that Peter Toogood and Peter May have embraced the forum and are working hard to create change by establishing a new way of working to tackle challenges. She advised that collaboration is about transparency for the communications team which is why the Communications Workstream had suggested publishing the workplan and discussions of the SCCF to build public confidence.</p>
5.6	<p>RW provided an update on the Data, Research and Evidence Workstream, which met for the first time on 29th September. He advised that there were 5 presentations given by members with striking similarities. The workstream is working to identify where data gaps exist within the sector and how we can introduce processes to utilise data collected and analysed in a more productive way. RW</p>

	advised that most of the members were shocked by the synergy of information being collected between the statutory and non-statutory sectors that is not utilised at this stage. He informed members that a subgroup has been convened to draft the definition of social care as part of the workstream TOR.	
6.	Social Care Campaign	
6.1	<p>Rita McCullagh provided an update on the Social Care Campaign with the following key points:</p> <ul style="list-style-type: none"> • A new website campaign was delivered with new messaging, content, graphics and stories. • Working alongside the Leaders in Social Care Subgroup, now the Communications Workstream, a digital strategy was rolled out in collaboration with registrants and other stakeholders. • 3 new social care stories which focused on the impact that social care can have on families as well as the carers along with the diversity of social care staff. • Largest media coverage of a Social Care Campaign to date with the digital campaign running until the end of summer. • The campaign page was visited approximately 1500 times, with hundreds of views across July and August. • The reach was to over 6000 accounts on social media – this is captured from just NISCC platforms and does not include the wider sharing and engagement reach • Photo project was extremely insightful and productive – resulted in a wide resource of images for both NISCC and other provider organisations. • There were social workers reaching out to the Social Care Council to ask how they could engage alongside the council in future promotion for social work having seen the campaign for social care. • The campaign finished at the end of August and the evaluation will be pulled together across autumn for presentation to the workstream. • Some funding has already been secured for the Social Care Campaign next year. 	
7.	Update from the Workforce Sub Group	
7.1	<p>Catherine Maguire provided an update on the Workforce Sub Group with the following key points:</p> <ul style="list-style-type: none"> • Still at an early stage of work planning, the workstream has met once to date and is due to meet again in the afternoon of 10th October to draft TOR and finalise membership. • Nominations for the workstream from Trusts were sent via two separate avenues so work is being conducted to clarify the 	

	<p>best representatives from each trust and those individuals will be notified soon.</p> <ul style="list-style-type: none"> • Work is ongoing in relation to the Career Pathway Qualifications and Framework as funded by the Department of Health. 	
7.2	<p>Paul Rooney shared a presentation on Social Care Reform with the following key points:</p> <ul style="list-style-type: none"> • Work has been ongoing with the sector to develop the specification for the health and safety certificate – following consultation with the Department of Health a module has been added around values, behaviours and person-centred practice. • From 2021-2023 the DoH funded a total of £277,154 to build capacity and capability across the social care workforce. A bid was entered this year to continue supporting and developing this resource. • A further £10k funding was allocated to facilitate mentoring and support arrangements for those undertaking qualifications • A reform page has been set-up on the Social Care Council website which will be updated to continue informing workers and keeping individuals connected. • Engagement in 2022/23 with social care front line workers has been completed. 4 workshops are being progressed which will focus on engaging with managers and staff in a supervisory role to ascertain their views of the CiP framework, support learning and development needs and circulate a survey to managers for feedback following workshops. • The work-plan for 2023/24 includes a pilot for the Safe and Effective Care Practice Certificate as an OCN-NI Endorsed Programme across voluntary, independent and statutory organisations. • Work will continue with the Sectorial Partnership to include the S&EPC onto the apprenticeship framework. • There has been a total of 10 Content Development workstreams with subject matter experts to develop the qualification specification for the Level 2 Certificate in Safe and Effective Care • Planning is underway to develop work with the Princes Trust for the promotion of a career in Social Care supporting pipeline to the workforce with a target group of 18-30-year olds. • Building on the research work in 2022/23 to better understand what good retention looks like within social care and underpin the development of a resource to support organisations in retaining their social care workforce. 	
7.3	<p>PR informed members that following both the “Get Hired” course and “Getting into Social Care” there were approximately 10 individuals successfully inducted into Health and Social Care. CM advised that there was a limited number of spaces available last year due to reduced funding offered which will have naturally lowered the conversion opportunities for successful candidates.</p>	

7.4	Discussion took place regarding apprenticeships, with PR advising that there are significant numbers of apprenticeships within the sector with approximately 352 currently, the majority of which are supported by private training organisations. He suggested that there is a piece of work to do within the Social Care Council to link in with these training organisations around the apprenticeship piece.	
8.	Members Update	
8.1	Members provided updates with nothing extraordinary to report beyond previous items discussed earlier in the agenda.	
9.	AOB	
	<u><i>Consultation on Recommendations of Independent Review of Children's Social care Services in Northern Ireland.</i></u>	
9.1	Marian O'Rourke provided an update on the consultation on recommendation of independent review of children's social care services in Northern Ireland. She advised that it is important to highlight that there is parallel work going on with the Children's Service Strategic Reform Board, chaired by Peter Toogood, looking at children's services across the piece following the review of children's services by Professor Ray Jones. MOR informed members that a substantial response to the consultation will be drafted by the Social Care Council following engagements with the Board, non-executives and all of the sub-committees /partnerships. MOR reported that the same workforce strategy will be proposed for the adult services as for the children services.	
10.	Dates of Next Meetings	
	<ul style="list-style-type: none"> • Tuesday 16th January at 10am • Tuesday 19th March at 10am 	
	Signed	