

Current challenges and opportunities for the social workforce in community care

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The UK Social Care Sector & COVID19

UK LTC context

- Devolved responsibility (four nations: England, Scotland, Wales, NI)
- % GDP spent on LTC: 1.5%
- Mixed-economy of care
- Ageing in place policy: home care, marketisation & personalisation

COVID19

- LTC residence accounted for 34% of COVID19 deaths
- Hazard pay introduced in some nations (Scotland & Wales)
- Single-site restrictions 'recommended' (England, Scotland & NI)

Some long-standing workforce challenges

Working conditions

- Contract (in)security, wages, fragmentation

The profile of the workforce

- Gender, age, ethnicity, nationality

Recruitment & retention

Wellbeing: emotionally taxing work

Funding & relationship with NHS

The state of the adult social care sector and workforce in England

Key findings

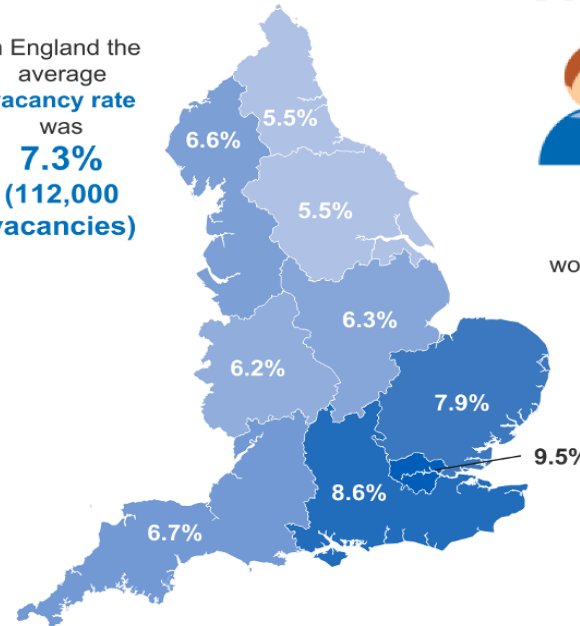
Source: Skills for Care workforce estimates, 2019/20

[Download PowerPoint](#)

[Press here to explore the data](#)

Workforce vacancy rate

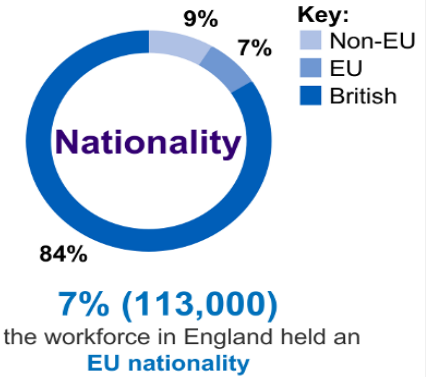
In England the average vacancy rate was **7.3%** (112,000 vacancies)



1.65m jobs



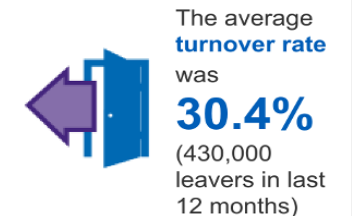
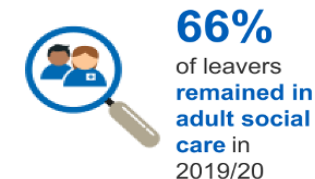
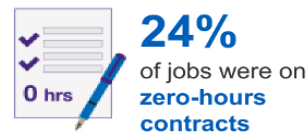
1.52m people working in adult social care in 2019/20



Care worker real term median hourly pay



Please note this refers to care workers in the independent sector only



Training: existing & emerging needs

Since the onset of COVID-19:

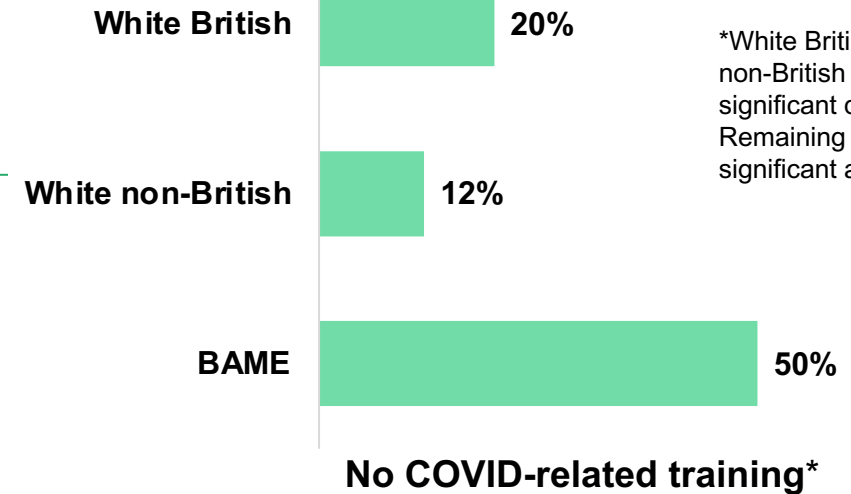


22% have not had the COVID-related training to ensure adequate care

16% have not had clear guidance to do my job safely and effectively

16% have not had the PPE required to do my job safely and effectively

6% have had COVID-19 symptoms and did not receive a test



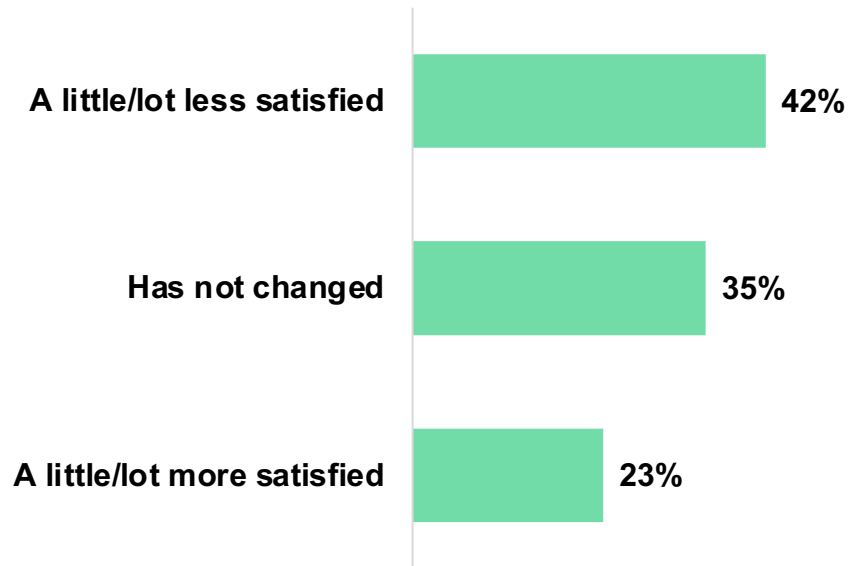
*White British vs White non-British not statistically significant difference. Remaining differences significant at 5%.

- New tasks & responsibilities
- Expansion of types & levels of support
 - Personal care, support with independent living including employment etc.
- More fragmented & isolated working environment
- Self-reliance

Pre-COVID

Job satisfaction & Retention

How satisfied are you with your job now, compared to the situation before the onset of COVID-19?



48% - likely or very likely to quit their current job

33% - likely or very likely to quit the sector all together

Interim Findings: May 21

Overall: 48% satisfied or very satisfied

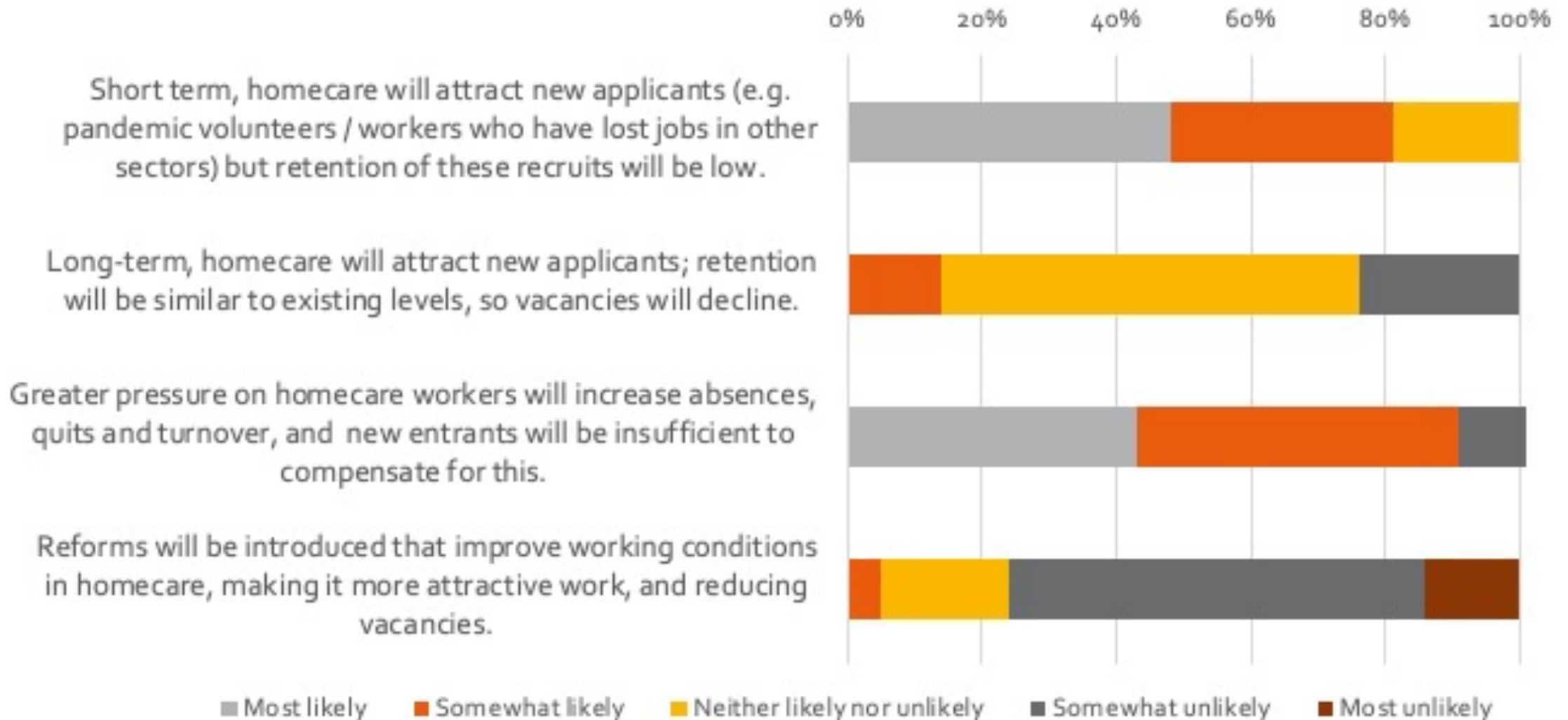
Pay: 29% satisfied or very satisfied

Workload: 34% satisfied or very satisfied

Job security: 42% satisfied or very satisfied

Safety at work: 47% satisfied or very satisfied

Likely outcomes of the COVID-19 pandemic for the social care workforce (n =21; DS R2)



COVID19 and the wellbeing of the workforce

Care staff are particularly vulnerable to low levels of wellbeing, due to:

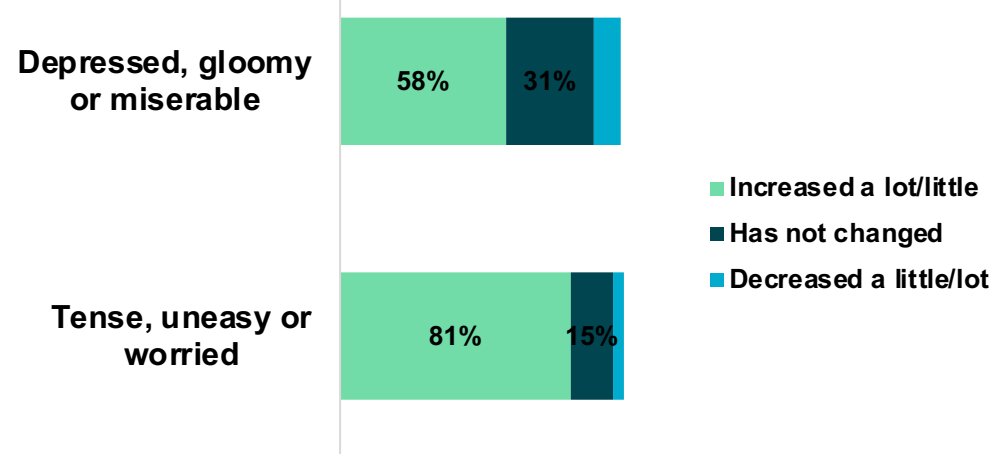
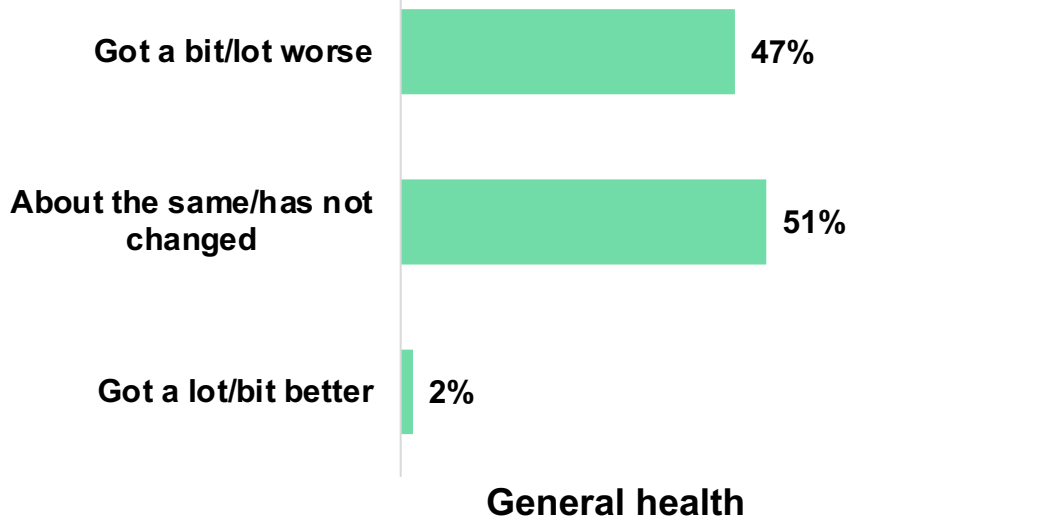
- Caring being emotionally taxing
- Structural pressures in sector – low wages and increased fragmentation
- Moral distress

Some important elements of wellbeing

- Opportunities for learning and growth
- Social support and relationships
- Working culture
- Spill-over from work to home
- Professional identity

Place &
relationships are
particularly
important in home
and live-in care

Since the onset of COVID-19:



Interim Findings: May 21

87% received **first dose of vaccine**

42% reported some form of **abuse** since the onset of C19

32% felt **depressed, gloomy or miserable** - all or most of the time

Brexit & COVID19

- The nature and structure of **social care provision?**
- Delphi survey: most impacted groups are **older people with complex needs** and **live-in care**
- **Migrant workers:** who will fill the gaps?

Care workers feel neglected and undervalued

- **Workload;** job satisfaction; sense of responsibility
- **Wellbeing:** physical, mental and financial
- Further **retention** issues

Sector-wide changes

- + Better **pay** & better jobs
- + Expansion of formal services
- + Regulation/registration
- Geographical disparities
- Impact on **users** and their **informal carers**

Wellbeing ?

Thank you for Listening

Questions

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Drawing on three studies

- RESSCW: Funded by the Health Foundation's Efficiency Research Programme. Collaboration between LSHTM, UoK, UCL, City and SFC: 2019-2022.
- Sustainable Care Programme: Funded by Economic and Social Research Council (award ES/P009255/1, Sustainable Care: connecting people and systems, 2017-21, Principal Investigator Sue Yeandle, University of Sheffield).
- Developing a scale of quality of life among social care workers: funded by NIHR, RfPB (NIHR200070). 2019-2021.

Focusing on home and community care workforce (including live-in care)

Reflecting on COVID19 in relation to training, retention & wellbeing