



Department
of Health &
Social Care



The
Queen's
Nursing
Institute

Care Home Nurses Network meeting

SUMMARY

*'Delegation within Adult Social Care Nursing
& update from Skills for Care'*

Thursday 17 October 2024

3pm-4.30pm, via Zoom

#CareHomeNursing

Chair's Welcome

Dr Agnes Fanning MSc MA BSc DN RN QN, Fellow HEA, Care Home Nurse Network Lead

- The Care Home Nurses Network was created in 2020 and is a national network of nurses working in care home settings. It's a network for nurses to share ideas, innovations and research about care homes as well as raising the profile of care home nursing.
- It's now funded by the Department of Health and Social Care.
- There are currently 2158 members of the Care Home Nurses Network, 897 of these are on the QNI's dedicated Facebook group.
- To join the Care Home Nurses Network, please visit:

<https://qni.org.uk/nursing-in-the-community/care-home-nurses-network/>

- We have an excellent agenda today, thank you to all our speakers for giving their time and expertise
- To get in touch with me, please email me at agnes.fanning@qni.org.uk



A Workforce Strategy for Adult Social Care in England

Lucy Gillespie, National Professional Lead Regulated Professional Workforce Skills for Care

The Need for an Adult Social Care Workforce Strategy

- By 2063, the population of people aged 65-79 will have increased by almost 30% and people aged 80 and over more than doubled: aging populations mean we need a bigger adult social care workforce.
- Social care is vital for people, communities, and the economy.
- We struggle to attract and keep enough workers + care, work, and education methods are changing.

Recommendations

Attract and Retain 1:

- Attract more nurses and nursing associates to work in social care with clear career paths.
- DHSC should work with universities to increase social care placements for nursing students - these bring huge value, translates into people wanting to work in the sector - including apprenticeships.
- ICSs should create a pipeline for nurses + nursing associates through partnerships with local universities and care groups.
- National apprenticeship programs should include nurses and nursing associates in adult social care.

Attract and Retain 2:

- Retain more internationally educated nurses.
- NMC should encourage employers to offer pathways and support for nurse registration and career progression.
- CQC will ensure providers use safe, fair recruitment for all staff, including international hires. See here for more.





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Train 1

- Develop a career framework for nurses in adult social care (starting 2025).
- Align pay with similar NHS roles.
- Use apprenticeships to train nurse specialists, educators, consultants, and advanced practitioners.
- Focus on keeping people healthy at home and avoiding hospital admissions.
- Create a strategy to improve and fund ongoing professional development and clinical supervision for workforce growth.

Train 2

- DHSC should promote employer-funded preceptorships for new nurses, with clinical supervision and ways to raise concerns.
- CoDH should promote adult social care in universities and ensure teaching reflects this field, using hybrid roles if needed.

Train 3

- DHSC and NIHR should fund more nurse-led research.
- NMC should create a process for nurses and associates to raise safety and staffing concerns.
- Nursing associates should work within their role and not replace registered nurses.
- CQC will support whistleblowing in adult social care and provide guidance.

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Transform

- Require a workforce plan for adult social care (2024), similar to the NHS.
- Support ICSs in workforce planning through collaboration (2025 onwards).
- Research new roles in social care, like community connectors and discharge coordinators, to expand or develop them (2026).
- Expand digital skills training across social care (2025).
- Pilot and roll out a new care technologist role (2025).
- DHSC should review research priorities and funding in adult social care (2025); NICE should prioritize social care and share findings, working with SCIE (2025).

What next

- Implementation Working with partners across the whole sector to implement the Strategy
- Influencing Everyone has a role to play to influence the Government and policy-makers
- National Care Service Resetting the relationship between Government and the sector and the Strategy laying the foundations
- Strategy Champions Seeking organisations or individuals to become champions
- I started in social care 26 years ago, we need to change the image of social care, we need to bring in the students: before they go into their placements they don't want to work there, after their placements, they love it!
- Read the Strategy here: <https://www.skillsforcare.org.uk/Workforce-Strategy/home.aspx>

Delegated Healthcare Activities - guiding principles

Lucy Gillespie, National Professional Lead Regulated Professional Workforce Skills for Care

Introduction to the principles

- Delegation is about better health outcomes and a better experience
- It's happening everywhere now, it's not new
- Clinical observations that don't have clinical oversight
- Read more here

Aim of the four principles

- Enable a person-centred approach supporting safe and effective delegation
- Designed to be adapted locally and suitable for a wider audience

1. Person centred care

- Involve people, families, and representatives in decisions.
- Ask why the activity is being delegated: Have people been involved in decision-making? How will delegation affect their quality of life? What are the expected benefits and outcomes? How will they be involved in the activity

2. Governance, regulation and accountability

- Effective delegation requires building trust, consider: Is there a clear understanding of roles/responsibilities? Is there robust governance? How are risks identified and mitigated?



Delegated Healthcare Activities - guiding principles

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3. Learning, Development, Skills and Competency

- Activity should only be delegated when workers need the right training, focusing on both confidence and competence.
- Training should be tailored to individual health needs, with health and care systems working together.

4. Monitoring and review

- A regulated healthcare professional is responsible for monitoring healthcare plans.
- Questions: Are communication channels open? How will support and supervision be provided? Is there agreement among the delegator, care provider, and care workers?

Join our Learning Exchange for delegated healthcare activities

- We share practical information and proven insight to help you to use the guidance and resources.
- You can also hear from different perspectives across the sector, including from organisations who have been testing the principles and resources
- Find out more here.



Thank you to all delegates who attended today's meeting.

FEEDBACK:

Very interesting, so good to hear about all the work going on in this area

Thank you Lucy for two really great presentations and discussions

Thank you very much. I enjoyed the session and very interesting especially the delegating activities. Thank you

Really useful presentation Lucy and great discussion

Thanks for a really informative meeting

Thanks for an interesting session