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**Happy Christmas Everyone!!**

**We wish all our Clients a very Happy Christmas and a very Prosperous New Year.**

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| **Learning and Development** |

**SCIE's new programme of CPD accredited, open access training has now launched for 2020!**

 These training sessions are suitable for a range of roles and organisations. SCIE provide an environment which supports multi-agency learning, developing delegates skills and knowledge around a number of key topics including Safeguarding, the Mental Capacity Act and Co-production.

 [Review the list of upcoming CPD courses and get in touch to book your place.](https://www.scie.org.uk/training?utm_campaign=11162919_2020%20Open%20Courses&utm_medium=email&utm_source=SOCIAL%20CARE%20INSTITUTE%20FOR%20EXCELLENCE%20&utm_sfid=003G000001MKS7vIAH&utm_role=Director&dm_i=4O5,6N9D3,CB28GW,QH8CV,1)

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| **Operations** |

**Helping to prevent winter deaths and illnesses associated with cold homes**. NICE have produced some useful guidance**. Click** [**here**](https://www.nice.org.uk/about/nice-communities/social-care/quick-guides/helping-to-prevent-winter-deaths-and-illnesses-associated-with-cold-homes) **to view.**

**Flu vaccination availability for homecare workers**

NHS England has confirmed that in 2019-20 "NHS England will continue to support vaccination of social care and hospice workers. The eligible groups will remain the same as in 2018/19 and vaccination will be available through community pharmacy or their registered general practice."

Click [**here**](https://assets.publishing.service.gov.uk/government/uploads/system/uploads/attachment_data/file/824680/PHE_flu_immunisation_social_care_staff_leaflet.pdf) to take a look at the information leaflet.

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| **Human Resources** |

## ****DHSC recruitment campaign****

The second phase of the national adult social care recruitment campaign is underway and there are lots of resources available to providers.

Visit [the resource centre](https://lnks.gd/l/eyJhbGciOiJIUzI1NiJ9.eyJidWxsZXRpbl9saW5rX2lkIjoxMTAsInVyaSI6ImJwMjpjbGljayIsImJ1bGxldGluX2lkIjoiMjAxOTExMTQuMTI4NjU2MjEiLCJ1cmwiOiJodHRwczovL3d3dy5ldmVyeWRheWlzZGlmZmVyZW50LmNvbS9yZXNvdXJjZXMuYXNweCJ9.Ch7WTVj2SIIUqi-STaedJWmCR652Mfd3Wa-zPNhf2S0/br/71350601863-l) to find expert advice to help you run a successful recruitment campaign, event materials needed to organised a ‘Family Care-eer Day’ recruitment event, plus much more.

You can also Sign up to the campaign newsletter [here](https://lnks.gd/l/eyJhbGciOiJIUzI1NiJ9.eyJidWxsZXRpbl9saW5rX2lkIjoxMTEsInVyaSI6ImJwMjpjbGljayIsImJ1bGxldGluX2lkIjoiMjAxOTExMTQuMTI4NjU2MjEiLCJ1cmwiOiJodHRwczovL2Roc2MtbWFpbC5jby51ay9mb3JtL1N4MWlhWkRKL3pIQWI2Wng0eC8ifQ.Ky9CRPm4VmLxYUIfqiwFZP28gr1h2EO1asm2G9jqWBY/br/71350601863-l) and follow the campaign [Facebook page](https://lnks.gd/l/eyJhbGciOiJIUzI1NiJ9.eyJidWxsZXRpbl9saW5rX2lkIjoxMTIsInVyaSI6ImJwMjpjbGljayIsImJ1bGxldGluX2lkIjoiMjAxOTExMTQuMTI4NjU2MjEiLCJ1cmwiOiJodHRwczovL3d3dy5mYWNlYm9vay5jb20vZXZlcnlkYXlpc2RpZmZlcmVudCJ9.QwY_reSjocVQxVaDdP3zaVE2rOgxLIHLp3-W3lZRJE0/br/71350601863-l) and share key campaign messages on social media, using #everydaymakesadifference #workincare.

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| **Health and Safety** |

[**Protect your workers from manual handling risks**](http://www.hse.gov.uk/msd/manual-handling/index.htm#utm_source=govdelivery&utm_medium=email&utm_campaign=manhan&utm_term=headline&utm_content=digest-4-nov-19)

As an employer, you must protect your workers from the risks of hazardous manual handling.

Prevent these sort of risks in your workplace with HSE’s new [step-by-step guide](https://lnks.gd/l/eyJhbGciOiJIUzI1NiJ9.eyJidWxsZXRpbl9saW5rX2lkIjoxMTMsInVyaSI6ImJwMjpjbGljayIsImJ1bGxldGluX2lkIjoiMjAxOTExMDUuMTI0NDQ4MTEiLCJ1cmwiOiJodHRwOi8vd3d3LmhzZS5nb3YudWsvbXNkL21hbnVhbC1oYW5kbGluZy9pbmRleC5odG0jdXRtX3NvdXJjZT1nb3ZkZWxpdmVyeSZ1dG1fbWVkaXVtPWVtYWlsJnV0bV9jYW1wYWlnbj1tYW5oYW4mdXRtX3Rlcm09aW5kZXgmdXRtX2NvbnRlbnQ9ZGlnZXN0LTQtbm92LTE5In0.WEOdkBfSgLQ_ClIko-e1kLeBlOY8L1aJMWCL2RqI_xU/br/70918139963-l).

The web pages have a range of useful information and advice for employers, including sections on [training for employees](https://lnks.gd/l/eyJhbGciOiJIUzI1NiJ9.eyJidWxsZXRpbl9saW5rX2lkIjoxMTQsInVyaSI6ImJwMjpjbGljayIsImJ1bGxldGluX2lkIjoiMjAxOTExMDUuMTI0NDQ4MTEiLCJ1cmwiOiJodHRwOi8vd3d3LmhzZS5nb3YudWsvbXNkL21hbnVhbC1oYW5kbGluZy90cmFpbmluZy5odG0jdXRtX3NvdXJjZT1nb3ZkZWxpdmVyeSZ1dG1fbWVkaXVtPWVtYWlsJnV0bV9jYW1wYWlnbj1tYW5oYW4mdXRtX3Rlcm09dHJhaW5pbmcmdXRtX2NvbnRlbnQ9ZGlnZXN0LTQtbm92LTE5In0.LyseIohlCcq6J306w89UDAeLQpid-wr8KU0H4mwb0zU/br/70918139963-l) and exactly [what is required by law](https://lnks.gd/l/eyJhbGciOiJIUzI1NiJ9.eyJidWxsZXRpbl9saW5rX2lkIjoxMTUsInVyaSI6ImJwMjpjbGljayIsImJ1bGxldGluX2lkIjoiMjAxOTExMDUuMTI0NDQ4MTEiLCJ1cmwiOiJodHRwOi8vd3d3LmhzZS5nb3YudWsvbXNkL21hbnVhbC1oYW5kbGluZy90aGUtbGF3Lmh0bSN1dG1fc291cmNlPWdvdmRlbGl2ZXJ5JnV0bV9tZWRpdW09ZW1haWwmdXRtX2NhbXBhaWduPW1hbmhhbiZ1dG1fdGVybT1sYXcmdXRtX2NvbnRlbnQ9ZGlnZXN0LTQtbm92LTE5In0.5oYuJfwnaBRH77FvNR4vkCt3rLHzj07etlEn74VRcdU/br/70918139963-l).

There are also links to a variety of useful resources and downloadable publications, including HSE’s leaflet [Manual handling at work: a brief guide](https://lnks.gd/l/eyJhbGciOiJIUzI1NiJ9.eyJidWxsZXRpbl9saW5rX2lkIjoxMTYsInVyaSI6ImJwMjpjbGljayIsImJ1bGxldGluX2lkIjoiMjAxOTExMDUuMTI0NDQ4MTEiLCJ1cmwiOiJodHRwOi8vd3d3LmhzZS5nb3YudWsvcHVibnMvaW5kZzE0My5odG0jdXRtX3NvdXJjZT1nb3ZkZWxpdmVyeSZ1dG1fbWVkaXVtPWVtYWlsJnV0bV9jYW1wYWlnbj1tYW5oYW4mdXRtX3Rlcm09aW5kZzE0MyZ1dG1fY29udGVudD1kaWdlc3QtNC1ub3YtMTkifQ._B9BwXN3Uu9bxCijArAG00TbjqZAGhLowoJf8STtDRA/br/70918139963-l), which explains the problems associated with manual handling and gives guidance on how to deal with them.

[**Prevent work related stress in your workplace**](https://www.hse.gov.uk/stress/index.htm#utm_source=govdelivery&utm_medium=email&utm_campaign=digest-4-nov-19&utm_term=headline&utm_content=stress) **– Your New Year’s Resolution!**

Start conversations with your workers and help prevent work-related stress in your business.

The impact of [work-related stress](https://lnks.gd/l/eyJhbGciOiJIUzI1NiJ9.eyJidWxsZXRpbl9saW5rX2lkIjoxMTksInVyaSI6ImJwMjpjbGljayIsImJ1bGxldGluX2lkIjoiMjAxOTExMDUuMTI0NDQ4MTEiLCJ1cmwiOiJodHRwczovL3d3dy5oc2UuZ292LnVrL3N0cmVzcy9pbmRleC5odG0jdXRtX3NvdXJjZT1nb3ZkZWxpdmVyeSZ1dG1fbWVkaXVtPWVtYWlsJnV0bV9jYW1wYWlnbj1kaWdlc3QtNC1ub3YtMTkmdXRtX3Rlcm09d3JzJnV0bV9jb250ZW50PXN0cmVzcyJ9.zWZz3WXx2M1sDqtSk4ysE0rUNtBepq4wcWciH7ZsdZM/br/70918139963-l) was highlighted in the latest [annual statistics](https://lnks.gd/l/eyJhbGciOiJIUzI1NiJ9.eyJidWxsZXRpbl9saW5rX2lkIjoxMjAsInVyaSI6ImJwMjpjbGljayIsImJ1bGxldGluX2lkIjoiMjAxOTExMDUuMTI0NDQ4MTEiLCJ1cmwiOiJodHRwOi8vd3d3LmhzZS5nb3YudWsvc3RhdGlzdGljcyN1dG1fc291cmNlPWdvdmRlbGl2ZXJ5JnV0bV9tZWRpdW09ZW1haWwmdXRtX2NhbXBhaWduPWRpZ2VzdC00LW5vdi0xOSZ1dG1fdGVybT1hbm51YWwmdXRtX2NvbnRlbnQ9c3RyZXNzIn0.Kp9J2_i_E1hXYXUs_ithazYUjdHHHFU10jjFt_w1WQ8/br/70918139963-l) (2018/19), which revealed there were:

* 602,000 workers suffering from work-related stress, depression or anxiety (new or long-standing)
* 246,000 workers suffering from a new case of work-related stress, depression or anxiety
* 12.8 million working days lost due to work-related stress, depression or anxiety

[HSE's Talking Toolkit](https://lnks.gd/l/eyJhbGciOiJIUzI1NiJ9.eyJidWxsZXRpbl9saW5rX2lkIjoxMjIsInVyaSI6ImJwMjpjbGljayIsImJ1bGxldGluX2lkIjoiMjAxOTExMDUuMTI0NDQ4MTEiLCJ1cmwiOiJodHRwczovL2NhbXBhaWducy5oc2UuZ292LnVrL2dvLWhvbWUtaGVhbHRoeS93b3JrLXJlbGF0ZWQtc3RyZXNzLyN1dG1fc291cmNlPWdvdmRlbGl2ZXJ5JnV0bV9tZWRpdW09ZW1haWwmdXRtX2NhbXBhaWduPWRpZ2VzdC00LW5vdi0xOSZ1dG1fdGVybT10b29sa2l0JnV0bV9jb250ZW50PXN0cmVzcyJ9.hAFIU_8cK9-PXzRTEuqN4voG9WVeHRikW6BFerYJsOA/br/70918139963-l) offers practical help with talking about stress. It is designed to help line managers hold initial conversations with employees as part of an employer’s journey towards preventing work-related stress.

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| **General/Other** |

**Measure your digital readiness with the new Skills for Care online tool**

Skills for Care have worked in partnership with Digital Social Care to create a digital self-assessment tool for social care employers. The free online tool will help to measure:

* how capable staff are in harnessing the benefits of digital tools and skills
* whether they have the right infrastructure in place to use more digital tools.

It will also help employers to understand where they may have gaps that could be preventing them from working in a more digital way. Once completed, an email report will be sent based on the responses and include ‘top tips’ and resources to help employers progress on their digital journey.
[Access the tool here](https://elinkeu.clickdimensions.com/c/4/?T=MjQ3NDI1NDY%3AcDEtYjE5MzE4LTdhZGY1MDlmNTM2YzQ1NWJhNjdkMTNiOGNmNDgwODQx%3AcGJyYWRzaGF3QGhycG9saWN5LmNvLnVr%3AY29udGFjdC05ODBhZDM3NjRhYWVlNjExOTQxMjAwNTA1Njg3NzlhZC0yZTlkYzIyMTgwOGI0YWRlODNiNmUwNjIxNWY4MzZkMw%3AZmFsc2U%3AMA%3A%3AaHR0cHM6Ly9zZmNhLnJlLzJON0VBajg_X2NsZGVlPWNHSnlZV1J6YUdGM1FHaHljRzlzYVdONUxtTnZMblZyJnJlY2lwaWVudGlkPWNvbnRhY3QtOTgwYWQzNzY0YWFlZTYxMTk0MTIwMDUwNTY4Nzc5YWQtMmU5ZGMyMjE4MDhiNGFkZTgzYjZlMDYyMTVmODM2ZDMmZXNpZD04MTFlMTNjOS0yODA2LWVhMTEtODBlMC0wMDUwNTY4NzdjYjk&K=ZMytPCIY8xTfgi89uCDVYw).

**Philip Bradshaw MCIPD**

**Director**

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