

The Challenges Facing Social Care 2025

The sector is bracing for a financial crisis in 2025, with changes to Employer National Insurance Contributions (ENICs) and National Minimum Wage rates set to increase costs by £2.8 billion, according to the Nuffield Trust.

The Government has estimated that the Employment Rights Bill will increase costs further by 1.5% 3 for all employers. However, for homecare employers it will be significantly higher than this - a Fair Pay Agreement and changes to zero hours contract-based employment could significantly increase delivery costs

The Homecare Association

The UK's adult social care sector is teetering on the brink of collapse, according to the latest [Sector Pulse Check Report](#) by leading learning disability charity Hft and Care England



#Providers Unite Day Of Action February 25th



House of Lords Votes to Exempt Health and Social Care from National Insurance Increase

The decision by the Lords reflects ongoing concerns within the sector about the financial sustainability of care services and the potential knock-on effects on the NHS and local authority-funded care. Stakeholders in health and social care will now await the Government's response to these votes



What can we do?



Look at all aspects of our service, ensure efficiencies



Embrace new technology

- Staffing represents up to 70% of our costs
- Skills for Care estimate each recruit costs £3,600.
- Turnover rates for care workers 29.9% (Skills for Care)



What Are Company Values?



*“Values are like fingerprints.
Nobody’s are the same, but you leave 'em all over everything you do.”*

Elvis Presley



Top 'Fingerprint' CARE Values!

- Compassion
- Respect
- Making a difference
- Kindness
- Recognition
- Training
- Professional development
- Integrity
- Ethical
- Client centered care
- Teamwork



What do Company Values bring?



4 Key Actions You Can Take

- 1. Live the Values:** Be a role model. Your team will take cues from how you approach tasks, handle clients, and manage situations with integrity and compassion.
- 2. Communicate Consistently:** Constantly reinforce the company's values during team meetings, one-on-ones, and even informal check-ins.
- 3. Recognise & Reward:** Acknowledge staff who exemplify the company's values, such as going above and beyond to provide exceptional care or embodying respect and empathy in client interactions.
- 4. Encourage Feedback:** Create a space where staff can share feedback on the company's values, cultural challenges, or ways to improve care delivery.

Small consistent actions can lead to big transformations



“Your culture is your brand”



Alice Doherty ▸ Our News
Last Monday at 10:56

Welcome to the team !!



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RG Ronald Gwanzura
Thank you all for your tremendous & unwavering support. You're all part of my success, I appreciate you. Love Ronie

9 days ago Like Reply 4

