



Northern Ireland Social Care Council  
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**Draft Workforce Development Partnership  
 Unconfirmed Minutes  
 Thursday 14 September 2017  
 at 10.00am, NISCC Offices**

**Present**

Anne O'Reilly – NISCC Council Member  
 Gavin Hughes – Cedar Foundation  
 Judith Jamison – Triangle Housing  
 Robin Arbuthnot – Simon Community  
 Neil Bodger – NISCC Council Member

Leslie McGarrity – Domestic Care NI  
 Mairead Mackle - HCIL

**In Attendance**

Colum Conway (Chief Executive)  
 Paul Rooney (Professional Adviser)  
 Marion O'Rourke (Head of Workforce Development)

Cathy Kennedy (Minute Taker)

Item		Action
<b>(1)</b>	<b>Welcome and Apologies</b>	
1.1	The Chair welcomed everyone to the meeting and accepted apologies from Pauline Shepherd, Leslie-Anne Newton, Cindy Scott, Mandy Coleman, Agnes Lunny, Brenda Maitland, Jayne Wright, Linda Wray, Eileen Dunlop and Patricia Higgins.	
<b>(2)</b>	<b>Unconfirmed Minutes of Previous Meeting – 01 June 2017</b>	
2.1	The minutes were agreed as an accurate record of the meeting.	
<b>(3)</b>	<b>Matters Arising</b>	
3.1	<b>Steering Group for Social Care Symposium</b>	
	Colum stated that this group has not met since their last meeting in January 17. The social care symposium was to be the platform in which we launched the Social Care Workforce report and that it would also link to the Review of Adult Social Care Expert panel	

	<p>report, Transformation Implementation Group (TIG) and the HSC Workforce Development Strategy group. Colum explained that due to the issues in the NI Assembly the release of these reports have been delayed. Colum asked members to consider the timing of the launch of the Social Care Workforce report and that this would be discussed in detail further on in the agenda.</p>	
<b>3.2</b>	<p><b>Adult Social Care Review – Expert Advisory Panel</b></p> <p>Colum informed members that he had recently met with the Department of Health and that the report on Adult Social Care is complete and it will be launched in due course depending on developments with the NI Assembly.</p>	
<b>3.3</b>	<p><b>DoH Workforce Strategy Report</b></p> <p>Colum gave an overview of the background of this report. He stated that the final draft was expected at the end of this month. NISCC has worked with the Department of Health to ensure that the report included the social care workforce as a whole. Colum thanked the members of the partnership that reviewed and provided comments on the report.</p>	
<b>3.3.1</b>	<p>A lengthy discussion took place regarding some of the critical challenges that the social care workforce is facing. The following issues were raised:</p> <ul style="list-style-type: none"> <li>• Retention of staff – Stabilising the movement and turnover within the sector</li> <li>• Pay scales do not reflect the skilled workforce.</li> <li>• Need to attract younger people into the profession</li> <li>• Raising the profile and value of the workforce</li> </ul> <p>The partnership agreed that these issues should be captured in the workforce strategy report and should include the urgency for a strategic approach to the social care workforce. Clarity on issues such as apprenticeship levy, sleepovers and minimum wage is also needed.</p> <p>These messages are contained in the Social Care Matters report which points to the need for this report to be launched.</p> <p>Colum will reflect these messages on the workforce to those working in the DoH Workforce Strategy.</p>	
<b>(4)</b>	<p><b>Draft Social Care Workforce Report</b></p>	
<b>4.1</b>	<p>Colum proposed to sign off this report as a final draft and then decide on how best to use it. The Chair commented that this was an excellent report and thanked members for their contribution and in particular Patricia Higgins.</p>	
<b>4.2.</b>	<p>After much discussion members felt that it would be more</p>	

	<p>beneficial to launch this report sooner rather than later, as there would be a risk that it may get lost with the various other reports that will be launched once a Minister is in place.</p> <p>The social care symposium will be used to launch the report and it was decided that we should aim to hold the symposium as soon as it is practical. Colum stressed that this is a workforce event and encouraged members to promote the symposium throughout their organisation. A sub group was previously set up to plan the symposium and a date for the next meeting will be rearranged as soon as possible. NISCC will provide a fortnightly update on the planning for the symposium.</p> <p>Mairead stated that her organisation had created videos of real life scenarios with services users and care workers and that these could also be used at the symposium. Judith also suggested that Triangle have resettlement videos that could be used.</p> <p>The symposium will be used to deliver key messages and a positive response to social care and link with the Economic Value paper.</p> <p>Members were content to sign off the report. Colum asked members if they had other photographs from their organisation that they would like included in the report and if so to forward these to NISCC as soon as possible.</p>	PH / MO'R
<b>(5)</b>	<b>Implications of Brexit for the Social Care Workforce</b>	
5.1	Colum advised that the NI Strategic Migration Partnership (NISMP) is holding a workshop on 21 September to discuss the implications of Brexit on the social care workforce. NISMP are compiling a response to the consultation that was issued by the Home Office.	
5.2	NISCC emailed out information regarding the workshop and consultation to all social care employers last week. It was agreed that the email will be resent to members today.	CK
5.3	Colum stated there is some data available for social work, however there is limited data for the social care workforce. Colum encouraged members to contribute to the consultation.	
<b>(6)</b>	<b>Workforce Development Team Update</b>	
<b>6.1</b>	<b>Impact of Adult Social Care on UK Economy</b> <p>Marion explained that the Skills for Care and Development have commissioned a review of the economic value of the adult social care sector across the UK and also country specific to identify gaps and to see the international picture in terms of economic impact.</p> <p>A steering group was established across each of the countries to develop the specification. Pauline Shepard and Lesley-Anne</p>	

	<p>Newton represented the Workforce Development Partnership. There have been three submissions and the contractor will be managed by Skills for Care and Development. The report is expected at the end of this financial year and Marion agreed to keep members updated.</p>	<b>MO'R</b>
<b>6.2</b>	<p><b>NI Skills Event in Titanic Quarter in October</b></p> <p>Marion informed Members that NISCC would be attending this careers event to promote the social work and social care profession. The event will be held at the Titanic conference centre on the 18 and 19 October 2017, with over 10,000 young people expected to attend. Both NISCC staff and Ambassadors will be in attendance on both days.</p> <p>A discussion took place on methods of attracting younger people into the profession and it was agreed that this should remain on the agenda.</p> <p>The potential for social care to provide a flexible and rewarding second career, after retirement, was also discussed and that this is another sector that could be encouraged into the profession.</p>	
<b>6.3</b>	<p><b>Ambassador Scheme</b></p> <p>Marion updated the members on the latest activities of the ambassadors. She stated that there had been 16 ambassador events in September and that all of these events were at colleges and universities.</p> <p>Marion also stated that nine new social care ambassadors had been trained in September and that there are now 26 trained social care ambassadors.</p> <p>The members discussed how the impact of the scheme was measured and how this could be improved.</p>	
<b>(7)</b>	<p><b>Members Information Sharing</b></p>	
<b>7.1</b>	<p><b>NICON Update – Social Care Contribution</b></p>	
	<p>Colum stated the NICON Conference was an excellent platform for the social care sector within the HSC system. The dates for the 2018 event are not yet available but it would be useful for the Workforce Development Partnership to plan for this.</p> <p>It was suggested that NISCC get involved in the next RCN conference in May 2017 to link social care and nursing. Leslie agreed to send through information on the RCN conference. This will be added to the agenda in January.</p>	<b>LMcG</b>

7.2	<p><b>European Social Network Conference</b></p> <p>Colum mentioned that NISCC are considering doing a joint presentation on workforce training and support at the next conference in Seville on 28-30 May 2018.</p> <p>It was agreed to consider a paper on this partnership as an example of working in partnership to strategically develop the workforce. The submission date is 24 November 2017.</p>	
(8)	<p><b>AOB</b></p>	
	<p>Colum commented that the new registration system is progressing well, however the project timetable has been delayed slightly until January</p>	
(9)	<p><b>Date of Next Meeting</b></p> <p>12 January 2018</p>	

Anne O'Reilly, Chair of Workforce Development Partnership  
**Northern Ireland Social Care Council**

