



A Healthier Wales – A plan for the health and social care workforce

Annual Report - what we achieved in 2022 to 2023

This document was written by **Social Care Wales**. It is an easy read version of '[A Healthier Wales – A workforce strategy for health and social care](#)'.

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How to use this document



This is an easy read document. You may still need support to read it. Ask someone you know to help you.



Words in **bold blue writing** may be hard to understand. You can check what the words in blue mean on **page 28**.

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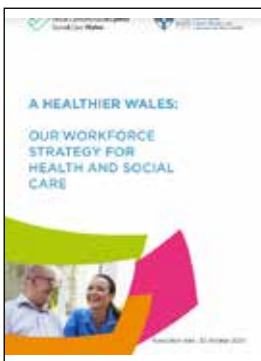
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What this report is about



In 2020 we made a plan.



It was called **A healthier Wales – A Workforce Strategy for Health and Social Care.**



We made it with **Health Education and Improvement Wales.**



The aim of the plan is to make sure we have a:

- strong
- happy
- and healthy health and social care workforce.



That can meet the needs of people now and in the future.



2022 to 2023 was the second full year of delivering this plan.



This report is about what we have achieved so far under this plan.



Staff working in social care keep telling us that pay and working conditions need to improve.



And that social care should be treated in the same way that health care is.



We believe it is really important for staff to be treated well and valued. And we must protect staff safety and well-being.



In this report we also talk about what we have achieved in these plans:

- Social work workforce plan
- Direct care workforce plan
- Strategic mental health workforce plan

What we have achieved

1. A workforce that feels involved and healthy

We worked with **Health Education and Improvement Wales** to:



- Share best ways of working and resources to help make improvements.



- Support the launch of a new mental health support service called **Canopi**.



We have checked to make sure staff are treated equally and fairly.



We have tried to improve well-being.



We have tried to improve the use of the Welsh language.



We asked staff what they thought about working in social care.



We started a support service for employers.



We had a ceremony called **Accolades** to help recognise the good work staff do.

We helped professionals to come together to:



- talk about their work
- share what works well
- and share their ideas.

For the Social work workforce plan we:



- Supported the Welsh Local Government Association to review the **terms and conditions** of social workers.

Terms and conditions means the rules for them being employed as social workers.



- Asked people why they become agency workers.



- Made sure social workers could get support through the **British Association of Social Work (BASW)**.

For the Direct care workforce plan we:



- Supported peer groups that improve well-being.



- Supported the well-being of managers through events.



- Worked with Welsh Government to make things better for staff.

For the strategic mental health workforce plan

We worked together with Health Education and Improvement Wales to:



- Make sure the work of the **third sector** and volunteers is recognised in the mental health workforce.

The **third sector** means charities and community groups.

2. Attracting new staff

Together with **Health Education and Improvement Wales**, we:



- Worked with others to improve how to employ and keep staff.



- Supported the jobs website called [Careersville](#).



We supported schemes that help find new staff.



We supported the use of **apprenticeships**.

Apprenticeships are when someone learns on the job and gets a qualification.



We worked on the website called [WeCare Wales](#). This is a support website for staff and public who want to join the social care and early years sector.

For the Social work workforce plan we:

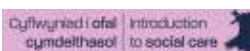


- Tried to recruit new staff through TV, social media, and radio.

For the Direct care workforce plan we:



- Tried to recruit new staff through TV, social media and radio.



- Had a training programme called **Introduction to social care**.

3. Working better

Together with **Health Education and Improvement Wales**, we:



- Carried out work on the **Liberty Protection Safeguards**. These are to do with people having rights. And making choices when they need care and support.



- Helped with work on healthcare provided in the community.



- Helped with work on nursing in social care.



We were involved with a plan about learning disabilities.



We had workshops with Learning Disability Wales and Improvement Cymru.



We supported groups around Wales such as workforce boards.

For the Social work workforce plan, we:



- Published a workforce plan for social work.

For the Direct care workforce plan, we:



- Published a workforce plan for the direct care workforce.



- Worked with other organisations to improve training in health and social care.



- Looked at ways care home staff could be trained as nurses and do other training.

For the strategic mental health workforce plan

We worked together with Health Education and Improvement Wales, to:



- Publish a workforce plan.



- Help people working in Mental Health to come together to share:
 - what works well
 - and their ideas.

4. Making sure staff can use computers and digital equipment

Together with **Health Education and Improvement Wales**, we:



- Had training online about infection control.



- We added more learning resources online.



- We published research on how people use digital learning. And what more is needed.

5. Excellent education and training

Together with **Health Education and Improvement Wales** we:



- Worked with the training awards organisation called City & Guilds.



- We worked with other organisations so people could do their training in Welsh.



- We made rules to help improve training about keeping people safe.



- We supported lots of other learning.

For the Social work workforce plan, we:



- Gave funding for some social work students to gain their qualifications.



- Supported student social workers into jobs.

For the Direct care workforce plan, we:



- Gave chances for people to learn on the job.



- Supported training plans for staff and managers.



- Supported the running of training called **Social Services Practitioner award**.

For the Strategic Mental Health workforce plan

We worked together with Health Education and Improvement Wales to:



- Support training in therapy skills.

6. Leadership and management

Together with **Health Education and Improvement Wales**, we:



- Supported the development of the online learning portal called **Gwella**.



- Supported leaders to work in kind ways.



- Developed and tried out a training programme for leaders.



- Supported the training programmes of other manager jobs.



- Continued to promote the use of the Welsh language.

7. Workforce

Together with **Health Education and Improvement Wales**, we:



- Published a plan for the mental health workforce.



We collected information. And tried to understand more about the workforce in social care.



We did some research on how people work out the number of staff they need.



We supported work that helps carers.

For the Social work workforce plan, we:



- Published plans for working in social work.

For the Direct care workforce plan, we:



- Published plans for the direct care workforce.



- Supported plans about pay and career development.



- Supported people to register so that they can work in care homes.



- Supported Welsh Government on their work for children's services.

For the Strategic mental health workforce plan

We worked together with Health Education and Improvement Wales to:



- Make surveys for some staff working in mental health who are allowed to admit people into hospital.



- Support new job roles in mental health.

8. Work in the future

These are things that need work in the future:



We need to show how social workers can be supported more.



We need to develop plans about digital skills. This means working with computers, online, and with other technology.



We need to put out plans for learning after social workers have qualified.



We need to make plans for managers in direct care to do with well-being.



We need to help care staff know how to develop in their careers.



We need to support care staff to learn basic skills.

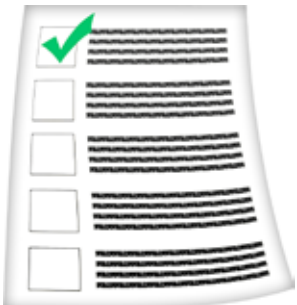
Conclusion



COVID has had a lot of effects on health and social care.



There are a lot of problems that need to be solved.



A lot of work has been done already. But there is a lot more work to do.



We have made a plan about what we will do in the next 3 years.

Social Care Wales.

Hard words

Apprenticeships

These are when someone learns on the job and gets a qualification.

Terms and conditions

This means the rules for them being employed as social workers.

Third sector

The third sector means charities and community groups.