

## Participant Information Sheet – Employer Survey 2024

Social Care Fair Work Forum - Improving pay, terms and conditions for social care workers

Thank you for your interest in taking part in this survey for the Social Care Fair Work Forum. This survey is being managed by the Social Care Council on behalf of the Forum. This information sheet provides further details about the purpose of this initiative, and what is involved. If you have any further questions about the management of the survey, please email [andre.mckeown@niscc.hscni.net](mailto:andre.mckeown@niscc.hscni.net) (NISCC Evaluation Manager)

**Please note:** by participating in the review, you are agreeing to the terms outlined in the consent form at the end of this document. Any data collected from you will remain anonymous. No identifiable data will be used in published reports. All information will be held securely in line with GDPR requirements and will be held by the project team until the reports for this initiative are completed (this will not exceed three years).

### Why is this survey taking place?

The Social Care Fair Work Forum has been established by the Health Minister as a social partnership group committed to embedding Fair Work initiatives and improving terms and conditions for everyone employed across all parts of the social care sector. The Forum includes representatives of employers from statutory, independent, voluntary and charitable sectors, trade unions, Government Departments and other statutory agencies, working together to influence priorities and policy regarding fair work in the social care sector in Northern Ireland.

The Forum is seeking to improve pay and terms and conditions for the social care workforce, in order to enhance care provision and improve the lives of those working in the sector. Currently, the Forum is developing a case for better pay, terms and conditions of employment through additional funding for the sector specifically dedicated to this purpose. Feedback from this survey will provide valuable information to help the Forum to make the case for change.

Your responses will help in this initiative to improve pay, terms and conditions for the social care workforce, in order to enhance care provision and improve the lives of those working in the sector

### **What information will I be asked to provide in the survey?**

This survey asks about your experiences of delivering services within the current economic climate and of managing staff to provide high quality care in a rapidly changing sector. We also want to hear about the supports you provide for your staff to help them in their social care role. The survey is made up of four key areas.:

Section 1: Your social care organisation (sector, service type, location in NI)

Section 2: Your social care workforce (size, turnover and the Real Living Wage)

Section 3: Vacancies

Section 4: Service costs (Labour, on-costs, workforce retention)

### **Why have I been chosen as a potential participant?**

You have been chosen as a potential participant as you are an employer of social care workers registered with the Northern Ireland Social Care Council and have first-hand experience of social care service delivery and workforce pay, terms and conditions.

### **Do I have to take part?**

You are under no obligation to take part. Responses entered into the questionnaire will not be saved until the submit button is pressed.

### **What if I change my mind?**

Once your questionnaire responses have been submitted, it will not be possible for your data to be removed as it will be anonymised for analysis.

### **Where will the survey take place?**

This survey will take place online, in your own time. The online survey will be live from 02-20 December 2024

### **What will I be asked to do, and what data will you collect?**

You will be asked to complete an online questionnaire which will take no longer than 30 minutes to complete. The questionnaire contains a series of open and closed response questions regarding your attitudes, experiences, and needs regarding social care service delivery, funding, recruitment, retention, pay, terms and conditions.

### **What will happen to data collected during my involvement?**

The data collected from you will be anonymous. We will combine your responses with responses from employers of social care workers delivering services across the Private/Independent/Voluntary/Community/Charitable sectors in Northern Ireland, allowing us to identify and report upon significant trends in responses. Individual responses and summary reports will be reviewed by the Social Care Fair Work Forum members. All data will be processed in line with GDPR requirements.

### **Are there any benefits involved in taking part?**

Your participation will provide valuable insight to help the Forum in making the case to decision-makers that funding for care workers pay and terms and conditions needs to be prioritised.

### **Are there any risks involved in taking part?**

There are no risks associated with taking part in this review.

### **Your consent**

By taking part in this review, you agree to the following:

I consent to my questionnaire responses being analysed, processed, and reported on by the Northern Ireland Social Care Council and the Social Care Fair Work Forum membership.