

## **Appendix A - National activity on workforce**

This appendix provides a summary of notable recent reporting and activity around the adult social care workforce at a national level.

### **NAO – ‘The adult social care workforce in England’ February 2018**

#### **Summary**

1. Considers Department of health and social Care (DHSC) role in overseeing the adult social care workforce and assesses whether the size and structure of the care workforce are adequate to meet users’ needs for care now, and in the future, in the face of financial challenges and a competitive labour market.

#### **Key points**

2. Turnover and vacancy rates across the workforce are high (providers and commissioners have both raised concerns that low pay is a factor); growth in number of jobs has fallen behind growth in demand for care; CQC (2017) state that the sustainability of the provider market is ‘precarious’; care work is viewed by the public as low-skilled with limited opportunities for career progression; particular difficulty recruiting registered managers; 7 per cent of care workforce are non-British EEA nationals; DHSC does not have an up to date workforce strategy, roles and responsibilities of bodies involved in delivering care and not clear; in the absence of a national strategy, local and regional bodies are not taking a lead; DHSC cannot demonstrate that the sector is sustainably funded; four fifths of councils are paying fees below the benchmark cost; integration is not expected to significantly reduce the number of care jobs required.

LGA response for info: <https://local.gov.uk/about/news/lga-responds-nao-report-adult-social-care-workforce>

### **Health Education England – ‘Facing the facts, shaping the future’ December 2017**

#### **Summary**

3. Draft workforce strategy and linked consultation (overseen by DHSC and SfC) seeking views and evidence on actions to tackle key challenges of: attracting and recruiting into the workforce; improving retention; improving professional development; role of regulation; ensuring effective workforce planning. Consultation to feed into a joint health and social care workforce strategy to be published summer 2018 (and will also inform forthcoming care and support green paper).

### **Public Accounts Committee – ‘The adult social care workforce in England’ May 2018**

#### **Summary**

4. PAC report on workforce

- 4.1. DHSC has no credible plans for how care could be sustainably funded; DHSC is not delivering on its overarching responsibility for the care market; future immigration policy after leaving the EU will potentially affect the care sector; most people working in care are unregulated which limits the development of well-trained/professional workforce; low amount of funding given to SfC limits scope and reach of workforce development initiatives; workforce suffers from low pay and low esteem

#### **LGA – ‘Why does adult social care matter?’ May 2018**

##### **Summary**

5. first in a series of think pieces on the future of adult social care ahead of the summer green paper on care and support. Includes contribution from Lyn Romeo.

Further info: this, and all future think pieces, available here:

<https://www.local.gov.uk/about/campaigns/towards-sustainable-adult-social-care-and-support-system>

#### **Jeremy Hunt speech ‘We need to do better on social care’ March 2018**

##### **Summary**

6. Speech providing greater detail on the forthcoming green paper and setting out seven key ‘pillars’ of reform: quality; whole-person integrated care; control; workforce; supporting families and carers; sustainable funding with diverse market; security for all.

- 6.1. Care workforce are “modern day heroes” but need more “recognition of the value of this vital work and action on the wider set of challenges facing the workforce.

Speech available at <https://www.gov.uk/government/speeches/we-need-to-do-better-on-social-care>. LGA response: <https://www.local.gov.uk/about/news/lga-responds-details-social-care-green-paper>

#### **Joint Health and Social Care Select Committee and Housing, Communities and Local Government Select Committee inquiry on long-term funding of adult social care**

##### **Summary**

7. Inquiry into long-term funding to report June (tbc) and influence green paper.

Further info: (including transcript of recent LGA/ADASS oral evidence)

<https://www.parliament.uk/business/committees/committees-a-z/commons-select/housing-communities-and-local-government-committee/news/adult-social-care-evidence-17-191/>

#### **Skills for Care/equivalent bodies from Scotland, Wales and Northern Ireland/LGA – ‘Economic Value of Adult Social Care’ June 2018 (phase 1)**

### **Summary**

8. provides an analysis of the added economic value provided by adult social care as a means of arguing for investment.

8.1. LGA co-commissioned a report with Skills for Care using various methodologies to identify the economic value added by social care to counter arguments that it is simply a net user of resources. UK-wide and home nation reports will be published soon and the LGA is working with Skills for Care to develop a series of mini-reports for the English regions as well as a tool that localities will be able to use to produce their own added-value calculations.

### **Cavendish Coalition – ‘Brexit and the Health and Social Care Workforce in the UK’**

#### **Summary**

9. Likely to be published in the summer, it will provide a comprehensive analysis of the European workforce in health and care and looks at possible consequences of Brexit for supply.

9.1. The LGA is an associate member of the Cavendish Coalition, an umbrella group of health and care employer bodies set up to examine the implications of Brexit, which has commissioned research from the National Institute of Economic and Social Research. The report has yet to be finalised but it highlights that although the proportion of EEA nationals in social care is lower than in health, the proportion has been increasing over recent years, with implications for post-Brexit supply and skills development.

### **LGA – ‘Great people for growing places’ February 2018**

#### **Summary**

10. Consultation on the strategy for the local government workforce.

10.1. Consultation focuses on five key themes as a focus for workforce transformation through to 2025: great leadership, organisational change and development, skills development, improved recruitment and retention, pay and reward. A response paper setting out LGA priorities resulting from the consultation will be published in the autumn.

Further information:

[https://local.gov.uk/sites/default/files/documents/11.86%20Great%20people%20for%20growing%20places\\_LGA%20March%202018.pdf](https://local.gov.uk/sites/default/files/documents/11.86%20Great%20people%20for%20growing%20places_LGA%20March%202018.pdf)