

April 2017 to 30 June 2017 Essex, Southend & Thurrock

The Accolades 2018 including an overview of the categories can be found are now available: www.skillsforcare.org.uk/accolades this links to the new online entry form at events.skillsforcare.org.uk/accolades2018entry. This page includes a step by step guide on how to enter, tips for entering and the Accolades timetable.

Entries close on Thursday 21 September!

Disability and employment – new resources

We've launched new resources to help adult social care and health employers attract, recruit and manage disabled people in their workforce. The new resources are:

- [Employing disabled workers in adult social care and health: a guide for employers](#) - This guide is available online only.
- [Employing disabled workers in adult social care and health: busting the myths](#) - these key cards bust some of the common myths employers have about recruiting disabled workers
- [Are you a disabled person looking for a job?](#) - A3 poster is to promote social care and health as a rewarding career to disabled people. It highlights the range of opportunities available and the values needed to work in the sector. This poster is available online only for employers to print themselves.

Update: Essex County Council are working in partnership with DWP and Skills for Care on the '**Disability Confident**' agenda (launched by central Government in 2013 to challenge negative attitudes to disability and disability employment and to help disabled people achieve their potential).

ECC recognises the ongoing recruitment and retention challenges that you face, so considering a wider talent pool from which to recruit from is really important.

If you would like to speak to a local DWP colleague for advice and support, please contact:

Corinda Helps-Fursse

Tel: 0797 199 4848

Email: CORINDA.HELPS-FURSSE@DWP.GSI.GOV.UK

E News

[e-news 060417](#) – the latest edition promotes resilience resources to coincide with current national Stress Awareness month, the new online Endorsement process, the Becoming a Manager multi-purchase offer and a new blog from Andy Tilden about personal experiences of integrated care. Events include the addition of more Delivering

Apprenticeships Standards and Care Certificate Assessor.

[e-news 200417](#) – the latest edition communicates closure of Apprenticeships Frameworks and promotes the Good and outstanding care guide, Workforce development planning tool, a new Commissioning for wellbeing qualification and recent blogs.

[e-news 040517](#) – the latest edition promotes a new End of Life care blog and our resilience resource to mark Dying Matters and Mental Health awareness weeks. We highlight our good and outstanding care films and new blogs from Andy Tilden and a Registered Manager Member.

[e-news 180517](#) – the latest edition promotes the new careers resource. There are new opportunities to join the Leadership for Empowered and Healthy Communities programme and Moving Up + news of an award winning Registered Manager Network. The blog section includes focus on a good death, end of life care at a local authority, workforce future forecasting, nursing in social care, investing in managers and leaders, learning something new every day.

[e-news 010617](#) – the latest edition promotes Care Home Open Day 2017, Volunteers Week and the Workforce Development Innovation Fund reopening. Events include Care Certificate Assessment and Apprenticeships Standards. Get involved includes options for Awarding Organisations related to the new Regulated Qualifications Framework and views on a Wellbeing Commissioners qualification.

Good and outstanding care campaign

Our comprehensive new guide provides insight into adult social care services rated good and outstanding by the Care Quality Commission (CQC). It includes recommendations, practical examples and suggestions of what to avoid around a number of issues looked at by CQC inspectors. The [free guide](#) (158 pages) is available to download from the Skills for Care website. We are asking those downloading the resource to provide their contact details so we can consult your views and inform you of future revisions to this resource

Good and outstanding care films

We have produced three new films showcasing the difference that delivering good and outstanding care makes to a care organisation. The films include interviews with managers, owners, senior care workers, people who need care and support and their families, as well as other services within the community. These short films celebrate high standards of care within a private care home, a supported living service and a national homecare franchise and include recommendations to other services.

- [Bluebird care – North Tyneside](#)
- [Castle Supported Living](#)
- [Nazareth Lodge](#)

NMDS-SC

[System changes to NMDS-SC](#) - a new development means that NMDS-SC account holders can now link worker records to their establishment account. Some of the actions taken on the worker records will now be automatically updated on the establishment records, using a pop-up message on the screen. This will ensure that

changes to the worker record will instantly be reflected on the establishment record, making manual updating much easier for users and enhancing data quality across the system

New guides for individual employers, PAs and supporting organisations

We've launched three new guides on the information hub for individual employers and PAs.

[Understanding the employment status of PAs: a guide for individual employers](#) - this guide explains why it's important to understand the employment status of PAs, the different ways an individual can engage a PA, and how this can influence employment status (online only).

[Delivering learning for people who employ their own care and support staff: a guide for learning providers](#) - this leaflet has practical tips to help learning providers deliver learning to learning providers (limited printed copies available).

[Taking an integrated approach to PA employment and support: a guide for local authorities and NHS organisations](#) - this guide explains how local authorities, support and NHS organisations can work together to ensure their approaches to PA employment align locally (online only).

Recruitment and Retention

Secrets of recruiting and keeping staff in social care revealed in new study

A ground-breaking new study into successful recruitment and retention of workers in adult social care reveals quality training, positive working conditions, flexibility and competitive pay rates are key to finding and keeping staff who have the right values and behaviours to deliver quality care and support. We collected evidence from 140 adult social care organisations who have staff turnover rates of less than 10% to look at what they do to keep their staff after they have successfully recruited them.

The '[Recruitment and retention in adult social care: secrets of success](#)' report found common themes amongst organisations with staff turnover rates well below the national average of 27.3%.

Please find updated recruitment and retention resources:

Finding and keeping workers has lots of practical resources themed under the four sections above.

www.skillsforcare.org.uk/finderskeepers

Practical support for your organisation is available if you'd like more bespoke help with your recruitment and retention.

www.skillsforcare.org.uk/RandRsupport

Values and behaviours based recruitment toolkit has guidance and templates to help you recruit and retain people with the right values.

www.skillsforcare.org.uk/valuesandbehaviours

Think Care Careers has information about working in social care, the different job roles available and how you can progress in your career.

www.skillsforcare.org.uk/thinkcarecareers

A Question of Care – A career for you? is an interactive scenario based quiz that helps potential candidates assess whether they have the right values to work in social care.

www.skillsforcare.org.uk/QofCare

Learning and development is vital in delivering high quality care and support and we have resources to help.

www.skillsforcare.org.uk/learning

Registered Managers

[Becoming a Manager](#) – please note that following an initial introductory price of £45 (still available until 27 March), our new Manager Induction Standards workbook will increase to retail price of £75.

- Registered Manager Members will be able to purchase the publication at £60 (a 20% discount). Non-members will receive a bulk discount for buying 10 copies (£75 off).

Registered Managers Networks

There are now three Registered Manager Networks covering North & Mid Essex, Southend and Thurrock. For details of how to register for the next event in your locality please contact:

Email: Caroline.Theodorou@skillsforcare.org.uk

Tel: 07442 508 024

[Regulations Qualification Framework \(RQF\) FAQ](#) – this provides the latest update on the development of the new qualification system and when the QCF qualifications will close.

New safeguarding resources

- [What do I need to know about adult safeguarding: key questions for workers in adult social care](#) pocket sized key cards to support learning and development

around adult safeguarding. Workers can complete the cards as part of induction, ongoing learning and development or team meetings, and there's a supporting guide to accompany it.

[Workforce Development Fund](#) –

Essex Care Training Partnership has now launched WDF 2017/18. The Workforce Development Fund (WDF) is a funding opportunity for adult social care employers in England. It is a finite pot of money which allows you to reclaim some of the costs incurred through the achievement of qualification units by your workforce. The fund supports the on-going professional development of staff across the adult social care sector.

For more details on how Essex providers can access the funding please contact:

Julie Ripper – Workforce Development Fund Lead

Ruth Willison – Workforce Development Administrator:

Email: ectp@eica.org.uk

Tel: 01268 565551

[Workforce Planning and Development Tool](#) – this free online diagnostic tool helps care services analyse and reflect on current approaches to planning and developing their existing workforce. There are 9 different areas of focus including organisational culture, talent management, succession planning, flexible working, supply and demand etc. and those using the tool can select one or more. Once the diagnostic questions have been answered, a personalised report is sent direct to their inbox, helping employers understand what works well in the organisation, as well as identifying the gaps and priority areas for future development.