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## **Leaders in Social Care Partnership**

**16<sup>th</sup> January 2024 at 10am via MS Teams**

### **Unconfirmed**

#### **In Attendance**

Sarah Browne, Chair  
Marian O'Rourke  
Mervyn Bothwell  
Dory Kidd  
Patricia Higgins  
Caroline Bucklee  
Kirsten Hewitt  
Carina Boyle obo Stephen McLaughlin  
Agnes Lunny  
Alison Simpson  
Ryan Williams  
Rita McCullagh  
Clodagh O'Brien  
Catherine Maguire  
Fiona McClean  
Denise Magill  
Anne McGlade  
Pauline Shepherd  
Jenny Johnston  
Andriana Alkiviadou, note taker


Board Member, Social Care Council  
Social Care Council  
Social Care Council  
Harmony  
Social Care Council  
Northern Trust  
Simon Community  
Western Trust  
Positive Futures  
Extra Care  
Connected Health  
Social Care Council  
Belfast Trust  
Social Care Council  
South Eastern Trust  
Triangle Housing  
Social Care Council  
Independent Healthcare Providers  
South Eastern Trust  
Social Care Council

#### **Apologies**

Audrey Murphy  
Kelly Devlin  
William Morrow  
Tina O'Reilly  
Paul Rooney  
JP Watson  
Leslie-Anne Newton  
Declan McAllister

Mcare NI  
Cedar Foundation  
Inspire  
Extern NI  
Social Care Council  
Domestic Care NI  
ARC  
Social Care Council

Item	Agenda	Action
<b>1.</b>	<b>Welcome and Apologies</b>	
1.1	<p>The Chair welcomed members to the meeting and noted apologies as above.</p> <p>As this was the first meeting of the year, the Chair extend Happy New Year wishes to all members in attendance, and introduced Andriana Alkiviadou as the new administrator for the Partnership.</p>	
<b>2.</b>	<b>Minutes from Previous Meeting</b>	
2.1	The minutes of the previous meeting on 10 <sup>th</sup> October 2023 were agreed as a true and accurate record, with the following amendment. Paragraph 5.2, bullet point 5 should state that the Social Care Collaborative Forum (SCCF) agreed to stand down the IMPACT workstream at its September meeting.	
<b>3.</b>	<b>Matters Arising</b>	
	Social Care Register data and intelligence presentation was shared by Hollie Bishop as agreed in previous meeting.	
<b>4.</b>	<b>Social Care Workforce Development update</b>	
	<p>Marian O'Rourke (MOR) noted that the work of the Partnership's workforce subgroup is closely aligned to the SCCF workforce workstream. Subgroup members discussed this and gave consideration as to whether or not the Partnership's workforce subgroup should stand down. However, subgroup members concluded that it is important to retain the subgroup for a further period of time to ensure the Partnership's contribution to the wider programme of work. The subgroup has agreed to hold their meetings a couple of weeks before the SCCF workforce workstream, in order to prepare their input into the workstream.</p> <p>MOR and Catherine Maguire (CM) gave a brief update on social care workforce development activity:</p> <ul style="list-style-type: none"> <li>• MOR stated that the Care in Practice framework will be included in the Social Care workforce strategy being developed by the Department of Health (DoH). This is significant in supporting the development of the workforce moving forward.</li> <li>• CM advised that there is currently work in progress to map children's social care to the Safe and Effective Care Practice certificate and to look at how these will</li> </ul>	

	<p>align to create a certificate with 2 different pathways for adult's social care and children's social care.</p> <p>She explained that the team is working on the narrative of the Care in Practice Framework as the feedback from both DoH and other stakeholders indicated that greater clarity is needed to understand the framework and what will be required. More information about the pilot of the certificate will also be made available before it commences.</p> <ul style="list-style-type: none"> <li>• CM noted that DoH has provided 50K funding to support social care workers to gain qualifications. Requests for funding have been oversubscribed and the Social Care Council is in discussions with DoH regarding the possibility of further funding to support increased qualifications attainment. Mervyn Bothwell (MB) noted that the qualifications that are being funded include those at vocational Levels 3,4 and 5, with the majority of funding supporting level 5 qualification attainment.</li> <li>• In response to a question about the implementation of the Care in Practice certificate and resources required MB stated that the pilot of the certificate will help to identify any implementation issues, including resource requirements. MB provided further information on the certificate stating that it will be endorsed by OCN and will include 7 modules which mirror existing employer training. CM informed members that there is a Social Care Reform page on NISCC website.</li> <li>• The DoH has commissioned SCIE to undertake a data survey to scope what the Social Care Workforce looks like in Children's services. That survey will also support work to define social care.</li> </ul>	
<b>5.</b>	<b>Social Care Campaign update - Agnes Lunny &amp; Rita McCullagh</b>	
<b>5.1</b>  Social care campaign - workshc	<p>Rita McCullagh (RMcC) provided a presentation evaluating the Social Care Campaign that took place during the summer of 2023 with the following key points:</p> <ul style="list-style-type: none"> <li>• <i>"This campaign builds, it doesn't restart"</i> was one of the messages RMcC shared. The campaign is moving into year 4.</li> <li>• Specifically focusing on a career campaign, the strategy had 3 priorities: <ul style="list-style-type: none"> <li>a) to continue to use existing promotional assets and build on these, for example, a fresh photography project took place which was a collaboration with all</li> </ul> </li> </ul>	

HSC Trusts and community and voluntary sector organisations;

b) Public relations and digital campaign, which involved a media launch, PR campaign, social media campaign and partner and school engagement;

c) Stakeholder engagement which is still ongoing.

- As part of the work to raise the profile of social care the CEO and Chair of the Social Care Council will be meeting with a range of stakeholders, including political parties, to discuss the work of the Council to promote, support and develop the social care workforce.
- The campaign launch received significant media coverage and RMcC shared some of the newspapers articles and also gave an overview of the social media analytics showing engagement with the campaign.
- She finished her presentation with recommendations and learning from this campaign and also next steps for this year's campaign. The Communication Workstream is holding a workshop on the 26<sup>th</sup> January to plan the 24/25 campaign.

Agnes Lunny (AL) also added that the membership of the communication workstream has been extended to include a representative from the DoH communications team, along with representatives from Trusts as well as community and voluntary sector. She also added that the role of that group is also to support the work of the SCCF developing a narrative to explain the work of the SCCF which can be used to share with the public. AL also acknowledged the hard work of the workstream and thanked all the members for their contribution.

A discussion took place about the upcoming challenges that social care is currently facing. Members shared their concerns and thoughts about the pressures within the system, and how these could potentially undermine this really good work, particularly to attract people into social care.

Pauline Shepherd (PS) informed members that before Christmas she and one of her members from IHCP met with the DoH to discuss the pressures in Home Care. She also raised that since Christmas, other members approached her, both from care homes and home care, to discuss the significant pressure that they're under. Based on these concerns she expressed the need for an escalation or a risk process within the SCCF arrangements to ensure that immediate operational issues and challenges are known.

AL noted that these issues have also been raised at the SCCF and with the SPPG. However, while these issues and pressures are very real AL stated that she believes it is

	<p>necessary to continue to profile and share the value of the social care workforce.</p> <p>Ryan Williams (RW) added that there are definitely concerns about the pressures in social care and even though good work has been done on the promotional campaigns he believes that there will still be a risk unless the appropriate funding for each sector is in place to ensure better salaries to be able to attract social care workers.</p> <p>Patricia Higgins (PH) acknowledged all of these issues and added that the SCCF is in the process of developing a work plan for next year, which should include a risk framework.</p> <p>She also acknowledged the importance of the campaign and how it presents the story of social care for the first time which is helping people to understand the value of social care and what it does. She also informed members that Sorcha Eastwood, Alliance, has approached the Council for assistance with an All-Party Working Group she is establishing to review skills development and investment in NI. The first area she wants to focus on is Social Care. The Social Care Council will help the APWG develop its engagement plan.</p>	
<b>6.</b>	<b>Social Care Data &amp; Intelligence Update – presentation by Ryan Williams</b>	
6.1	<p>Ryan Williams (RW) was invited to present as Chair of the Social Care Data &amp; Intelligence group, to discuss the value of data and how it could be used to help with the work that this Partnership is doing. His presentation focused on:</p> <ul style="list-style-type: none"> <li>• How data analytics and research can inform commissioning and inform recruitment of social care workers.</li> <li>• Using Connected Health anonymised data, a picture of the delivery of Home Care within Northern Trust and Belfast Trust was presented, as a rural and urban example.</li> <li>• The comparative difference between the two Trusts in terms of urban and rural areas focussing on unmet need, carer location and the client location.</li> <li>• Data from the census which looked at citizen profile across both the Northern Trust and the Belfast Trust.</li> <li>• Northern Trust has significant travel issues compared to Belfast Trust given its geography.</li> </ul>	

	<p>The Social Care Data &amp; Intelligence workstream is aiming to collect comprehensive workforce and service data and present it in a way that will inform future planning and commissioning. The data shown in this presentation is by way of example of what can be done and members were encouraged to engage with the work of the SCCF Data and Intelligence Workstream.</p> <p><i>Ryan Williams left the meeting</i></p>	
<b>7.</b>	<b>Social Care Collaborative Forum update - PH</b>	
	Most of the updates were covered at previous items discussed earlier in the agenda – no more updates to report.	
<b>8.</b>	<b>Fair Work Forum update - PH</b>	
8.1	<p>PH informed members that a facilitated workshop had taken place with the members of the Fair Work Forum to consider the re-establishment of the Forum and agree its focus. At the workshop there was an agreement that the Forum would re-start and would be chaired by the DoH. It was agreed that there is an urgency to move the work of the Forum forward. The initial focus will be the development of an economic case to improve social care workers terms and conditions and increase pay to the level of the real living wage. A meeting of the Fair Work Forum will be convened as soon as possible.</p> <p><i>Jenny Johnston left the meeting</i></p>	
<b>9.</b>	<b>Delegation framework update – Marian O'Rourke</b>	
	<p>MOR provided a brief update regarding the work with NIPEC on the Delegation Framework. She explained that the purpose of the framework is to provide a governance structure to support delegation decisions.</p> <p>A draft governance framework has been developed which outlines underpinning principles and supporting enablers that will need to be in place to allow for delegation to happen, and the assurance mechanisms and accountability structures required. The draft framework has been sent to the Chief Social Work Officer and the Chief Nursing officer for approval.</p> <p>MOR stated that if any members would like more information about the framework they could contact her directly. She also informed them that she will attend a workshop organised by the Trusts next week to discuss the Delegation Framework.</p>	

<b>10.</b>	<b>Members update</b>	
	<p>AL noted the impact of the strikes on the provision of services as a lot of staff are Union members.</p> <p>AS raised her concerns about the difficult financial context for providers and the increase in the living wage.</p> <p>Carina Boyle (CB) highlighted the issue of delegation, in particular the division of tasks across health and social care, considering that there's not a comparable healthcare assistant service within adult services and how those issues are impacting on transitions cases. She also noted that accountability and responsibility for medicines management is also an issue for social care staff.</p> <p><b>Action:</b> Marian O'Rourke and Carina Boyle to meet for further discussion about delegation</p> <p>Dory Kidd (DK) raised a concern about possible changes to the home care model of delivery and in particular how this might impact staff Rota's and working hours. She understood that discussions were at a very early stage.</p> <p>Kirsten Hewitt (KH) informed members that she will join the Workforce workstream.</p>	<b>MOR/CB</b>
<b>11.</b>	<b>AOB</b>	
<b>11.1</b>	<p>SB introduced Anne McGlade (AMcG) and invited her to give Members a brief outline of her role and what to expect for the upcoming months on the research and evidence agenda. AMcG noted the following priority actions:</p> <ul style="list-style-type: none"> <li>• To establish a Partnership which will be a committee of the Board, chaired by Board member Davy Hayes from QUB. This is at a developmental stage. MO'R, PH and AMcG have meetings scheduled with individuals, including social care, clinical research networks, the R&amp;D office, academia and the DoH.</li> <li>• A workshop will be held in April focussed on developing the research infrastructure and priorities.</li> <li>• AMcG noted that there is a research community already in place and active since 2020, which includes a wide range of social work, social care organizations and service users, carers, and academia.</li> <li>• She also informed members about the Research conference that will take place on the 20<sup>th</sup> March 2024 and members are welcome to attend. Registration will open by the end of January. More information can be found on the Social Care Council's website.</li> </ul>	

11.2	<p><b>Action:</b> To circulate the invitation for the research conference to the members</p> <p>CM informed members that Yvonne McKnight from DoH has requested to attend the next meeting as part of a scoping work in relation to training needs into the new adult protection legislation and to provide an update to members.</p> <p><b>Action:</b> An invitation to be extended for the next meeting.</p>	<p><b>AA</b></p> <p><b>SB/PH</b></p>
12	<b>Dates of Next Meetings</b>	
	<p>Due to St' Patrick's holiday the date for next meeting will be rescheduled to <b>Tuesday 12th March</b></p> <p><b>Action:</b> Andriana to confirm with members and issue new invite.</p>	<b>AA</b>
	<b>Signed</b>	