

# Risk Recognition Policies for the Long-Term Care Workforce During the First Year of the COVID-19 Pandemic: The United Kingdom

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# The social care workforce as agents of change: translating systems to service delivery

- The UK social care system
  - Mixed care economy
  - Personalisation & marketisation
  - Disconnected and fragmented care delivery models
  - Underfunded
  - Long-standing recruitment and retention challenges
  - *Legacy of political neglect*
- Emotionally taxing work
- Working conditions
  - Contract (in)security, wages,
- The profile of the workforce
  - Gender, age, ethnicity, nationality
- Societal image and (under)value
- Relationship to the NHS

## COVID19 policies & the social care workforce

- A complex assembly of policies.. For LTC many guidance were fragmented and came too late
- The government's COVID-19: adult social care action plan was published in April
  - Almost a month after countrywide social distancing measures
  - In May, introduced a dedicated fund to fund to support infection control in care homes.
- Challenges in accessing PPE and testing
- System fragmentations → difficult to co-ordinate support
- Attention, when arrived, was primarily on care homes

[Health Foundation](#), July 2020  
[King's Fund](#), July 2020

# Compensating for Added Health Risks: UK

06/12/2021

## Hazard pay not widely introduced

- In the first year, only Scotland and Wales
- One time payment for eligible workers
- A second payment in Wales

## Pay raises

- Scotland

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# Single site restrictions: UK

- Recommended (not mandated) in all four nations
- DHSC announced the Adult Social Care Infection Control Fund (May 2020)
  - Recommended restricting LTC staff to one facility
- In Sept 2020 – the Winter Plan
  - *“limit all staff movement between settings unless absolutely necessary”*
  - Met with resistance
- Public Consultation – Nov 2020
  - Did not put forward restricting staff to one site
- March 21 Guidelines
  - *“Restricting workforce movement between care homes and other care settings”*
- England & Scotland
  - Guidance on the financial compensation