



Safer recruitment

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Proud to be part of



The challenges faced across the sector

- Health & social care sector faces some considerable recruitment challenges
- gaps needing to be filled.
- Staffing - number one challenge for care home operators both in terms of cost and recruitment
- High level demand for specialised nursing care, such as dementia, people with challenging behaviours
- Sector is struggling to attract people
- Having an understanding of the new immigration system is vital, helping to avoid any further difficulties later down the line.
- In short term, agency staff can be a quick fix
However,
 - care recipients suffer from constant rotation on agency staff, your bottom line will too.
 - Using agencies as long term solution - very expensive whilst it may be easy, investing extra time into recruitment will be a far better move.
- Mass recruitment
- system pressures - demand to discharge medically optimised patients –care home system faces continuous pressures to accommodate people from secondary care.

CQC Regulation 19: Fit and proper persons employed

When assessing providers of care, The CQC must consider:-

- providers only employ 'fit and proper' staff who are able to provide care and treatment appropriate to their role and to enable them to provide the regulated activity.
- To meet this regulation, providers must operate robust recruitment procedures, including undertaking any relevant checks.
- Employing unfit people, or continuing to allow unfit people to stay in a role, may lead CQC to question the fitness of a provider.
- care and treatment is provided without the consent of a person using the service or someone lawfully acting on their behalf, and where it is unsafe, does not meet the person's nutritional needs, results in abuse, or puts the person at risk of abuse.
- [Regulation 19: Fit and proper persons employed - Care Quality Commission \(cqc.org.uk\)](https://www.cqc.org.uk)
- CQC linking in with Lancs RADAR/QPIP & BwD Combined Quality meetings- the governance of those committees align to monitoring and assurance

What is Safer Recruitment ?

- thinking about the safeguarding of adults, promoting their welfare, at every stage of the recruitment process
- minimise risk of employing unsuitable staff by having robust selection and recruitment procedures in place.
- Processes in place when it becomes apparent that employee is unsuitable to continue working in the care sector
- Consistent & thorough process of obtaining, collating, analysing, and evaluating information from and about applicants.
- Start with the planning of the recruitment process; advertisements make clear organisation's commitment to safeguarding & promoting good practice.
- Selection processes based on best practice - the most suitable candidate for the role, ensuring equality of opportunity for all applicants,
- Excluding or rejecting those who may be unsuitable to work with our service users
- **Making sure you recruit based on values**

Safer recruitment is a safeguarding mechanism for safe care delivery

Safer Recruitment practices

All staff who have contact with adults with care and support needs must be properly selected and have appropriate checks in line with current legislation and guidance:

- At least 2 references are taken up and checked
- Identity and qualifications are verified
- Face to face interviews
- Previous employment history is checked
- Any anomalies or discrepancies are checked
- Necessary DBS checks are carried out –
 - [UK Nationals](#)
 - [When employing staff from EU countries.](#)
- Organisations have an accessible safer recruitment policy which covers how to safely recruit staff who have contact with adults at risk.

Excellent team members, excellent safeguarding, excellent care

Safer recruitment - set of practices to make sure staff and volunteers are suitable to work with people in our care. It's a vital part of creating a safe and positive environment and making a commitment to keep people safe from harm.

Labour exploitation in the care sector..... the extent evidence What are we seeing ?

- Victim's gender is not often reported but tends to be female
- Reported age is often between 26 and 45 years,
- Methods used to recruit into the sector generally unknown, some reports suggest internet adverts and recruitment agencies based in both the UK and overseas utilised – example of this will be discussed
Meeras story
- Where recruitment occurs overseas the extent to which the exploiter organises travel to the UK is unknown
- Accommodation often provided by the exploiter usually in a residential property: or at the care home in which they work.
- Withheld wages and payment below National Minimum Wage are reported.
- excessive hours, including back-to-back shifts.
- Lack of training and PPE.
- Limited reports of debt bondage and workers receiving one meal a day instead of payment.
- It is estimated that around half a million new care workers will be required over the next 10 years to meet demand.

Human Trafficking in care homes.

- investigations of recruitment agency accused of supplying vulnerable students to care homes.
- Nine Indian students identified by the Gangmasters and Labour Abuse Authority (GLAA) as potential victims of modern slavery and labour exploitation in Dec 2021.
- Officers found workers sleeping on mattresses on floor in cramped, cold and unsanitary conditions at two addresses in Colwyn Bay.

[Modern Slavery: Two men arrested amid care home investigation - BBC News](#)

- Husband and wife, run recruitment agency also arrested in Abergele, Conwy in Dec 2021 on suspicion of modern slavery offences.

"we will not tolerate the exploitation of vulnerable workers under any circumstances."

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Modern Slavery: Two men arrested amid care home investigation

5 May



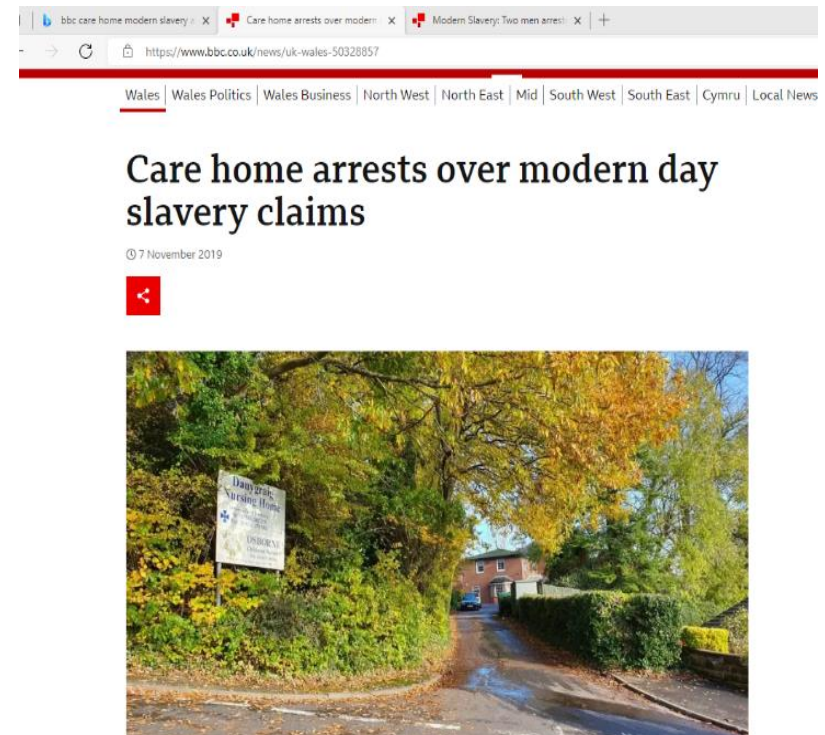
Two men arrested as part of an investigation into human trafficking in care homes.

- Two men have arrested as part of an investigation into human trafficking in care homes.
- The men, aged 24 and 26, arrested on suspicion of forced labour and human trafficking under the Modern Slavery Act 2015.
- Arrests follow investigations of a recruitment agency accused of supplying vulnerable students to care homes.
- The men were taken into custody following North Wales Police raids in Pwllheli



Three men arrested amid allegations staff at two care homes victims of modern day slavery.

- Danygraig Nursing Home Newport and Ashville Residential Care Home in Brithdir
- Police also focused on a nearby house where local people have said a group of up to 13 women live
- Officers from human trafficking team were working with partner agencies
- Health Board and Care Inspectorate Wales worked to "ensure a continuation of care".
- **"We appreciate families may be concerned as a result of today's events but we would like to reassure them that their loved ones are safe and their well-being is our priority,"**



October 2022 - Man convicted of scamming his way into jobs at two Glasgow care homes

- Reportedly carried out a similar con at another home before apprehended
- Man allegedly worked at a third city care home looking after vulnerable residents - despite having no legal basis to be in the UK.
- 2 charges of obtaining employment by fraud at nursing homes
- using false documents
- Whistleblower revealed how she became suspicious after working with the scammer at another Glasgow care home in 2019.
- She said: *“He started as a care assistant and I was responsible for his induction. It soon became very clear that he had no previous experience, despite claiming to.*
- *“When I was trying to show him how we worked, he would say things like ‘I don’t need to know about this’ or ‘I don’t really care about what you’re telling me’.*
- *“His attitude was very poor, and it was pretty obvious he had no real interest in the job, which when you are caring for people is unacceptable.*
- *“He was very dismissive, rude and evasive if I asked any questions about his life outside of work.”*

Whistleblower reveals conman carer 'worked in home prior to arrest'



Amanda Keenan

Mon, 3 October 2022 at 5:00 am · 5-min read

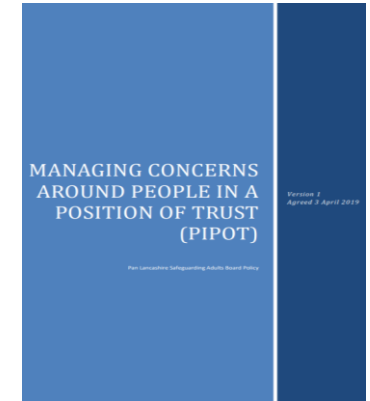


Victor Nwaka

PIPOT- Person in Position of trust

Inappropriate relationships

- Understanding and respecting patient / professional boundaries intrinsic to care being given and received
- Patient or family member
- Friendships out of work meeting at their homes, going shopping and getting coffee together
- Phone and social media
- Abuse position with vulnerable patients - cause damage to their health, especially emotional health.
- Sexualised behaviour – Police if appropriate



Information about an individual workers private life may be highlighted which may raise questions about their suitability to work in a health or social care setting. E.g.

- A worker is cautioned following an incident of violence or drug possession or dishonesty or drink driving.
- A worker has had their children removed from their care due to physical abuse
- A worker is understood to be a perpetrator of domestic violence.
- This information should be managed in line with the organisation and Lancs PiPOT procedures

[managing concerns Around people in a position of trust \(PiPoT\) \(lancshiresafGallagher eguarding.org.uk\)](#)

Managing Allegations

Adults at Risk / Vulnerable adults

- Allegations against those working with adults at risk should go to PiPOT lead

Children & young people

- All allegations made against anyone working with children either in a paid or voluntary capacity should be referred to the LADO as soon as possible.



Who is your PiPOT
/LADO lead ??????

PIPOT must link to Pan
Lancs Policy

Any Questions?





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