



# Team Ross !

Recruitment and retention of staff

# What's worked?

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- Actively recruiting people who are new to social care
- We are involved in the process
- Higher hourly rate than national living wage.
- Working in Ross's home, not Ross living in their workplace.
- Personalised training.
- Feeling supported by family.
- Honesty.
- Shared interests and passions.
- Looking for people with the right values.
- Valuing staff opinions.



Advertise in a  
different way.



**My life in pictures.  
Get to know me**

# What his team say

- I love coming to work, it's not like work.
- I think he missed me while I was on holiday which is lovely.
- I feel really appreciated.
- We've had such a laugh today.
- He loves my cooking.
- Another great day, he was laughing so much that he got hiccups!
- He's just wrapped his arms around he and gave me the biggest hug, it was so lovely.



# What's making it difficult currently

- LA's offering higher hourly rate to in house staff than those employed through a Direct Payment.
- The awful narrative around Social Care, partly caused by Covid.
- Little career progression or training available.
- How little social care is valued nationally.
- People think they need to be a particular "type of person" to do this work because of the way it's portrayed.

# What needs to happen to change things

- Implement the promise of *a minimum* of £12 per hour for social care staff, starting from 1 April 2023. this should just be the beginning.
- Equality for those on DP and in house staff, locally that's £14.09/hr
- Uplift to cover all the staff that make SDS workable.
- The proper implementation of SDS.
- Collective action from families, unpaid carers, support staff, provider organisations, social workers. Demonstrations, MSP's involvement, strikes if necessary (supported by families/unpaid carers).
- We should not be held responsible or have to “pay” for the lack of funding.