



May 2019 E-News

Welcome to the latest edition of your Essex Care Association newsletter.

*As usual, we have a mixture of local and national articles
which we hope you will find interesting.*

Don't forget that the next ECA Breakfast Conference will be on Wednesday, 17th July. Our two main speakers will be Susan Banister of the Slave Free Alliance speaking about the Hope for Justice Campaign and Angela Owens who will be speaking on how to support your staff over bereavement. [See flyer to book a place:](#)

If you have any suggestions for articles for future editions, let me know:

simon.harniess@essexcare.org.uk

Use the table of contents to go straight to the section you're interested in

Select a section:

- [Hot Topics](#)
- [CQC News](#)
- [Business Updates](#)
- [General Updates](#)
- [Service Sector Updates](#)
- [Older People Care News](#)
- [Learning Disabilities News](#)
- [Domiciliary Care News](#)
- [Mental Health News](#)

ECA Skills Academy Update

Many Essex Care Association members will have benefitted over the last few months from the recent Skills Academy training programme delivered by the Association. This training was funded by Health Education England and distributed across Eastern Region by Skills for Care. Whilst the funding was made available at relatively short

notice, the Association successfully delivered a programme aimed at meeting the current needs of the adult social care workforce in Essex as follows:

- Over 750 individual training places were made available in a varied range of 41 individual training sessions
- Training was delivered in a wide range of venues spread geographically across the county to meet the identified needs of care organisation to “take the training to the providers”
- Subjects chosen were linked to a criteria which included Dementia, Leadership & Management , End of Life and Integration (including avoiding hospital admission)
- The funding was only available to Essex adult social care organisations
- Booking priority was given to ECA members for all courses prior to them being communicated to a wider database of adult social care providers in Essex
- All training was free
- Excellent individual and organisational feedback has identified that this significant programme has contributed to up-skilling the adult social care workforce in Essex

As the training programme draws to a close, ECA is proud of this significant piece of work delivered in the space of the last 3 months which has offered our Members the opportunity to benefit from some high-quality training opportunities to support their workforce development.

Social Media Policies

We are sure that many of you will already have policies in place to cover the use of Social Media. Whilst Social Media can be a great way of sharing information and connecting with other people, its informal nature may lead to it being used in ways which are at best unprofessional and at worst abusive or libellous. We all need to be mindful of how we use social media on a day to day basis, whether it is for work or personal use.

Essex County Council (ECC) tell us that they have recently become aware that there have been some instances of chat groups involving carers on platforms such as WhatsApp and Facebook messenger being used for conversations that others may find disrespectful and offensive. If these were visible to the public, they may give rise to concerns and undermine confidence in our staff and our organisations.

ECC have stated that: ‘regular reminders and adherence to a code of conduct, covering social media practices, may help avoid significant safeguards being raised and prevent contractual/legal breaches. It may also help regulate the use of sensitive and personal information on social media platforms.’

Following feedback from providers, ECC are recommending that you give due consideration to the following:

- Employees should not comment about any other employee, supplier and those who use your services This applies whether employees use your

equipment or their own and whether in work or personal time. Such contributions may impact detrimentally upon yours and our interests, whether inadvertently or otherwise.

- Employees should note that it does not matter whether their posts are made personally or on their behalf.
- They must consider carefully whether what they intend to say could be detrimental to you as a supplier and Essex Council as your contractor.
- Employees should take great care not to post anything that could be considered inflammatory.
- Staff must ensure they do not publish inaccurate, inappropriate or defamatory content.
- Employees should refrain from involving clients and customers on social media posts and conversations.

It is also suggested that any 'whistle-blowing' policy that you may have in place could also usefully cover Social Media.

Whilst these concerns have come from ECC, the same principles will obviously apply to Southend and Thurrock.

Hot Topics

Mental Capacity (Amendment) Bill Approved by House of Lords

The MC(A) Bill was approved by the House of Lords on the 24 April 2019, which means it is now just waiting for Royal Assent before becoming law. One of our commercial partners, Royds Withy King solicitors give an overview which can be accessed below.

[Overview here](#)

Care Minister Caroline Dineage MP stated on behalf of the Government, in an Opposition Day Debate on 24 April 2019 on Local Government and Social Care Funding, that a version of the Green Paper already exists, but that does not mean that we are resting on our laurels while we are waiting for an opportunity to publish it. We

are continuing to improve it and evolve it so that when we do publish it — as soon as possible — it will be in the best possible shape.'

CQC News



Additional prompts added to some Statutory Notifications forms

CQC is making some changes to the way they ask you to report some incidents to them with the aim of reducing the amount of follow up work they need to do with you. These are interim changes, which form part of a larger piece of work.

They have added additional prompts to the word versions of the following notification forms in the additional information field:

Death (question 7)

Serious injury (question 6)

Allegations of abuse (question 13)

Medicines: information for adult social care services

These pages have replaced the adult social care medicines FAQs and are updated periodically.

Topics currently covered:

- [Administering medicines covertly](#)
- [Medicines requiring fridge storage](#)

- [Administering medicines in home care agencies](#)
- [Administering medicines safely via enteral feeding tubes](#)
- [Administering medicines when a person is away from their usual care setting](#)
- [Controlled drugs: pregabalin and gabapentin](#)
- [Disposing of medicines in care homes and care homes with nursing](#)
- [Dysphagia and thickening powders](#)
- [External medicines](#)
- [Fluid administration charts](#)
- [Handling sharps in adult social care](#)
- [High risk medicines: anticoagulants](#)
- [High risk medicines: insulin](#)
- [High risk medicines: lithium](#)
- [High risk medicines: valproate](#)
- [Managing oxygen in care homes](#)
- [Managing time-sensitive medicines](#)
- [Medicines for seizures](#)
- [Medicines reconciliation and medication review](#)
- [Medicines support from home care agencies](#)
- [Medicines: training and competency in adult social care settings](#)
- [Optimising medicines during end of life care](#)
- [Ordering, transporting, storing and disposing of medicines by home care agencies](#)
- [Polypharmacy and deprescribing](#)
- [Reporting medicine-related incidents in social care](#)
- [Self-administered medicines in care homes](#)
- [Storing controlled drugs in care homes](#)
- [Storing medicines in residential services](#)
- [Treating minor ailments and promoting self-care in adult social care](#)
- [Using multi-compartment compliance aids \(MCAs\) in care homes](#)
- [When required \(PRN\) medicines](#)

Changes to Guidance on Displaying Ratings

Ratings help people to find out about the quality of health and care services. We rate services as either outstanding, good, requires improvement or inadequate.

[Read Guidance here](#)

Business Updates

Skills for Care Publish New Report on Pay Rates



This report details pay rates across the adult social care sector in England as at February 2019.

It examines pay trends since 2011/12, investigates any side effects in the adult social care sector as a result of the higher pay floor, and looks at the potential impact of the 2019 National Living Wage (set at £8.21).

The report mainly focusses on care worker hourly rates and differentials with other job roles in the sector.

[See the Report here](#)

Administrators have been appointed for the two holding companies of Four Seasons Healthcare, Elli Investments Ltd and Elli Finance (UK) Plc

Four Seasons said the move was designed to ring-fence its £500m plus debt and launch the sale of its operational business.

A spokesperson told CHP: "We have decided to call in administrators in respect of the holding companies that carry the group's debt.

"They are entirely separate from the operational business and administration does not change the way our homes are run and they will continue to operate as normal. It does not in any way impact the day to day running of Four Seasons Healthcare, BrighterKind and Huntercombe Group, which have sufficient funding to continue to operate and deliver continuity of care."

The spokesperson said the administration would have no "unscheduled" impact on Four Seasons' care homes and hospitals, which were now open to sell to all interested parties.

General Updates

Austerity is denying patients and care service users a voice

Peter Beresford in the Guardian discusses how to progress in peoples involvement is being lost.

[Read the Article here](#)

Service Sector Updates



Older People

Technology to keep dementia patients out of hospital

Sensors small enough to fit in the ear, robotic devices and sleep monitors could all become standard technology in the homes of people with dementia, scientists say.

The idea is to keep people safe and independent in their own homes, rather than needing to go to the hospital.

Scientists, engineers, and doctors are working to develop the technology at Imperial College London. They say much of it is affordable and "could be usable in five years".

One in four hospital beds is occupied by someone with dementia - and 20% of these admissions were due to preventable causes, he said.

Every six months, 50 people with dementia and their carers will be asked to test the technology in their own homes by the University of Surrey.

The ultimate aim is to create "healthy homes" for people with dementia to live in using technology.

Although it is not known how the technology will be funded, scientists said some elements would be free, like memory apps, and some sensors could cost as little as £10.

Payam Barnaghi, professor of machine intelligence at the University of Surrey, said: "Doctors will be able to have confidence in their ability to monitor people remotely and to react quickly to any worrying changes.

"Improving the quality of life of people with dementia is crucial to their and their families' overall wellbeing."

[Read the Article here](#)



Learning Disabilities

Updated research about the learning disability and autism workforce

As the leading source of social care workforce intelligence, we've updated this research report about the adult social care workforce supporting people with learning disabilities and/or autism.

It shows there were an estimated 665,000 jobs in this workforce in 2017/18 - 57,600 of

which were in the local authority sector and 575,000 were in the independent sector. It also explores key workforce demographics including an employment overview, recruitment, and retention, pay, and qualifications.

[Read the Report here](#)

“We have come a long, long way, but we cannot be complacent.”

[A powerful blog](#) from Irene Tuffrey-Wijne, Professor of Intellectual Disability and Palliative Care.

This includes a video from the old St Lawrence’s hospital and could be useful for staff training.



Domiciliary Care

A Labour government would spend £2.8 billion to increase the number of home care packages for vulnerable people, the party has announced.

Labour said it would “reverse the reductions” made by the Conservative Party by providing support to over 160,000 older people, including 50,000 people with dementia.

It said £350 million will be spent on investment in training to develop the social care

workforce, uprating the carers allowance in line with job seeker's allowance and ensuring that the earnings threshold for the carers allowance rises year on year, in line with the National Living Wage.



Mental Health

The Crown Prosecution Service (CPS) has opened a public consultation on the proposed changes to guidance for prosecuting defendants with mental health issues.

The draft guidance advises prosecutors on decisions surrounding whether to prosecute, fitness to plead and/or stand trial, remand considerations, sentencing, and diversion.

The consultation, open until 4th June, seeks feedback on four main areas of the proposed revisions to the guidance:

- Information prosecutors need about each mental health condition or disorder;
- Appropriate public interest factors;
- Appropriate factors when considering diversion from prosecution; and
- Whether the “fitness to plead” procedure is set out clearly and accurately.

Rethink Mental Illness publishes a report that sets out a roadmap to rebuild mental health community care in England by 2024.

Following the recent focus on treatment and crisis care in the NHS Long Term Plan, the charity is calling on people to look beyond care in traditional settings and to start building communities that are able to provide care outside of the hospital.

It sets out that for the vast majority of people living with severe mental illness, people who are most likely, in theory, to end up in a position of crisis, the things that really matter - once a diagnosis has been achieved and some reasonably successful form of medication or therapy is offered - are levels of social connectedness, financial stability, employment, and housing.

Whilst diagnosis and treatment are vital, it's only half the story. Without access to services like supported housing, help with employment, and debt advisors, the care provided in the hospital can be undone if the right support networks aren't available.

[Read more here](#)

*Copyright © *|2019|* *|Essex Care Association Ltd|*, All rights reserved.*

Our email address is:

office@essexcare.org.uk

Our phone number is:

01268 565551

Want to change how you receive these emails?

You can [update your preferences](#) or [unsubscribe from this list](#).