

Skills for Care says major changes to rules on 16-18 year olds providing personal care will boost recruitment.

Albion Court
5 Albion Place
Leeds LS1 6JL
0113 245 1716

Media enquiries:
Paul Clarke
0113 2411297

Skills for Care says major changes in care regulations allowing well trained 16-18 year olds to provide personal care will help recruit more young workers and help care businesses grow.

The Department of Health's National Minimum Standards (NMS) for care used to state that 'staff providing personal care to service users must be aged 18' and Skills for Care have been campaigning to have this restriction lifted for young people with the right training and supervision.

The Commission for Social Care Inspection (CSCI) and the Department of Health have worked closely to develop a more flexible approach, allowing 16-18 year olds to provide personal care as long as they are suitably trained/competent and are appropriately supervised.

The new guidelines also make it clear that care homes must fulfill appropriate regulations and the person who receives the care must have their choices respected as far as possible regarding who performs the task for them.

Care workers under 18 who want to deliver personal care must have completed or be undertaking the Apprenticeship in Health and Social Care and have satisfied their line manager of their competence to carry out these tasks.

"This is a very significant change in the regulations governing how care workers under 18 can deliver personal care and is a reflection of the rapid growth of the Apprenticeship

in Health and Care that is producing well trained young workers,” says Skills for Care CEO Andrea Rowe.

“This flexible approach to the regulation means that the dignity and safety of people who use services is balanced against the aspirations of young social care workers to play a full role in their establishments.

“It removes unnecessary barriers to recruiting and retaining young staff when the recruitment and retention of staff is a massive challenge for our sector especially as we estimate we will need at least 2 million care staff by 2025.

“It will also help employers recruit young workers into our sector and help retain them, as they will now be able to carry out the full range of duties based on their competence not just their date of birth.”

Ends

Media enquiries:

Paul Clarke: 0113 2411297. paul.clarke@skillsforcare.or.uk

Notes to editors

1. Skills for Care is the employment-led strategic body for workforce development in adult social care in England, which is licensed jointly with its UK allies by DfES to be the ‘Skills for Care and Development’ Sector Skills Council (SSC). The other members of the SSC are the Children’s Workforce Development Council (also for England), the Scottish Social Services Council, the Care Council for Wales, and the Northern Ireland Social Care Council.
2. Skills for Care forms a strategic overview of workforce needs in adult social care, which accounts for nearly one million workers or 5 per cent of England’s workforce, spread over more than 25,000 employers. Skills for Care members are drawn from groups representing public, private and voluntary sector care employers, along with representatives of staff, trainers, service users and informal carers. Social care includes residential care, domiciliary care and social work with all its specialisms.

3. Skills for Care and its SSC allies promote and develop the social care sector's National Occupational Standards which are statements of competence that describe 'best practice'.
4. Skills for Care regional committees are major brokers of funding for social care workforce development.