

KING'S College LONDON

After the memory clinic

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Looking for the Green Paper?

Speaking of care



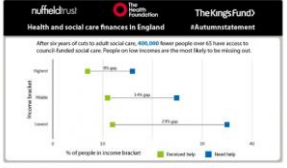
Key words in the word cloud include: ethical issues, fairness, community, Moral, values, justice, welfare, integrity, truth, respect, dilemmas, discrimination, equity, honesty, moral codes, and values.



Key words in the word cloud include: social, austerity, welfare, beds, elderly, crisis, care, bankrupt, welfare, older, cuts, alarm, sustainability, integration, and provider.

The King's Fund @TheKingsFund

After six years of cuts, 400,000 fewer people over 65 have access to council-funded social care #AutumnStatement
kingsfund.org.uk/publications/a...



Health and social care finances in England
 After six years of cuts to adult social care, 400,000 fewer people over 65 have access to council-funded social care. People on low incomes are the most likely to be missing out.

98 30



#CareCrisis

Why call it care when nobody cares?

14 million older people aren't getting the care and support they need

APRIL 2018

The Four Angels of the Apocalypse

Underfunding - over last 5 years a £160 million cut in total public spending on older people's social care despite a rapidly increasing demand - ageing stock too

Variations - despite the 2014 Care Act introducing a national system of eligibility, local variation is still leaving many older people without any support leading to some **2 Tier systems**

Unmet need - 1.2 million people aged 65+ don't receive the care and support they need with essential living activities

Declining access - cuts in local authority care services have placed increasing pressure on family carers



And the workforce (1.6m) too

- ▶ Vacancies - 12% registered nurses/9% care workers
- ▶ Turnover - 37.5% care workers/22% managers
- ▶ Retention/Brexit
- ▶ Recruitment
- ▶ Inadequate care
- ▶ Training and skills doubted and devalued
- ▶ 35% care workers on Zero hours contract



So the role for memory clinics?

- ▶ The information I give people is accurate and realistic
- ▶ I will not suggest that the Green Paper will make immediate changes
- ▶ I will support family and let them know about carers support - it may be that this is only what they will get
- ▶ I will discuss the advantages of care planning and legalities
- ▶ I will work with dementia friendly communities and other local assets



It is not all bad

3 social care people

H is for home care worker

- ▶ Part time, low paid/min wage, ¼ on zero hours contract, female 80%, working for private agency... high turnover, varied satisfactions/rewards, more personal care than domestic work
- ▶ Also self-employed/grey labour force (some live in)
- ▶ Problems of call cramming, viability, etc
- ▶ For memory clinic? Role in skill development?



C is for care home worker

- ▶ Large numbers, mostly female, minimum wage, employers = large companies or owner-manager
- ▶ Some care homes have nurses, many migrants (19% of registered nurses in 2016-17 = non-British European Economic Area nationals, highest % for any care job)
- ▶ Increasing role in end of life care
- ▶ Role for memory clinics - support, compliments, respect, team membership, protocols



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M is for manager

- ▶ Huge range - little known
- ▶ Career progression uncertain
- ▶ Financial imperatives
- ▶ Running your own show; making the difference
- ▶ 15% =vacancy rate for registered managers
- ▶ Role for memory clinic - part of team? Shared decision making, support with distressing behaviour/end of life/medication reviews



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What does it feel like 'being' social care?

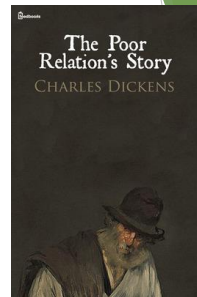
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'Being' social care

- ▶ Relief (partial) not NHS but only noticed when can 'save' NHS
- ▶ Great to run own show
- ▶ Relationships matter
- ▶ Less hierarchy
- ▶ Offers alternative, eg rights, disability model, care not cure
- ▶ Can be parochial and 'theory lite'
- ▶ Role for memory clinics? Shared stories and communities of practice? Personifying integration? Asking what they need?

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Thanks for listening -

- ▶ The views presented here are those of the author alone and should not be interpreted as those of the NIHR, NHS or DHSC.



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April 2018

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