

Inquiry into the Professionalisation of Social Care Workers 2019

TERMS OF REFERENCE

High quality, sustainable Social Care is fundamental to a healthy, dignified society, yet Care workers – the vital, frontline foundation of the social care system – are too often overlooked in terms of investment, training, remuneration and value.

This inquiry, jointly sponsored by the GMB Trade Union and HC One, the major sectoral employer and homecare provider - will examine in detail the status quo for staff working within the care sector, including the frameworks that exist for professional development, the service levels required and provided in the care sector, and opportunities and frameworks for training, development and remuneration of Social Care workers.

Call for evidence

The inquiry will be inviting written evidence from across the care sector, arranged into five key fields/spheres of expertise. Oral evidence sessions in phase 2 of the Inquiry will then expand upon these written submissions, and will be prioritised by **salience to the terms of reference**, and in particular, propositions of conclusive innovation, models/propositions of deliverable ambition, best practice ideas and suggestions, and tangible propositions for overall sectoral improvement.

The APPG hereby invites written evidence from all those with a stake in the care sector. We specifically invite you to address the areas and questions detailed below:

1. What are the current recruitment and retention challenges and/or opportunities within the care sector?
2. What is your assessment and experience of the overall standard of training/professional development (outside of mandatory requirements) currently provided in the care sector?
3. Should Social Care be treated as a frontline public sector role? What best practice models exist or should be formulated to achieve this end?
4. What is the present impact of funding on the professionalisation of the care service?
5. What is the impact of professionalisation and training (or lack of) on service users?
6. What in your opinion are the best practice models across the sector, and internationally in comparable countries?
7. What role do you think public perception of Care Work plays in the formulation of Social Care recruitment and the formulation of Social Care policy in relation to recruitment and retention of Social Care workers?