

Adult Social Care Workforce Reform
Department of Health and Social Care
3rd Floor North
39 Victoria Street
London
SW1H 0EU
By email: ascworkforcepathway@dhsc.gov.uk

31 May 2023

Dear Adult Social Care Workforce Reform team,

Care workforce pathway for adult social care: Call for evidence

Thank you for the opportunity to respond to the Department of Health and Social Care's [call for evidence](#) to inform the design, development, and implementation of the care workforce pathway for adult social care in England. We value the aim of the pathway to deliver high-quality, personalised, compassionate care and support.

Our vision is safe, effective and kind nursing and midwifery practice that improves everyone's health and wellbeing. As the independent regulator of more than 788,000 nursing and midwifery professionals, we have an important role to play in making this a reality.

We will focus on the aspects of the call for evidence that we view as particularly relevant to our role as a regulator. We have therefore set out our response in a letter rather than using the online survey.

We support the concept of developing a care workforce pathway for adult social care. We would welcome engaging with the Department, as it seeks to develop the pathway, on where we can best offer our experience and support.

To support people working in care and for the public to better identify who is delivering care, we think the pathway should include:

- Making clear the opportunities in adult social care and how nurses and nursing associates on our register will interact with the pathway, including where they will join the pathway and their role in supporting colleagues to progress along it.
- Considering the use of language used to describe roles and titles. The titles of registered professionals need to continue to be clear to the public.
- Avoiding mismatch between the categories proposed in the adult social care pathway with registered nursing and midwifery roles.

23 Portland Place, London W1B 1PZ
020 7637 7181
www.nmc.org.uk

We're the independent regulator for nurses and midwives in the UK, and nursing associates in England. Our vision is safe, effective and kind nursing and midwifery practice that improves everyone's health and wellbeing.

Registered charity in England and Wales (1091434) and in Scotland (SC038362)

- Outlining opportunities for career progression into registered professional roles. This includes registered nursing, nursing associate, midwifery and [post-registration qualifications](#) including the updated specialist community public health nurse (SCPHN) and specialist practice qualifications (SPQ).

We recommend you consider the language you use to describe the adult social care pathway. The four proposed categories are:

1. Care and support practitioner
2. Advanced care and support practitioner
3. Senior care and support practitioner
4. Practice leader or specialist practitioner

It is not clear how these represent registered professionals and how they will interact with these roles. Registered professionals might be experienced but new to social care, and a registered manager may or may not be a registered nurse. It must be clear to patients and the public who is providing their care and the level of care they can deliver.

The category of Advanced care and support practitioner has the potential for confusion with advanced practice in nursing and midwifery. We are currently carrying out a comprehensive [review of advanced nursing and midwifery practice](#), including consideration of whether additional regulation is needed. We have commissioned two evidence reviews to understand the international evidence and current UK landscape, as well as qualitative research with UK professionals in advanced practice roles. We are developing our approach and will take proposals to our Council in September 2023. This should provide a useful steer on our future approach to advanced practice, including on titles, education, and regulation.

We would welcome further engagement as you plan to take forward the workforce pathway proposals.

Yours sincerely,

Sara Kovach-Clark,
Assistant Director Policy, Strategy & Insight Directorate
Email: policy@nmc-uk.org