

# Imagining better: the potential of the care workforce

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# Outline

- ◆ **Who is Scottish Care?**
- ◆ **Shape of the independent sector care workforce**
- ◆ **Current challenges**
- ◆ **Potential future.**

# Who are Scottish Care – and what do we do?

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27th September 2017

**400+**

**CARE  
ORGANISATIONS**

**140+ front line  
support workers  
engaged in policy &  
practice development**

**1000**

**INDIVIDUAL  
SERVICES**

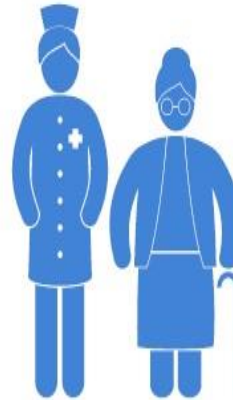
**22 Local Integration  
Leads across 22 health  
& social care  
partnerships**

**83%**



**of care home places for  
older people provided**

**55%**

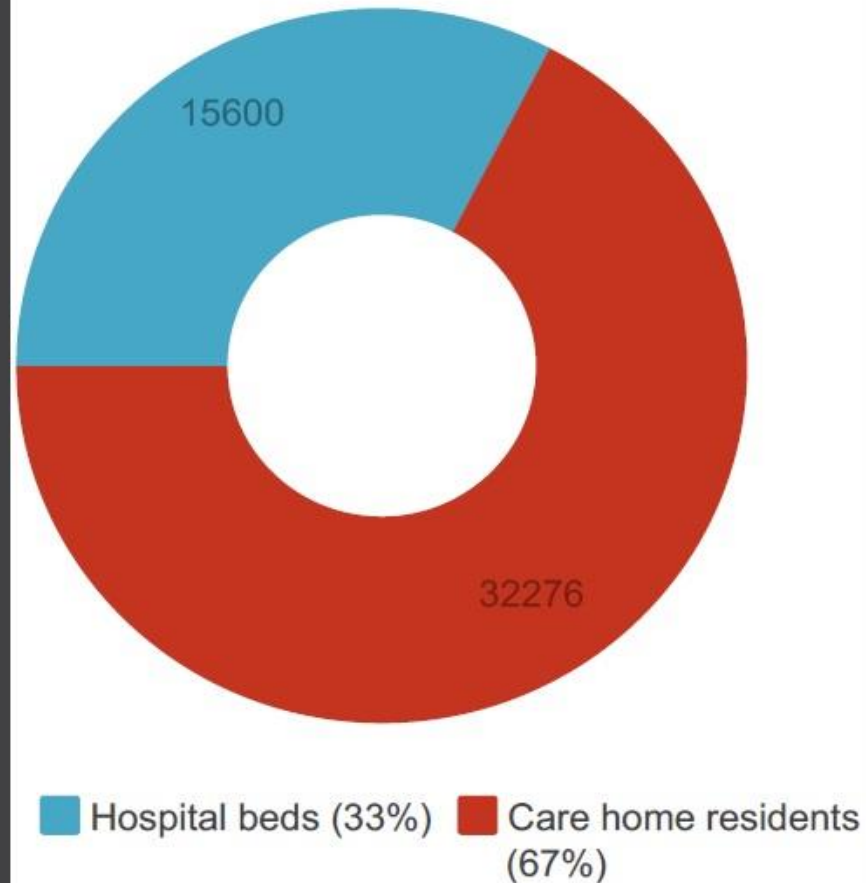


**of home care hours for  
older people delivered**

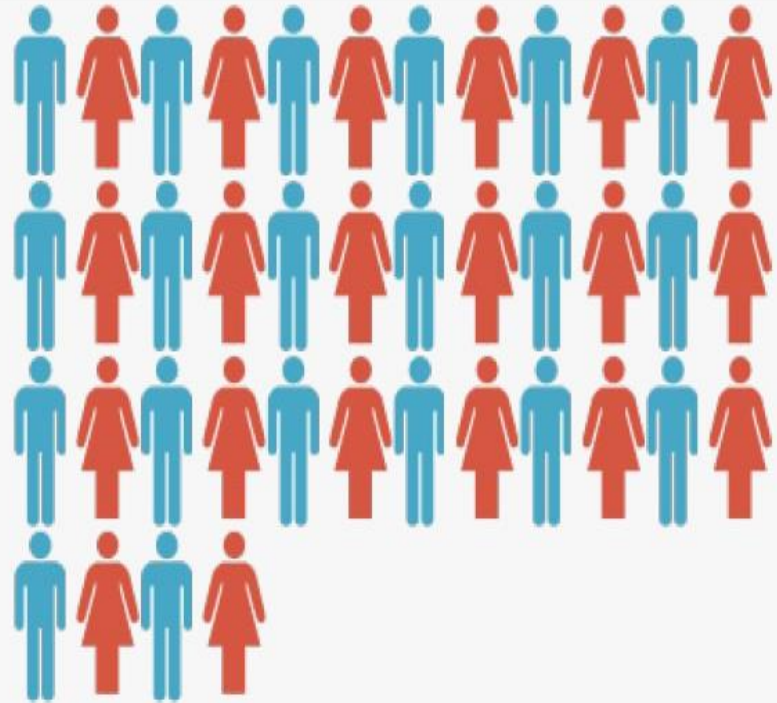
## AVAILABLE ACUTE HOSPITAL BEDS

THERE ARE MORE THAN TWICE THE NUMBER OF PEOPLE IN INDEPENDENT SECTOR CARE HOMES ANY DAY OF THE YEAR THAN THERE ARE IN HOSPITAL BEDS IN SCOTLAND

## COMPARED TO CARE HOME PLACES



**97,800**  
people employed  
in the independent  
sector



**5,320** nurses  
in the sector



# Social Care workforce

- ◆ **Predominantly female – 86%**
- ◆ **Many with low-level qualification**
- ◆ **Negative experience of education and learning**
- ◆ **Ageing workforce – over 55s**
- ◆ **Changing role**



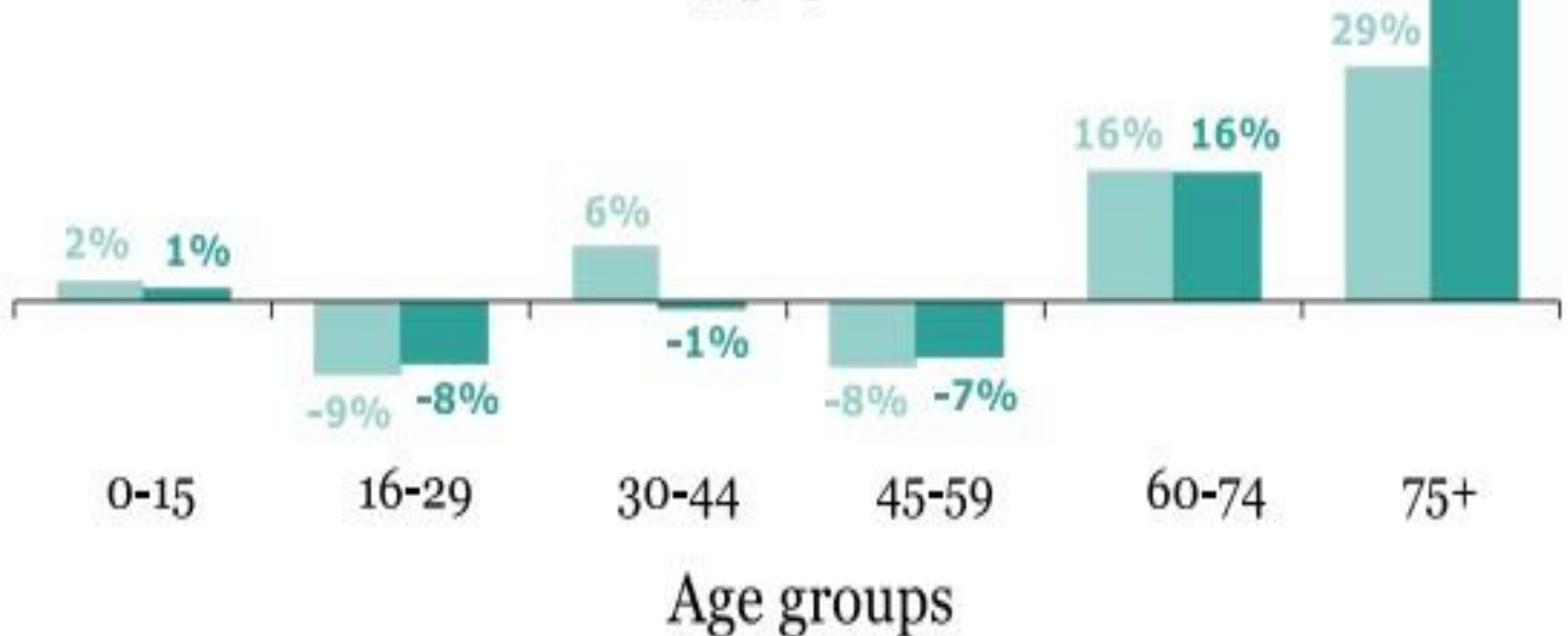
# Workforce challenges

- ◆ Broken procurement and commissioning system – short term contracts
- ◆ Increased skill demands but less training and learning resource – e.g., palliative care.
- ◆ Recruitment and retention challenges (9 in 10 orgs with vacancies; 28% nurse vacancy level; cost of agencies)
- ◆ Brexit
- ◆ Fragile and fragmenting social care sector
- ◆ Low status and value – ‘just a carer’
- ◆ Negative imagining – ‘stepping stone’ language.
- ◆ Disproportionate regulatory environment
- ◆ Need to re-design qualifications

■ 2014-2024

■ 2014-2039

Most of the projected change in the **age structure** of Scotland over the next 25 years is due to the **rise in the elderly population**.





**BRINGING HOME CARE**  
**A VISION FOR REFORMING HOME CARE IN**  
**SCOTLAND**

A vision of a  
dynamic,  
autonomous  
home care  
workforce

27th September 2017

# Imagining the integrated workforce

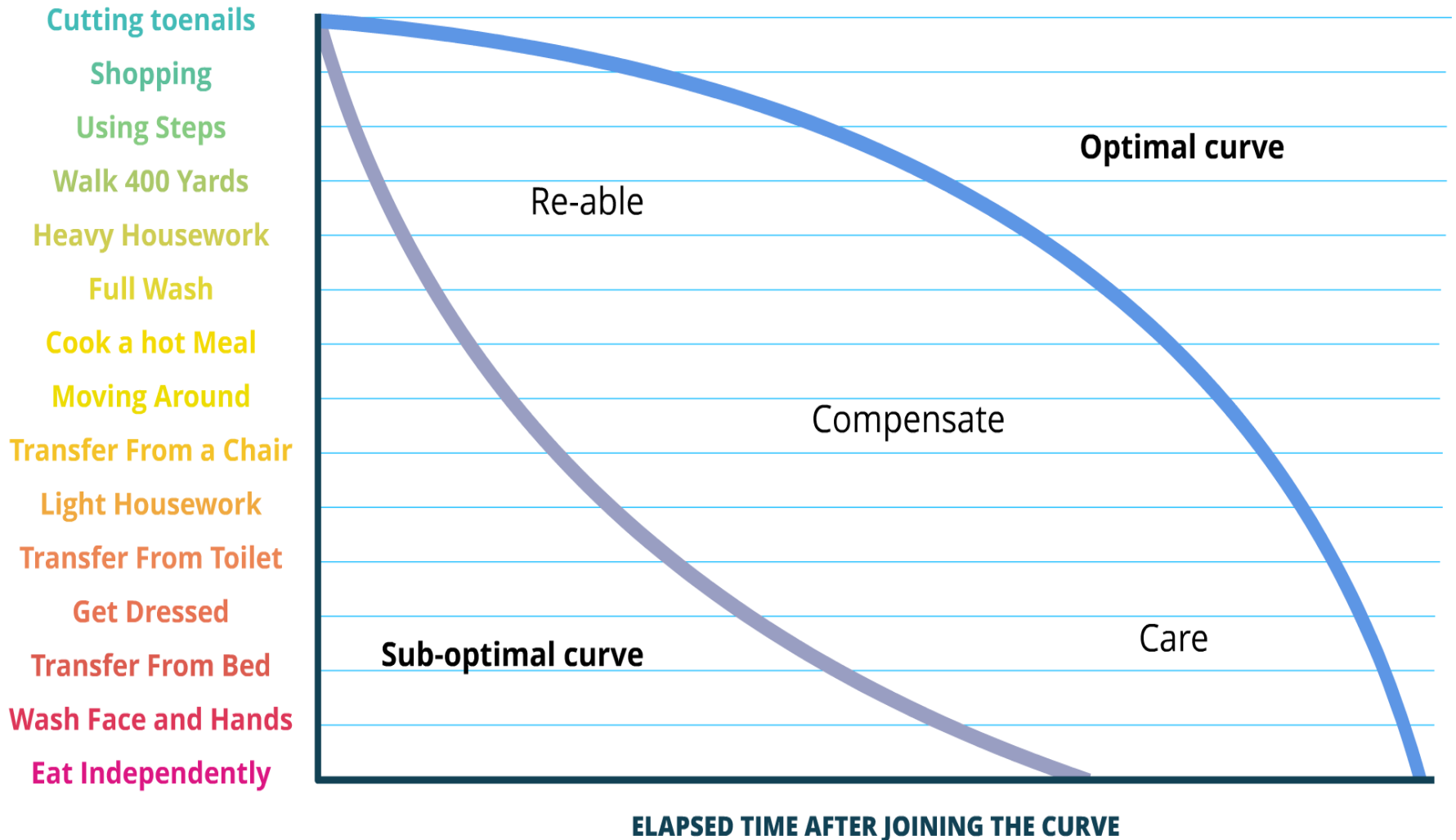
**Emphasis on a social care workforce  
within multi-disciplinary teams.**

**An autonomous, respected, skilled  
workforce which is time flexible,  
relationship based, prevention focused,  
and all with an emphasis on  
'independence' and 'self-management.'**

# Why prevention?

- Unplanned hospital admissions in Scotland cost the NHS/LAs £1.4billion – more than care home, homecare/housing support and GPs. (2016)
- 61,000 such admissions due to medication side effects.
- Average cost of unplanned stay £2,746.

\*Based on continuing research carried out at the Newcastle University Institute for Ageing



# Key draft workforce principles

- ✓ Flexible
- ✓ Dynamic
- ✓ Responsive
- ✓ Reciprocal
- ✓ Valued and respected
- ✓ Equal in status
- ✓ Clear governance and safeguarding
- ✓ Clear integrated career pathways
- ✓ Multi-disciplinary
- ✓ Multi-skilled
- ✓ Continuously improving
- ✓ Supportively regulated and scrutinised.

# Contact

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