



Adult Social Care Nursing Advisory Council (SCNAC)
NORTH EAST & YORKSHIRE Region Virtual Quarterly Meeting 06
Monday 20th October 2025, 09:30-11:00

<u>Attending:</u>		
Anthony Birmingham	-	Chair of North East & Yorkshire SCNAC & Registered Manager for Positive Individual Proactive Support Ltd
Karen Roberts	-	Co-Chair of Northeast & Yorkshire SCNAC & Group Head of Health & Clinical Governance for Lifeways Group
Adem Oyekan	-	Department of Health & Social Care (DHSC)
Sharon Haggerty	-	Attending on behalf of Gill Hunt
Debbie Winder	-	Associate Director of Nursing & Quality in WY ICB attending on behalf of Ian Bennett
Nikki Meston	-	ELS Adviser North East & Yorkshire, Independent Health & Social Care, NMC
Michelle Raddings	-	Lead Nurse for Independent Health and Social Care Yorkshire & Humber Region for RCN
Nichola Greenwood	-	Social Care Workforce Lead for Humber & North Yorkshire Health & Care Partnership
Rachael Wheeldon	-	Lecturer in Nursing, School of Science, Technology & Health, York St. John University
Savina Malousi	-	Head of Nursing, Southlands Care Homes (Bupa)
Allyson Sanderson	-	Regional Senior Nurse, HC-One
Sonia Pritchard	-	EA for the Outstanding Society and SCNACS Administrator

<u>Apologies:</u>		
Deborah Sturdy	-	Chief Nurse for Social Care, DHSC (Adem Oyekan attending on her behalf)
Gill Hunt	-	Regional Chief Nurse – North East & Yorkshire. Sharon Haggerty attending on her behalf
Paula South	-	Deputy Executive Director of Nursing, Humber and North Yorkshire, sometimes attends on behalf of Teresa Fenech
Michelle Carrington	-	Deputy Executive Director of Nursing, Humber and North Yorkshire, sometimes attends on behalf of Teresa Fenech
Jo Cameron	-	Health & Social Care Integration Programme Lead
Sarah Fisher	-	Sometimes attends on behalf of Cathy Winfield, South Yorkshire
Ian Bennett	-	Debbie Winder attending on his behalf
Kristian Garsed	-	Regional Regulation Advisor, NMC
Rory McDonnell	-	CEO for Cavalry Group and a Registered Nurse



Sarah Fiori	-	Head of Quality Improvement (YHCP) / Principal Nurse (NYC), Humber and North Yorkshire Health and Care Partnership
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Please see the attached spreadsheet for the action points of this meeting.

Date of Future Meetings:

- Tuesday 20th January 2026, 09:30-11:00
- TBC April/May 2026

Summary Notes:

Department of Health and Social Care (DHSC) National and Departmental Updates:

Adem Oyekan provided a comprehensive update on behalf of Professor Deborah Sturdy, who is off on planned sick leave, with additional input from Nikki and Debbie Winder regarding sector relations and consultations.

- **Council of Deans Network Launch:** Adem announced the launch of a new network by the Council of Deans aimed at students and newly qualified nurses, highlighting its importance for job market opportunities and encouraging participants to look out for further information and links.
- **Nurse Prescribing Pilots:** Adem reported the official launch of nurse prescribing pilots involving six ICBs, emphasising the need for momentum due to a short timeframe and the importance of building an evidence base for future funding; Deborah Sturdy has written a blog on the topic, and updates will be shared as the pilot progresses.
- **National Nursing Strategy Consultation:** The group was informed that the consultation period for the national nursing strategy had closed, with Adult Social Care (ASC) nurses represented on all working groups, and the strategy will set a ten-year vision for the sector; participants were encouraged to have contributed to the consultation.
- **Organisational Changes and Consultations:** Adem described significant organisational changes within the DHSC, including a merger with NHS England, expected staff departures, and an interim Director General for Social Care, while Nikki and Debbie Winder highlighted upcoming consultations on revalidation and the NMC code.
- **Upcoming Events and Initiatives:** Updates included the announcement of a celebratory event hosted by The Outstanding Society (OS) in November, a follow-up event for the undergraduate placement strategy, plans for an ASC nursing week in 2026, and ongoing work on the resilience-based clinical supervision programme, with encouragement for continued participation.

Membership Review and Engagement: Karen and Anthony led a discussion on reviewing and strengthening group membership, focusing on engaging frontline nurses, student nurses, and nursing associates:

- **Membership Audit and Outreach:** Karen and Anthony outlined plans to review the membership list, contact those who have not attended or sent apologies, and encourage engagement from those able to commit to group activities, with a particular emphasis on including more frontline nursing colleagues and student nurses.



- **ICB Representation and Value:** Debbie Winder raised questions about the role and relevance of ICB representatives in the group, prompting Karen and Anthony to commit to discussions with David (CNO) to clarify the value and expectations of ICB involvement, especially considering sector changes and potential redundancies.
- **Academic and Care Association Links:** Allyson Sanderson offered to provide contacts at Teesside University to support student placements, while Nichola agreed to engage locality manager colleagues at Skills for Care to promote the network as a development opportunity for nurses, and Debbie Winder suggested strengthening interfaces with local care associations.

NMC Employer Link Service and Joint Initiatives: Nikki provided an overview of her new role at the NMC focusing on independent health and social care, described efforts to build relationships with stakeholders, and, together with Nichola, outlined plans for joint webinars with Skills for Care to support registered managers and address sector-specific challenges.

- **NMC Employer Link Service Overview:** Nikki explained the remit of the employer link service, which provides advice and learning sessions to employers of nurses, nursing associates, and midwives, with a new focus on independent nursing homes and efforts to reach smaller providers in the region.
- **Joint Webinars and Support for Registered Managers:** Nichola and Nikki discussed plans for a series of webinars starting in 2026, aimed at supporting registered managers—especially those without a nursing background—in navigating revalidation, fitness to practise issues, and other nursing-related challenges, with the intention of making these resources widely accessible.
- **Sector Changes and Fee Consultation:** Nikki highlighted ongoing organisational changes at the NMC, including redundancies and a consultation on increasing registration fees, and encouraged group members to participate in the consultation and stay informed about developments.

Action Log and Ongoing Projects: Karen, Anthony, and Sonia reviewed the action log:

- **Bios, Headshots, and Resource Repository:** Sonia requested outstanding bios and high-resolution photos from members, while Anthony and Karen encouraged submission to complete the website; the group also discussed the need for a central repository for resources and information, with Nikki agreeing to forward a compiled list of resources.
- **NMC Webinars and Podcast Proposal:** The group noted that NMC webinars for social care nurses are being planned in collaboration with Skills for Care, and Anthony described a proposal for a joint podcast to highlight exploitation issues and available support, with Nikki's involvement suggested for NMC-related content.
- **Regional and National Strategy Alignment:** Karen and Anthony confirmed that the group will focus on the national nursing strategy as the overarching priority, ensuring the ASC nursing voice is included, and discussed the importance of aligning regional work with national initiatives to avoid duplication.



Delegated Health Care Activities: Karen, Nichola, and Anthony provided detailed updates on the regional priority of delegated health care activities:

- **Research and Regional Initiatives:** Karen described ongoing research in Greater Manchester, Tameside, Rochdale, and Oldham on delegated health care activities, focusing on blended roles, cost-benefit analysis, and the impact on staff confidence and patient outcomes, with Skills for Care and the Department of Health and Social Care leading related workstreams.
- **Provider and Delegator Challenges:** The group discussed significant challenges faced by providers, including lack of funding for staff training, insurance issues, and the need for ongoing clinical supervision and refresher training, with smaller providers particularly affected by increased insurance costs and uncertainty about accountability.
- **Sector Readiness and Communication:** Anthony and Nichola highlighted the varied readiness and appetite among ICBs and social care providers for delegated health care tasks, noting heated discussions at registered manager forums and the urgent need for clear guidance and effective communication to address misunderstandings and reluctance.
- **Policy and Regulatory Considerations:** Allyson Sanderson and Karen emphasised the importance of clear policies, procedures, and effective communication with external partners such as district nurses, as well as concerns about diluting nursing skills and the need for frameworks to ensure safe delegation and accountability.

Workforce Data, Ambassadors, and CPD Initiatives: Anthony and Nichola updated the group on efforts to improve workforce data collection:

- **Workforce Data and Information Resources:** Anthony described the working group's focus on mapping social care nurse data, developing an information sheet with links to forums and support offers, and exploring ways to increase opportunities for social care nurses to connect with wider networks.
- **Ambassador Programme and CPD Pilots:** Nichola shared that NHS England and Skills for Care are collaborating on an ambassador programme to promote social care nursing careers in schools, and a CPD pilot in York and North Yorkshire is underway to upskill and refresh the knowledge of the nursing workforce.
- **Sector Restructuring and Organisational Uncertainty:** Sharon and Karen discussed the ongoing restructuring within NHS England and related organisations, highlighting delays, uncertainty, and the impact on staff, with unions involved in negotiations and concerns about funding and future direction.
- **Restructuring Delays and Union Involvement:** Sharon explained that NHS England's restructuring has stalled due to disputes with the Treasury over redundancy funding, with unions insisting on agenda for change terms and conditions, leading to uncertainty and a lack of progress on staff applications and organisational changes.
- **Impact on Staff and Services:** Karen and Sharon noted the negative effects of uncertainty on staff morale and service continuity, with concerns about gaps arising from staff departures and the need for clarity on the future of ongoing projects and initiatives.



- **Skills for Care Reports and Regional Data:** Nichola informed the group about the launch of the State of ASC Sector and Workforce report and the upcoming regional data launch, encouraging members to attend and access the latest workforce insights.
- **Report Launch and Access:** Nichola announced the publication of the State of Adult Social Care Sector and Workforce report, provided details for the regional data launch event, and offered to share the event link with interested members.

Social Care Nursing Textbook Project: Allyson Sanderson shared news of a forthcoming social care nursing textbook. The agreement is with Wiley publishers to produce, with chapters covering research, skills, leadership, and more, and contributions from sector experts, aiming to raise the profile of social care nursing and support recruitment and education.