







## Wednesday 29th May 2024

- Social Care Market Updates
- Support to Registered Nurses in Adult Social Care Michelle Raddings, Lead Nurse, Independent Health and Social Care (Yorkshire and Humber) from the Royal College of Nursing
- Dates for your Diary











### 2024 North Yorkshire and York Care Provider Olympics



#### 2024 North Yorkshire and York Care Provider Olympics- Registration Now Open

NHS Humber and North Yorkshire ICB in collaboration with partners have launched the 2024 North Yorkshire and York Care Provider Olympics on the success of previous years events. The competition is open to care homes and supported living settings across the area to host their own Olympic style event to compete with other providers to compete for our Olympic title. This is your chance to get residents and staff up and moving to promote the health benefits of physical activity to those in your care. Throughout the initiative we will be sharing great practice, ideas and learning across the sector as well as resources and guidance to support physical activity in your settings.

To take part in this years Olympics please register by emailing <a href="mailto:hnyicb-voy.yorkplacequalitynursingteam@nhs.net">hnyicb-voy.yorkplacequalitynursingteam@nhs.net</a>





## Supporting the Independent Health and Social Care Sector (IHSC)









# We are the world's largest nursing trade union and professional body



- We support and represent over half a million registered nurses, midwives, student nurses, carers, health care support workers, health care assistants, assistant practitioners, trainee nursing associates, nursing associates and nursing apprentices.
- We are member-led, not politically aligned, and are not-for-profit.

We are nursingspecific, which means we recognise <u>your</u> needs better than anyone else









# We are here for you if something goes wrong



Receive workplace protection with access to the largest in-house legal team of any UK union. Our workplace representatives and regional officers are on hand should you ever need them, providing much-needed peace of mind.

#### **Membership support services:**

- Free confidential counselling on work or personal issues
- Career coaching and online career resources
- Members already in the UK receive free, confidential support and assistance on immigration issues
- Financial wellbeing advice from RCN Welfare Services
- The RCN Peer Support Service offers members advice and coaching to assist with disability related issues









## **RCN Membership**







members



**Nurse or midwife** members





Career break and maternity leave members

International nursing members











## Membership



- Nurses and midwives –
   £16.40 per month or £13.12 after tax relief
- New nurses and midwives in their first year of registration £8.20 per month or £6.56 after tax relief
- Trainee nursing associates, nursing associates, HCAs and APs –
   £4.10 per month or £3.28 after tax relief for the first year, which goes up to £8.20 after the first year, £6.56 after tax relief.
- Students £10 a year or 84p a month
- You can have joint membership with the RCM for a discounted price.









## Independent Health and Social Care Sector

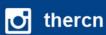


- Around a quarter of RCN members work in the IHSC sector.
- RCN represents members working across 25,000 different IHSC employers.
- Covers a vast array of different employers in a diverse range of workplaces and contexts.











## **RCN Independent Health and Social Care**



To achieve parity of representation across the RCN.

Work more closely with independent health and social care employers.

Better represent and support our members who work outside of the NHS.

Shout about the contribution those members make to society.

Hear more from members in independent health and social care roles through forums, networks, branches, boards, and committees.

Offer a better membership experience for IHSC members.

### **RCN Independent Health and Social Care (IHSC)**





You are here: Royal College of Nursing / Employment and Pay / Nursing across Independent Health and Social Care services

#### We're here to support all our members, no matter what sector or setting you're employed in.

A significant and growing number of our members work in independent health and social care (IHSC). This diverse group includes all nursing staff employed in settings outside the NHS. That could be care homes, nursing agencies, private hospitals or somewhere else entirely. It also includes members – such as general practice nurses – who may provide NHS services but not be employed on Agenda for Change contracts.

This page signposts you to some of our most popular resources. Many of these will be relevant to all members working in IHSC, while others are tailored to particular roles or workplaces. If you can't find what you're looking for, please get in touch by emailing <a href="mailto:insequence-norg.uk">insequence-norg.uk</a>.

#### Join a forum steering committee

Applications are now open to join the steering committees of several of our forums, including General Practice Nursing, Learning Disability Nursing, District and Community Nursing and Critical Care and Flight Nursing. Find out more and submit your application by 21 June.

Nursing across Independent Health and Social Care services-Webpage

## Care homes



The RCN has a dedicated <u>webpage</u> of information and resources to assist you in providing high quality care to residents.

#### Resources include:

- Care home journey
- Fundamentals of end of life care
- Nutrition and hydration at the end of life
- Care home network

#### RCN members can also benefit from:

- Free, confidential support and assistance on immigration issues
- Advice on starting the conversation on pay, terms and conditions in independent employers

The RCN is committed to supporting our members who work in care homes









## **Career Development with RCN Learn**



RCN Learn has resources to support nurses, nursing students, midwives, nursing support workers, and nursing associates at all stages of their career across health and social care.

- Unlock expert, quality assured evidence-based education for CPD and learning, whenever it suits you.
- Explore by subject, access level and type of learning, and find the information you need to learn at your own pace.











## Europe's largest specialist nursing e-library to help you with your studies



- Our library has access to over 15,000 eBooks and 2,000 eJournals, available 24 hours a day.
- We have over 12 databases including CINAHL and the British Nursing Index.
- Up to date clinical books and no need to subscribe to nursing journals... it's all included in your membership!

rcn.org.uk/library











## **Learning and Development**



RCN members have access to a wide range of learning programmes and professional development opportunities.

- Online learning knowledge and skill development e.g.
  - Diabetes essentials
  - Continence care
  - Fundamentals of end of life care
  - First Steps for HCAs.
- <u>Clinical topics</u> clinical advice, publications, guidance and standards e.g.
  - Dementia
  - Infection and prevention control
  - Medicines management
  - Care of older people.











## **Learning and Development**



#### **Publications**

RCN members have access to a wide range of publications to help develop practice and improve patient care, including record keeping, and accountability and delegation. They can be downloaded free of charge.

#### **Events**

Each year we organise a UK-wide programme of professional conferences and events.

There are also a range of events organised by your local branch or RCN office.

The RCN's flagship member event is the annual RCN Congress.







@theRCN





## **Learning and Development**



#### **RCN Professional Services**

RCN members are provided with a suite of programmes and services, which they can use to help their organisations improve patient care and patient experience in the UK.

#### **Forums**

Our member-led forums are the professional voice of the RCN. They serve a wide range of specialties across nursing and midwifery, and give members the opportunity to improve their practice and leadership. They also influence and help shape nursing and midwifery practice, education and research. RCN members can join forums at any time.









## NURSING WORKFORCE STANDARDS



- Senior nurses set nurse staffing levels and executive boards are accountable
- Nurse staffing levels are based on service demand and user need
- Business continuity plans are in place to enable safe nurse staffing
- The nursing workforce is recognised and valued through fair pay and conditions



- 5 Each nursing service has a registered nurse lead
- 6 Nurse leaders receive dedicated workforce planning time
- Practice development time is considered when defining the workforce
- 8 A sufficient uplift is applied when calculating the nursing workforce

These standards outline what should be happening in workplaces to ensure the delivery of safe and effective patient care. They support you and your colleagues to recognise issues around staffing levels and know when to raise concerns



- A substantive nursing workforce below 80% should be an exception
- Nursing staff are prepared and work within their scope of practice

13 Nursing staff are entitled to work in healthy and safe environments

14 Nursing staff are supported to practice self-care



- Rostering patterns take account of safe shift working
- 12 Nursing staff are treated with dignity and respect



To discuss concerns around staff or patient safety, speak to your RCN rep or contact us: rcn.org.uk/contact-advice

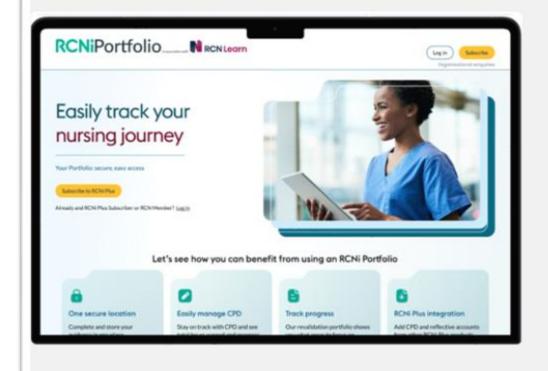
Find out more: rcn.org.uk/ nursingworkforcestandards



## **RCN Portfolios**



## One easy-to-manage online space



The portfolio is for RCN members who need to revalidate with the Nursing Midwifery Council (NMC) and the nursing support workforce, students and health care professionals who do not need to revalidate with the NMC.

#### Continuing professional development (CPD)

Our flexible and secure portfolio is designed to support you with CPD, whether it is for revalidation with the NMC or appraisal evidence.

Store practice-related feedback, upload certificates and documents and download your online portfolio into a PDF file.

#### Free to access for all RCN members

The portfolio forms part of your RCN membership benefit. You can use it on any device, including your phone or tablet.



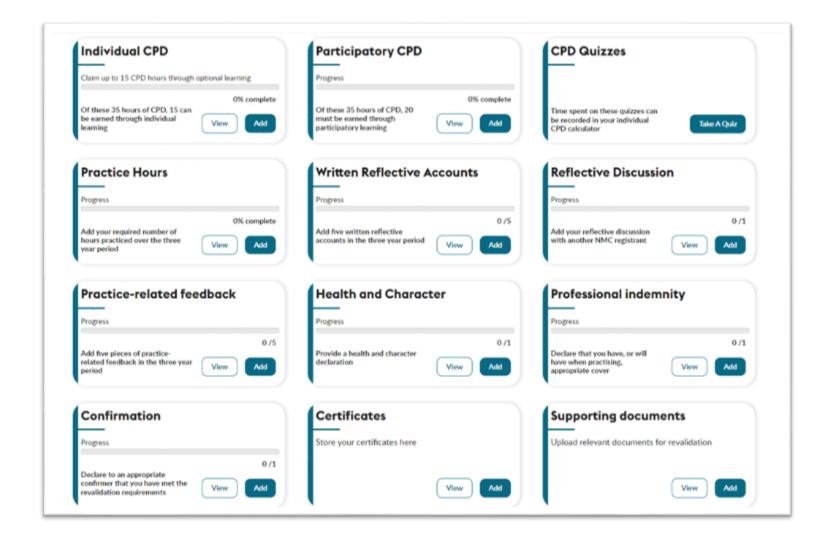






## **RCN Portfolios**













## **RCN First Steps Programme**













## Free support and assistance on immigration issues



RCN <u>immigration</u> solicitors can help with:

- Skilled Worker visa and Temporary Worker visa (ILR)
- switching or extending your current visa
- bringing your family to the UK
- applications based on marriage/ civil partnership
- British citizenship
- Home Office application refusals.

RCN members can get confidential immigration support without paying costly legal bills



### **External Resources**



- We encourage employers to offer a thorough induction for overseas staff when they arrive in the UK.
- Connect with your <u>international nursing association</u>, run by nurses from your home country, for pastoral support, events and career empowerment.
- As a registered nurse, midwife in the UK or as a nursing associate (England), you will need to revalidate with the <a href="Nursing & Midwifery Council">Nursing & Midwifery Council</a> (NMC) every three years. This is so you can remain fit to practise.
- You can find out about the <u>requirements of revalidation</u>, what you can do to prepare and how the RCN can support you on our <u>revalidation page</u>.

## RCN guidance for internationally educated nursing staff



International nursing members working in the UK

International Nurses | Royal College of Nursing (rcn.org.uk)

International nurses planning to come and work in the UK

Information for overseas nursing staff and students coming to the UK

Advice guide for international nurses in the UK or planning to come

Coming to work in the UK | Advice guides



#### Scan here:



#### Scan here:



#### Scan here:

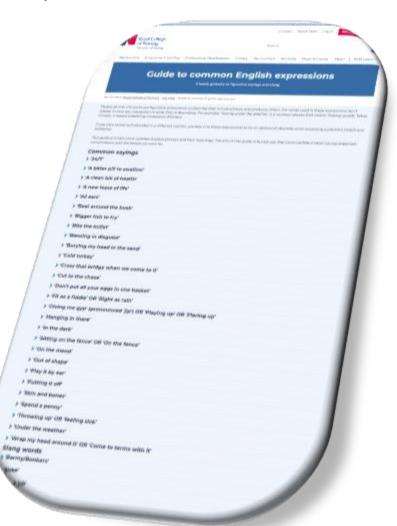


## **Additional RCN resources**



#### <u>Live events and recordings</u> <u>Guide to common English expressions</u> <u>Member interviews</u>







## **RCN Events- for IHSC**





12 Jun 2024

'There Is No Place Like (Care) Home' event

This is the first event in the RCN's UK-wide Care Home Series.

Online

② CPD hours: 3



13 Jun 2024

UK IHSC Nursing Support Worker Listening Event: Shaping tomorrow together

Join us at our listening events to help us understand your RCN membership need...

Online



18 Jun 2024

'Let's Explore Person-Centeredness' event

This is the second event in the RCN's UK-wide Care Home Series.

Online

(2) CPD hours: 1



24 Jun 2024

'Recognising Care Homes as the Lynchpin of our Communities' event

This the third and final event in the RCN's UK-wide Care Home Series.

Online

(2) CPD hours: 1



11 Nov 2024 - 27 Jan 2025

Leadership for the independent sector

Join us for this 5-day in-person professional development programme for Regist...

O Cardiff

② CPD hours: 30













## Further courses/programmes



• Leadership programmes

<u>Leadership programme | Royal College of Nursing (rcn.org.uk)</u>

Fitness to Practice

Fitness to Practice | Royal College of Nursing (rcn.org.uk)

Demonstrating value

<u>Demonstrating Value | Royal College of Nursing (rcn.org.uk)</u>

Cultural ambassadors programme

RCN Cultural ambassador | Professional services | Royal College of Nursing

• Infection prevention and control

RCN IPC Programme | Professional Services | Royal College of Nursing

Leadership to improve physical and mental health.

RCN Improving Physical and Mental Health Outcomes | Professional Services | Royal College of Nursing











# Thank You & any Questions

Michelle.Raddings@rcn.org.uk

Supporting the independent sector









#### **Volunteers' Week 2024**

Volunteers' Week marks it's 40<sup>th</sup> year this year and takes place between Monday 3<sup>rd</sup> June – Sunday 9<sup>th</sup> June 2024. Volunteers' Week is about celebrating and thanking those who give up their time to make a difference. Whether you are part of a voluntary organisation or a volunteer yourself, here's how to make your week as great as possible.

Useful guidance and downloadable resources to help you get the most out of Volunteers' Week for Organisations For organisations – Volunteers' Week (volunteersweek.org)

For Volunteers, whether you're already volunteering or want to start, find out how you can get involved For volunteers – Volunteers' Week (volunteersweek.org)

Brand new resources to help you mark 40 years of Volunteers' Week Resources – Volunteers' Week (volunteersweek.org)











## **Safeguarding Week 2024**

#### Programme of free on-line sessions announced for Safeguarding Week 17th – 21st June 2024

Partners from Safeguarding Adults Boards, Children's Safeguarding Partnerships, Community Safety Partnerships across North Yorkshire, the City of York, East Riding and Hull have come together and developed an extensive programme of learning events, seminars and interactive sessions which all underpin this year's theme - 'Safeguarding is everybody's business'.

Spurred on by the success of Safeguarding Week 2023 the safeguarding partners have worked to extend the range of topics being covered this year. While a number of the sessions are open only to professionals working in the safeguarding sector, the majority of the sessions are also open to the public. The week-long programme of over 40 sessions caters for members of the public who want to learn more about safeguarding.











## **Safeguarding Week 2024**

Covering topics such as modern slavery, drug and alcohol use, learning from local and national reviews, domestic abuse and much more. The sessions have been designed to stimulate discussion, spark innovation and share best practice. Each session will be delivered by inspirational and motivational speakers, all of whom are experts in their field.

The full programme of events is open for viewing and booking via EventBrite and early registration is recommended to avoid disappointment. You can view and book on to sessions here

All the agencies involved will be sharing information across their social media channels and website in the run up to Safeguarding week and throughout the week. To follow along look for the hashtag #safeguardingweek2024





#### North Yorkshire, City of York, East Riding and Hull Safeguarding Week 17th - 21st June 2024

To view the full programme of events and book onto sessions, scan the QR code below



Safeguarding is everybody's business









### **Top-up Guidance Review**

- We are currently reviewing the current policy and associated guidance.
- As part of the review we will be producing guidance/support documents for the care market.
- Purpose is to ensure that all parties involved in the process have guidance available to them.



We want to hear from any providers that have views on this subject.

- Do you want to be involved in the creation of guidance?
- Do you have views you want to feed into the process?
- Do you have any issues with the current processes and guidance?

Please let us know your views at:

HASservicedevelopment@northyorks.gov.uk









EQUALITY

We Value

## Free Dental Health Webinar for Care Providers

Tuesday 25<sup>th</sup> June 2024

2pm

The HDFT Oral Health team will be delivering a 1-hour webinar on oral health on Tuesday 25<sup>th</sup> June at 2pm. The webinar will discuss the following topics:

- Carrying out a mouth care assessment
- What you might see when looking inside someone's mouth
- How to support individuals with their mouth care
- Adaptations and tips to help with toothbrushing
- End of life mouth care

To book your place, please contact hnyicb-voy.yorkplacequalitynursingteam@nhs.net

If you are unable to attend on the day, the session will be recorded, and this will be shared
afterwards.

Please send any questions to hnyicb-voy.yorkplacequalitynursingteam@nhs.net and we will aim to answer as many as possible on the day.









#### **Carers Week**





**York Carers Centre** is an independent charity giving free help to unpaid carers living, or caring for someone who lives, in York.

Carers Week (10 – 16 June) is an annual campaign to raise awareness of caring, highlight the challenges unpaid carers face and recognise the contribution they make to families and communities throughout the UK. It also helps people who don't think of themselves as having caring responsibilities to identify as carers and access much needed support.

#### **Get Involved**

Our **activities calendar** is jam-packed this Carers Week including a celebration event on Wednesday 12 June in Museum Gardens. Join us from 10 am, bring a picnic and get involved with our fundraising activities and games. This is a great opportunity to talk to a Carer Support Worker and other local carers with shared experiences and to find out more about our work.

Visit <a href="www.yorkcarerscentre.co.uk/calendar">www.yorkcarerscentre.co.uk/calendar</a> to find your activity or for more info contact: hayley.johnson@yorkcarerscentre.co.uk











## **Carers Strategy Group**

The City of York Council is inviting Young Adult Carers (16 - 25) and Adult Carers (25+) to the Carers Strategy Group to:

- Identify barriers faced by unpaid carers in York and to overcome them through the delivery of the York Carers Strategy and Action Plan
- Prevent the breakdown of caring arrangements, allowing carers to fulfil their potential and to live a life of their own outside their caring role
- Engage with carers of all ages and from all backgrounds, ensuring they are respected, listened to and involved in the planning of services (for both carer and cared for).

The meetings happen four times a year online or in person at West Offices.

The City of York Council welcomes your invaluable, lived experience, as the aim of these meetings is to bring together carers and professionals to improve the lives of carers.

When: Monday 17 June, 10 – 12 pm Where: City of York Council, West Offices, Station Rise, York YO1 6GA (and online via MS Teams)

Contact Edward Njuguna for more information or to join this group:

Edward.Njuguna@york.gov.uk













## RUSPECT Introduction of ReSPECT Process Briefing for Providers

The York and North Yorkshire area is moving towards the adoption of the ReSPECT process. The aim of this is to promote a more patientcentred and consistent approach to advanced care planning. Over the coming year, you will see the introduction of ReSPECT documentation and eventually the phasing out of the "red bordered" DNACPR forms.

The following sessions, lasting approximately 1.5 hours, are currently available:

- 06/06/2024 10.00am The ReSPECT process: a guide for care staff held face to face in the Education Centre, Saint Catherine's Hospice, Scarborough; suitable for all working in the social care sector
- 19/07/2024 10.00am The ReSPECT process: a guide for LD and autism providers held on MS teams; suitable for any staff caring for clients with learning disabilities and/or autism
- 17/09/2024 10.00am The ReSPECT process: a guide for care staff held on MS Teams and suitable for all working in the social care sector
- 14/10/2024 10.00am The ReSPECT process: a guide for LD and autism providers held face to face in the Education Centre, Saint Catherine's Hospice, Scarborough; suitable on MS teams for any staff caring for clients with learning disabilities and/or autism

There will also be a session on ReSPECT on the Palliative care for care staff study day run at St Catherine's on 8 July. Further dates, including face to face sessions in other locations across the area, will be circulated over the coming months. To book onto any of these sessions, or to discuss how we can support your organisation with the ReSPECT

roll out please email: sarah.holloway@saintcatherines.org.uk.



#### **Bladder and Bowel Training** York and Scarborough Residential/Nursing Homes and Domiciliary Carers in the Vale of York

**Teaching Hospitals** 

All training via MS Teams and will cover 'promoting continence and managing incontinence' and session includes:

- Updating carers in residential homes/nursing homes and domiciliary carers on the necessary skills to promote continence and manage incontinence within their work environment.
- This training is aimed at non-registered staff from residential homes and nursing homes and all domiciliary carers.
- These are the objectives of the session:-
- List the possible causes of incontinence;
- Know main functions of the healthy bladder and bowel;
- Understand the impact of incontinence on quality of life;
- Have an awareness of types of incontinence;
- Examine various management options;
- Look at how to care for a urinary catheter;
- Help within your work environment.

## Bladder and Bowel Training.



## Residential/Nursing Homes and Domiciliary Carers in the Vale of York - Timetable

Date	Time	Training Provider
Thursday, 27 June 2024	1400 – 1600	Ellie Gow
Thursday, 8 August 2024	1400 – 1600	Ellie Gow
Thursday, 7 November 2024	1400 – 1600	Ellie Gow

#### All sessions via MS Teams

- To make these sessions interactive, we have limited the amount of bookable spaces to 20 per session, and therefore there is a limit of 2 spaces available per care home/per care agency.
- We recommend and encourage 'train the trainer', so once this session has been attended, the attendee can update their colleagues with what has been discussed.
- To book place, please email clare.markwell@nhs.net, who will send you the Teams meeting invite.









### **Come Dance with NYC**

1<sup>ST</sup> - 7<sup>TH</sup> JULY 2024



.... Group dancing

.... Lip syncing

.... Group sing-along



COME DANCING WITH NORTH YORKSHIRE COUNCIL











CONNECT

#### **Come Dance with NYC**

July 2023 is Good Care Month, and we want to celebrate this by getting everyone moving.

We have asked all our NYC care services to hold a party, dance session or disco between 1st July – 7<sup>th</sup> July. We are taking photos and videos of events as great evidence.

Hold your own event and take pictures or short videos and send into us at <a href="mailto:Hasquality@northyorks.gov.uk">Hasquality@northyorks.gov.uk</a> Deadline for pictures and videos is Friday 19th July 2024. We will show the best ones in care connected and your service could be a 'Come dance with NYC' winner. All participating services get a certificate.

Please ensure you gain consent from a staff member before filming, and you review your publicity consent forms for the individuals who use your services in regard to filming. Keep any videos to a 10-15 second length so they can be sent via e-mail.









## Webinars for the new Organisational Safeguarding procedure - working with Care and Support Providers across North Yorkshire

For all Registered Managers, Nominated Individuals in Provider services and Designated Safeguarding Leads in all organisations

The webinars will provide you with an overview of the new North Yorkshire Safeguarding Adults Board Organisational Safeguarding procedure for working with care and support Providers across North Yorkshire, which will be launched on 1<sup>st</sup> October 2024.

Registration for the sessions will open shortly and we wanted to be sure that you had the dates set aside in your diary.

Webinars will take place on the following dates and will be hosted online on Microsoft Teams.

- Wednesday 18th September 12:30-14:30
- Monday 23rd September 10:00-12:00
- Tuesday 24th September 10:30-12:30
- Thursday 26th September 10:00-12:00

Follow the North Yorkshire Safeguarding Adults Board on Twitter at

https://twitter.com/NYSAB1













### **Dates for your Diary**

- ReSPECT process support sessions being held from May to October. Contact: <a href="mailto:sarah.holloway@saintcatherines.org.uk">sarah.holloway@saintcatherines.org.uk</a>
- Volunteers Week 3<sup>rd</sup> 9<sup>th</sup> June 2024
- Carers Week 10<sup>th</sup> 16<sup>th</sup> June 2024
- Safeguarding Week 17<sup>th</sup> 21<sup>st</sup> June 2024
- HDFT Dental Health webinar 2pm, 25th June <a href="https://hnvicb-voy.yorkplacequalitynursingteam@nhs.net">hnvicb-voy.yorkplacequalitynursingteam@nhs.net</a>
- Bladder and Bowel Training 2-4pm 27<sup>th</sup> June, 8<sup>th</sup> August, 7<sup>th</sup> November <u>clare.markwell@nhs.net</u>
- Come Dance with NYC 1<sup>st</sup> 7<sup>th</sup> July











## **Key Contacts – North Yorkshire Council**

North Yorkshire Council website Home | North Yorkshire Council

Quality Team: <u>HASQuality@northyorks.gov.uk</u>

NYV HAS Contract Team: <u>HASContracting@northyorks.gov.uk</u>

North Yorkshire Partnership website: Care Connected | North Yorkshire Partnerships (nypartnerships.org.uk)

NYC Approved Provider Lists for Adult Social Care – FAQs, Webinars can be found here

Public Health <a href="mailto:dph@northyorks.gov.uk">dph@northyorks.gov.uk</a>

Service Development: <u>HASservicedevelopment@northyorks.gov.uk</u>

Jo Holland - joanne.holland@northyorks.gov.uk

Training available NYC, PHE & NYSAB:

https://safeguardingadults.co.uk/ & https://www.nypartnerships.org.uk/phtraining

#### Workforce

Make Care Matter <u>www.makecarematter.co.uk</u>











## **Key Contacts and Information – City of York Council**

City York Council website - <a href="https://www.york.gov.uk/AdultSocialCare">https://www.york.gov.uk/AdultSocialCare</a>

**Dedicated email address for care providers:** 

Commissioning and Contracts: <u>AllAgeCommissioning@york.gov.uk</u> - If you require further assistance, please contact All Age Commissioning on Tel: 01904 55 4661

Transformation and Service Improvement: <u>asctransformationteam@york.gov.uk</u>

https://www.york.gov.uk/ShapingCare - Market Position Statement for all providers to view

City of York Council Individual Provider Bulletin is circulated regularly to providers and as/when there is important information to share.











### **Key Contacts – Health and Adult Social Care**

NHS Humber and North Yorkshire ICB: <a href="mailto:hnyicb-voy.yorkplacequalitynursingteam@nhs.net">hnyicb-voy.yorkplacequalitynursingteam@nhs.net</a>

iCG: John Pattinson johnpattinson@independentcaregroup.co.uk To join the iCG click here

Heather Bygrave- Relationship Team Manager Immedicare <a href="https://hbygrave@immedicare.co.uk">hbygrave@immedicare.co.uk</a>

Dreams Team - <u>dreamsteam@eastriding.gov.uk</u>

Skills for Care: Home - Skills for Care

#### Training available

IPC Home - Infection Prevention Control

NHS Humber and North Yorkshire ICB- <u>Training and Development Opportunities</u>

Digital Update Newsletter sign up - Newsletter Signup - Digital Social Care

#### Workforce

Skills for Care <a href="https://www.skillsforcare.org.uk/Recruitment-retention/Recruitment-and-retention.aspx">https://www.skillsforcare.org.uk/Recruitment-retention/Recruitment-and-retention.aspx</a>

Department of Health & Social Care <a href="https://www.adultsocialcare.co.uk/home.aspx">https://www.adultsocialcare.co.uk/home.aspx</a>

The DHSC social care reform Homepage -

Workforce wellbeing resource finder: Wellbeing resource finder

