

## SOCIAL CARE CAP SNAPSHOT SURVEY (118 respondents)

**1. Has work already commenced in your organisation in terms of developing systems for the implementation of the new social care cap?**

- Don't know (47.5%)
- Yes (29.75)
- No (22.9%)

**2. As reported, organisations such as the Local Government Association are calling for a 6 month delay to implementation of the new care cap.**

**We want your view about which option to delay you would support. Please choose one of the following:**

- No delay as long as issues related to workforce are addressed (23.5%)
- 6-month delay (11.3%)
- 12-month delay (8.7%)
- 18-month delay (5.2%)
- Delay until after the next general election (51.3%)

**3. At this point in time what is the priority for you in terms of how best to support the workforce?**

**Rank in terms of priority (1 - highest priority, 5 - lowest priority)** *As the same score could be used for multiple answers the average score will be used for each option. For example, if an option received one score of 1 and one score of 5 the average score would be 2.5*

- National recruitment strategy (scored an average of **2.08**)
- National review of pay, terms and conditions (**2.08**)
- Deferment of adult social care reforms (**2.74**)
- Workforce wellbeing (**2.37**)

**4. If you answered 'other', what do you think needs to be prioritised?**

Will provide separate doc of written submissions.

**5. Are you a registered social worker?**

- Yes (92.4%)
- No (7.6%)

**6. Are you a member of BASW?**

- Yes (70.3%)
- No (29.7%)

**7. Are you planning on staying in your current role?**

- Yes (68.1%)
- No (8.6%)
- Don't know (23.3%)

**8. If no, is this related to the issues mentioned around the adult social care reforms (such as the impact of the new care cap?)**

- Yes (28.6%)
- No (71.4%)

**9. If not related to the reform agenda, please state your reason in the comment box below:**

29 responses which will be sent separately.

**10. Please share your thoughts on any other areas of social care reform that need to be delayed or revisited in the comment box below:**

41 responses which will be sent separately.

**SUMMARY**

There are clear anxieties about the direction of travel in terms of the Government's adult social care reform agenda and the broader impact this will have on the social worker workforce.

These anxieties will be exacerbated by the fact that less than a third of respondents are aware that their workplace is preparing for the introduction of the new care cap, with nearly half not being aware of any plans at all.

It should be no surprise that over half of those that responded wanted to see a delay to the implementation of the new care cap pushed back until after the next general election. Only a third wanted to see no delay, with the caveat that there was confidence that workforce issues had been addressed.

When asked how respondents wanted to see the workforce supported, there was a tie between a focus on a 'National recruitment strategy' and 'National review of pay, terms and conditions' which both scored an average score of 2.08 after respondents were asked to rate in terms of priority from 1 – 5 (with lower scores indicating a higher priority).

Workforce wellbeing came next with a score of 2.37 and next was deferment of the adult social care cap at 2.74.

This reveals that whilst there are concerns with the care cap, it is the sector and workforce preparedness that seems to indicate why such anxieties resist rather than necessarily any feelings around the principles of the reform itself. This is confirmed when over two thirds (71.4%) of those considering leaving the workforce said this was not to do with wider adult social care reforms such as the new care cap.

In terms of written responses, no matter the question, a clear theme was the ongoing pressures on the workforce with issues like growing workload being highlighted.

Some key comments from respondents:

*"I think the recruitment of staff, retention and staff wellbeing is such high importance. I see regularly staff burning out due to high case loads, case load complexities, no time to take break or look after themselves often logging on before their start time or working late into the night and over the weekend."*

*"The Social care reform needs to be addressed now; the public are declining care as they cannot afford the contribution required for their weekly assessed contribution due to the rising cost of energy and inflation"*

*"There are not enough Qualified social workers to meet demand now so with the care cap it will break down completely and families will be at huge risk of not receiving the information and support they need from social care"*

*"I think we need to get on with the reform agenda alongside a realistic timescale. We shouldn't continually delay like LPS. People who currently fund their care are struggling."*