

# Social Care Reforms & Professional Sustainability

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# Social Care Reform



# People at the Heart of Care

People at the Heart of Care followed on from the Health and Care Bill and the Build Back Better policy document.

- £5.4b committed to health and social care
- CQC Inspections for Adult Social Services
- Care CAP
- Increase collaboration amongst the NHS, local government, partners, and communities
- Greater focus on prevention



# Mental Health Reform

- Plans to tighten the admission criteria and raise the threshold for compulsory detention.
- Reduce the use of community treatment orders.
- Strengthen some of the statutory safeguards by giving more frequent access to the tribunal to review detention.
- Bolster support from family members and independent advocates.
- Enable patients to make advance choices about their future mental health care and treatment.
- Reduce the use of the Mental Health Act for persons with a learning disability and people with autism.



# Mental Capacity Act

- Mental Capacity Act was amended in 2019 which looked to replace the deprivation of liberty safeguards (DoLS) with the Liberty of Protection Safeguards (LPS).
- Changes meant expanding who would require LPS from DoLS, new responsibilities for children's and health, changes to the assessment and duration of any authorised deprivation.
- These changes have backlash due to the perceived reduction in rights for those being detained.
- The Government has decided to delay the implementation of the Liberty Protection Safeguards beyond the life of this Parliament.



# Professional Sustainability



# Professional Sustainability

- The challenge of professional recruitment and retention (social work and occupational therapy) is not just a local issue but one that we see nationally.
- The pool in which we are looking to pull workers from is shallow. This is further complicated by the competition from other London boroughs.
- Low vacancy rates ensures improved outcomes for residents, high levels of service delivery, embeds new models of practice and strengthens CQC compliance.
- We recognise the need to have a clear career pathway throughout adult services, providing all staff the opportunity to develop their skills, knowledge and opportunities.



# Social Work Officers/Occupational Therapy Officers

- We have reprofiled vacant social worker roles into social work officer posts.
- These roles will support the key functions of all teams across adult services delivering strengths-based, person centred outcomes to residents.
- Practitioners that demonstrate the required values, behaviours and outputs will have the opportunity to undertake a social work apprenticeship.
- We currently have a pilot of staff (9) from across the directorate who have stepped into these roles as secondments with permanent recruitment taking place this summer.
- We plan to provide the same program for Occupational Therapy posts as well as other roles across the directorate later this year.

