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# People at the Heart of Care: Adult Social Care Reform White Paper

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**White Paper published 1<sup>st</sup> December  
2021**

**Overview & Key Messages**

# 10 year vision

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## 3 key objectives:

- People have choice, control and support to live independent lives.
- People can access outstanding quality and tailored care and support.
- People find adult social care fair and accessible.

*Aim is for new measures currently going through Parliament to strengthen how care and support is delivered and in the spirit of the Care Act.*

\*links to the National Autism Strategy; National Disability Strategy; and to the forthcoming White Paper: adult care reform and National Strategy for Dementia and Carers

# Overview

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Vision for adult social care puts people and families at its heart. It is a vision that:

- Offers people choice and control over the care they receive
- Promotes independence and enables people to live well as part of a community
- Properly values our exemplary and committed social care workforce, enabling them to deliver the outstanding quality care that they want to provide
- Recognises unpaid carers for their contribution and treats them fairly

# Cont.....

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Proposals are backed by the new [Health and Social Care Levy](#) announced in September this year, of which £5.4 billion is being invested into adult social care over the next 3 years. **Beyond the next 3 years, an increasing share of funding raised by the levy will be spent on social care in England.**

On 7 September 2021, [£5.4 billion over 3 years solely for adult social care reform](#) was announced, backed at the spending review in October saying this investment will be used for the following areas:

- £3.6 billion to pay for the cap on care costs, the extension to means test, and support progress towards local authorities paying a fair cost of care, which together will remove unpredictable care costs
- £1.7 billion to improve social care in England, including at least £500 million investment in the workforce

# Outcomes

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10-year vision describes how this will 'look and feel' for people who draw on care and support

- **core purpose** of adult social care should be to help them to maintain or gain their independence, allowing them to have control over their lives
- **investing in preventative services**, increasing the care and support options available, and providing the right information and advice to allow people to plan for the future, we can enable people to remain in their own homes and communities for longer and achieve the outcomes that matter to them

The use of 'I' statements throughout the white paper provides a framework for us to assess impact for individuals. This is also a clear indication of the intended CQC assessment framework for Adult Care (see slide 2 for key outcomes/aims)

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# Providing Care in the right place at the right time

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- Integration
- Housing
- Digitisation

# Integrate housing into local health and care strategies

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Care and support should be in a person's own home and personalised in line with their specific needs, although recognising that not everyone has a home of their own, and sometimes specific needs are best met in a supported living or care home setting

*'Make every decision about care a decision about housing'*

Local authorities must:

- agree a three year plan for embedding housing in health and care strategies
- Boost supply of supported housing
- Increase local expenditure in supported living

# Drive greater adoption of technology and achieve widespread digitisation across social care.

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Technology enabled care (particularly around prevention rather than detection – e.g. *prevention* of falls not just the *detection* of falls)

## AND

Improving the efficiency of the workforce and support to help service users (digital shared care records and e-rostering).

**Early priority is to protect the 20% most vulnerable in care homes with falls technology  
By march 2024 – ensure at least 80% of care providers have a digitised care record in place that connects to shared care record**



## Innovation around the support and care that is provided in new and different ways, providing more options that suit people's needs and individual circumstances

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Further reference to the new Office for Health Improvement and Disparities (OHID) gives increased focus on improving the health of the population, working across government departments to co-ordinate efforts and impact.

Key focus on falls and establishment of a **'deconditioning inequality innovation fund to enable local authorities to support people at particularly high risk of deconditioning'**.

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# Empowering those who draw on care, unpaid carers and families

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- Improving information and advice
- Empowering unpaid carers
- Supporting autistic people and people with a disability into employment

# Overview

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Councils have the duty under the care Act to ensure information and advice services.

Package of measures over next 3 years, with 3 key principles:

- Everyone should be aware of basic information about adult social care and the upcoming reforms to the system - **national website underway**
- People should have access to personalised advice about adult social care when they need it.
- There should be oversight and accountability of information and advice services – **(these functions will be inspected in the new regime)**

# Kick-start a change in the services provided to support unpaid carers

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Vision for adult social care is one that places people at its heart – and that includes recognition and support for unpaid carers so that they are empowered to live happy, healthy, and fulfilling lives.

Carers Action Plan to set out a new strategic approach centred around three core strands:

- Working with the sector to kick start a change in the services provided to support unpaid carers
- Identifying, recognising and involving unpaid carers
- Supporting the economic and social participation of unpaid carers

# Cont.....Identifying, recognising and involving unpaid carers

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- Increase the voluntary use of unpaid carer markers in NHS electronic health records by simplifying current approaches to data collection and registration
- Introduce a new marker indicating the **presence of a contingency plan, where one is available, that describes the actions to take if the carer is no longer able to provide care**
- voices of carers – as well as those who access care and support – are properly embedded in Integrated Care Systems (ICSs).
- Assessing how local authorities are meeting the needs of unpaid carers
- Social prescribing for carers
- Increase flexible working offers from employers
- Commitment to introduce carers leave in response to 2020 public consultation
- New rate of carers allowance from 2022 (£69.70)

# Supported employment

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- Already in place across GM and locally – assume no further funding for us
- Routes to Work (Supported employment) already in place locally and also contribute to the GM offer

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# Strategy for Workforce

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- Training and development
- Employment rights and status
- Increase in living wage

## The social care workforce will have the right training and qualifications, and feel recognised and valued for their skills and commitment and have their wellbeing prioritised

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Vision is for an adult social care workforce where people can experience a rewarding career with opportunities to develop and progress now and in the future. We want **staff to be empowered to deliver the highest quality of care.**

- Develop new universal **career structures** and training opportunities to enable people to progress and realise their potential
- increasing the National Living Wage by 6.6% in 2022 alone, with a commitment for it to **reach two-thirds of median earnings by 2024**
- work with commissioners and providers to make sure **care workers are paid for all the hours they work and to improve the terms and conditions of the workforce**, to help ensure a sustainable future supply of care staff –this will be inspected by CQC



# Cont.....

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Over the next three years, these policies aim to create:

## **A well-trained and developed workforce**

- co-develop a universal Knowledge and Skills Framework (KSF) and career structure for the social care workforce
- working with employers to deliver apprenticeships and traineeships; helping adults access fully funded Level 3 (A-level equivalent) qualifications in social care, if they do not already have one
- Portable care certificates
- KSF linked learning and development offer
- Skills passport
- Leadership and development for registered managers
- CPD for RN's, OT and other AHP's working in care sector
- Training routes for people who want to become social workers

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# Supporting Local authorities to deliver social care reform

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- Inspection and oversight
- Charging, fees and care cap
- Improved data, performance and commissioning function

# Rising demand

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Between 2018 and 2040, the number of adults aged 85 and over is projected to increase by a further 77% (from 1.4 million to 2.4 million).

Amongst younger age groups too, we are seeing continuing progress in terms of better diagnosis, longer life expectancies and higher rates of survival of premature babies.

We must therefore plan ahead to ensure that people's needs are met both now and in the future.

Recognition that investment in preventative activities, for example where evidence shows that 40% of dementias are preventable through action across the life course, and by securing an adequate supply of supported housing that is appropriate to peoples' needs

Recognition of low fee rates across the country and cross subsidy by self funders.

Promoting the need for funding the cost of care to secure innovation and shape the market effectively.

# People find adult social care fair and accessible (charging, fees and care cap) £3.6b

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- Reform how people in England pay for their care so no one needs to pay more than £86,000 for their personal care costs, alongside more generous means-tested support for anyone with less than £100,000 in chargeable assets.
- Ensure that self-funders can access the same rates for care costs in care homes that local authorities pay, ending the unfairness where self-funders have to pay more for the same care, whilst ensuring local authorities move towards paying a fair cost of care to providers.
- Ensure fees for care are transparent to allow people to make informed decisions.
- Improve information and advice to make it more user-friendly and accessible, helping people to navigate the care system and understand the options available to them.
- Provide information and advice that is accurate, up to date and in formats that are tailored to individual needs

# Assurance framework

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They will assess how well local authorities are meeting their adult social care duties under Part 1 of the Care Act 2014.

This will provide a basis on which we might exercise new legal powers to intervene where a local authority is failing or has failed to discharge its duties under Part 1 of the Care Act 2014. They are based around:

- Independent assessment of local authorities by the Care Quality Commission
- Enhanced improvement support, led by the sector
- A mechanism to intervene, as a last resort, if a local authority is failing
- Better data

To so this they will need to look at a range of local authorities' activities.....

# Potential inspection framework (see pg 83)

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- Assessments will be informed by a range of information and data, including insights gathered from discussions with local authorities and providers, as well as people who draw on care and unpaid carers, whose views and experiences will be central to CQC's assessment approach.
- The use of the "I statements" and the "We statements"
- CQC's assessment of local authorities will launch **no sooner than April 2023**

# Statutory intervention

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- Where improved data, intelligence from our regional team, and CQC's assessment of a local authority's performance identifies a serious and persistent risk to people's safety and well being, we want to **take a more active role in supporting local authorities to improve**
- We will offer '**directed support**', asking the local authority to produce and implement an improvement plan. Where the local authority demonstrates improvement, directed support may be withdrawn or tapered off.
- If a local authority has not been able to tackle sustained problems, we want to put in place a mechanism to escalate improvement
- The new powers in the Health and Care Bill will **provide the The Secretary of State for Health and Social Care with clear levers to intervene** and address the most serious concerns in local authorities' delivery of adult social care.
- These improvement and intervention measures recognise local authorities' statutory roles and responsibilities underpinned by local democratic accountability.

# Tameside

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Building capacity in our workforce

Preparation for financial changes

Market shaping to offer a wide range of support “at home”

Preparation for inspection

Focus on Carers

Digital developments

Information review.