



## Newsletter February 2017

Welcome to the first EICA Newsletter of 2017

### **Newsflash: New Name; New Brand; New Challenges; Same Passion**

**Following a unanimous decision from EICA Members and the support of ECC, EICA is pleased to announce its new partnership with the CPN. The new partnership going forward will be known as Essex Care Association (ECA). Watch this space for further news and details of our new logo and website.**

The new EICA membership began on 1<sup>st</sup> October 2016 and we would like to say a big thank you to all Colleagues and Friends who continue to support our Association and a big welcome to all our new members this year. We are always encouraging new membership and ideas. By choosing to become a member of EICA you are able to gain access to various benefits:- Information, Advice and Guidance, Links to local networks, a reduced rate for DBS checking service, access to free support from EICA Project Manager and Office team, regular email care sector news updates and much much more.

Please contact the EICA office for more information

[Join EICA Now - EICA Application Form 2016/17](#)



### **News**

Right Time...Right Place...Right Conversations...Change is Happening NOW!

### **ECA (EICA) makes TV News!!**

The Essex Care Association was asked to take part in the local section of the Sunday Politics show with Andrew Neil on 15<sup>th</sup> January 2017. The BBC visited Boars Tye Care Home to film a short interview with one of ECA's (EICA) Directors, Rachel van Staveren on the topic of Social Care in Essex and the impact of the funding crisis. ECA (EICA) is

delighted to have had the opportunity to represent the views and concerns of our members in this way. The Essex Care Association will continue to work on behalf of its members to ensure that your views are represented wherever we have the opportunity. Please see the link below to the short interview:-

<http://www.bbc.co.uk/programmes/b087sjgy>

The local news section is approximately 38 minutes into the programme and Rachel Van Staveren's interview is at approximately 43 minutes.

### **ECA'S (EICA's) Next Breakfast Meeting- April/May 2017**

ECA (EICA) are currently busy planning the next breakfast conference which is being planned for sometime in April or May – date and venue to be confirmed.

Watch this space for a follow-up presentation by Essex County Council.



### **Important Workforce Development Funding News**

Essex Care Training Partnership which is a service run by EICA currently holds a contract with Skills for Care to allocate the Workforce Development Fund to care providers for QCF training in health and social care across Essex, Southend and Thurrock. We have been fortunate this year 2016/17 to have been awarded almost 50% more funding than previous years.

### **WDF Funding Update 2016/17**

ECTP has successfully been awarded 20% additional funding by Skills for Care for our existing WDF contract year ending 31st March 2017. We already have a large number of claims waiting processing within the ECTP project office. Please be aware that claims already received far exceed this additional funding and we will continue to adopt a fair approach when processing claims.

Due to the high numbers of claims ECTP will be closing the fund this year on **Monday 27th February 2017**.

ECTP submits valid claims on a first come first served basis, however at all times we adopt a fair approach to ensure funding is available to as many partners as possible. ECTP reserves the right to reject excessive claims submitted.

Please do not hesitate to contact us [ectp@eica.org.uk](mailto:ectp@eica.org.uk) if you require any further help.



Citation are one of ECA's (EICA'S) Commercial Partners, they specialise in offering advice and support to businesses helping them grow and develop

Below are a couple of articles that they have recently published which you may find of interest:-

### **Dress Code Policy and Discrimination**

#### **Are you having a dress code dilemma?**

Imposing a dress code policy at work is perfectly legal when it factors in an employee's rights, but in some cases employers make demands that actually discriminate against employees:-

[Read More - Dress code Policy and discrimination and what the law says](#)

### **How your First Aid Training needs to change**

From 2017 training on defibrillators needs to be included in the Emergency First Aid at Work (EFAW) and First Aid at Work (FAW) training courses.

Now all workplace first aiders need to be trained in the use of an automated external defibrillator (AED).

[Find out more](#)

If you need further support with any of the topics above, or any other aspect of Employment Law or Health & Safety, you can contact Citation directly on

**0345 844 1111** or [enquiries@citation.co.uk](mailto:enquiries@citation.co.uk).

Or visit [www.citation.co.uk](http://www.citation.co.uk).



Acas & The Government Equalities Office (GEO) have launched [new guidance](#) on gender pay gap reporting:

From April if you have 250 or more employees you must publish information, every year, showing how large the pay gap is between your male and female employees.

Even if you're smaller than 250 employees, it's good practice to take action to eliminate gender inequality in the workplace.

[Download the guidance](#)

## **Further Acas equality guidance:**

**Fairness in the Workplace** is a vital part of a successful business or public body. It is supported by the law - the Equality Act 2010 - and also makes good business sense in running and developing an organisation. The aim of the Equality Act is to improve equal job opportunities and fairness for employees and job applicants. Organisations should have policies in place so these outcomes happen and, just as importantly, to prevent discrimination. [Read More](#)

**Religion or belief discrimination** - It is unlawful to discriminate against workers because of their religion or belief, or lack of religion or belief. [Read More](#)

**Pregnancy and maternity discrimination** - The Equality Act 2010 makes it unlawful to discriminate, or treat employees unfavourably because of their pregnancy, or because they have given birth recently, are breastfeeding or on maternity leave. Discrimination happens when a woman is treated unfavourably because of her pregnancy, pregnancy-related illness or she exercises the right to statutory maternity leave. [Read More](#)

**Learn new skills to help reduce workplace conflict** - Mediation helps people who don't see eye-to-eye sort out their differences as quickly as possible with minimum distress to the individuals involved and cost to the organisation. ACAS' accredited [Certificate in Workplace Mediation \(CIWM\)](#) training gives managers the skills and strategies they need to successfully mediate in their own workplace; helping to reduce conflict and boost productivity in the workplace.



**The New revised Manager Induction Standards** are now available to use. This is great news for new, aspiring and existing managers in social care, as these new standards set out what you as a manager need to know and understand to perform well in your role. They can be used in all care settings and are a measure of good practice.

[Find out more and download the updated MIS here](#)

**Developing the core skills of your workers: a practical guide for managers.** This guide from Skills for Care has practical steps you can take as a social care manager to develop the core skills of your workers. It will help you to embed core skills in your workplace culture, identify what core skills your staff need and bridge any gaps in the core skills of your workers.

[Download a copy](#)

## **Interesting Articles currently in the news**

### **Let's tackle 'careism' and give workers the respect they deserve**

Scandal-obsessed media, low pay and lack of government interest devalue care work. Universities have a role to play in challenging negative attitude

[Read the full article from the Guardian](#)

### **Why are there so few male social workers?**

New research shows more male students are dropping out and that they may be singled out by lecturers as a rare breed. Social work has been dominated by women, both in academic settings and in practice. Men have been noticeably absent on the front line of services, but more prominent in managerial roles [Read the full article in the Guardian](#)

### **Reality Check: Who gets social care and who pays for it?**

We know our population is ageing and, as we live longer, many of us will need support in old age. There has also been an increase in the numbers of people living with a disability who may rely on some level of social care. The system is trying to cope with huge amounts of extra demand. [Read full BBC article](#)

### **Jeremy Corbyn: Cuts to blame for social care crisis**

Labour leader Jeremy Corbyn has hit out at what he calls a crisis in the social care system, saying people are dying because of choices made by the government. Speaking at Labour's Local Government Conference in Coventry, Mr Corbyn said that cuts to local authorities had plunged councils into a state of emergency, because they'd had to cut billions of pounds from services to the elderly and disabled. Last week, Health Secretary Jeremy Hunt pledged that the government would address the pressures in the social care system [See Jeremy Corbyn's speech in BBC News](#)

### **Council tax soars to fund social care**

Householders face the biggest rise in council tax for a decade as councillors look to address the crisis in social care. Bills are set to rise by nearly 5 per cent as councils set increases just below the maximum increase they can impose without holding a referendum of residents [Read more in article from The Times](#)

### **'Borrowed time' to save social care system from collapse**

A new report from Age UK has concluded that we are living on borrowed time to save the social care system for older people. The report, 'The Health and Care of Older People in England 2017' draws on new statistics as well as new Age UK analysis.

It demonstrates the immense challenges facing older people who need care, the numbers of whom increase every day, and the impact of the failure to provide it on their health and wellbeing, as well as the NHS [Read full AGE UK report](#)

**Care in a post-Brexit climate : How to raise standards and meet workforce challenges**

This report from the Institute for Public Policy Research (IPPR) explores the drivers of inadequate standards of care in the UK, including chronic underinvestment, the reliance on a low paid, poorly trained workforce and high levels of staff turnover. It also sets out a vision for a more relational, personalised care system, delivered by a more highly skilled and well-resourced workforce [Read full IPPR Report](#)

