


With thanks to



Implications on Adult Social Care

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Key themes

Workforce

Older and Disabled People, and carers

Funding

Costs

Legislation

Development





#unitedwecare

An estimated 80,000 people from the EU work in our national social care sector.

Oxfordshire: more than 1 in 8 direct carers are non-British EEA citizens



Overarching Themes



- Community Cohesion
- Continuity of provision for safe and quality care
- Clarity where possible
- Take care not to fuel anxieties
- Gather evidence for future discussions – what are the right questions?
- What does it mean for my organisation?

Employment themes

What are the issues?

- Social care workforce is locally driven, but there are national skill shortages
- [Shortage Occupation Lists](#) do not reflect adult social care
- Use evidence to contribute to local workforce planning and market-shaping activities.
- How will uncertainty shape recruitment?
- How might workers rights be affected?



~~UNEMPLOYED~~

Funding and costs

Further constrictions on funding will hit an already under pressure sector

Inflationary increases in non-staff related items

Increased costs of recruitment

Alternative funding sources may be hit.

Government policy on non-EU issues may stall or change



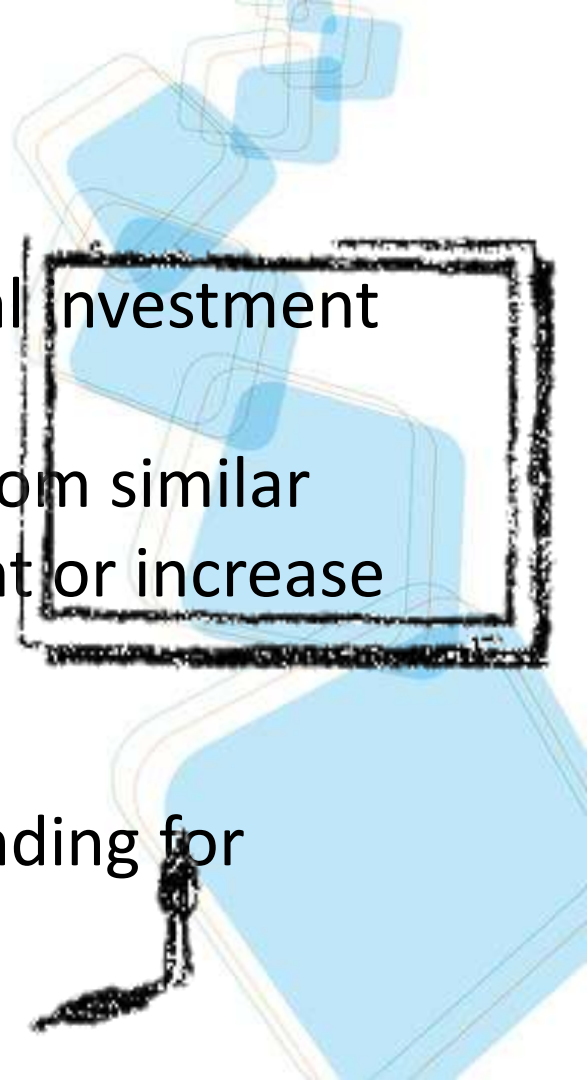
Bigger picture

Development based around international investment may falter during uncertainty

Shortages in other industries resulting from similar workforce threats may slow development or increase costs – e.g.; building care homes

Care sector supply services may struggle

Uncertainty around ongoing revenue funding for services may lead to *mothballing*



Sharing the issues

Visual campaign to demonstrate united and diverse workforce & residents *#unitedwecare*

Reinforce positive messages about value of diverse workforce and residents

Raise issues with boards and engage in national/ local debates with MPs and others

Submit workforce data to NMDS-SC



Financial sustainability

Submit evidence to the *Communities and local Government Select Committee* inquiry on sustainability of adult social care

Deadline 19th August 2016

http://bit.ly/CLG_ASC19Aug



Building and sharing the impact

Respond to sector body requests for robust evidence

Key questions staff or residents are asking about entitlement/ rights

Impact on workforce in relation to retention or recruitment pipelines

Impact on development, funding or rising costs

Provide case studies



Legislation

“There is no totally accurate, rational or useful way of calculating the percentage of national laws based on or influenced by the EU”,

but,

“it is possible to justify any measure between 15% and 50% or thereabouts”

House of Commons Library



EU influenced legislation

Data Protection Act

European Convention of Human Rights

Working Time Directive and employment terms

Health & safety legislation

Product specifications

Competition

Health and safety

Consumer protection

VAT standardisation



Employment legislation

Areas of employment law stemming largely from EU Social Chapter:

- maternity, paternity and parental leave
- rights of agency workers and part-time workers
- annual leave
- fixed-term worker rights
- collective redundancy
- TUPE
- discrimination legislation



Employment Law
Legislation

**If you have further thoughts,
please share**

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