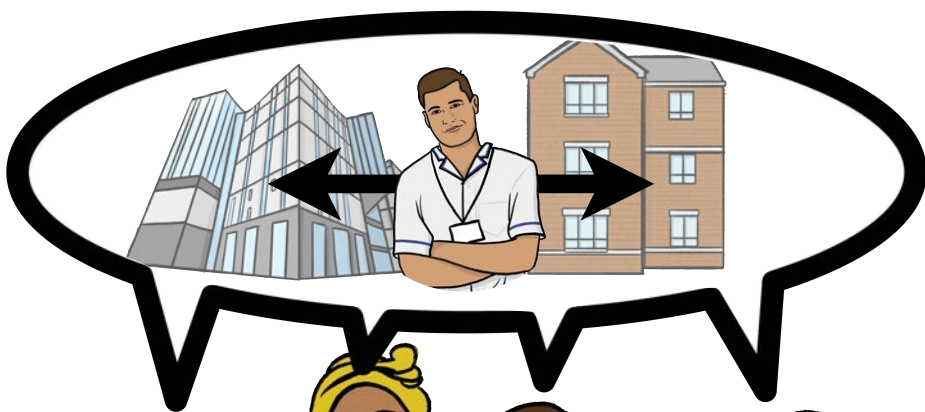




Department  
of Health &  
Social Care

# Our response to what people said about new rules for staff moving between different care settings

What people said and what we are doing



easy  
read



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In this easy read document, difficult words are in **bold**. We explain what these words mean in the sentence after they have been used.



Some words are [blue and underlined](#). These are links which will go to another website which has more information.

# Introduction

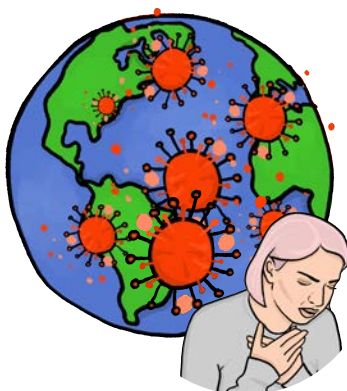


In November 2020, the Government asked people what they thought about some new rules for care staff moving between different **care settings**.



A **care setting** is a place where you receive care or support. For example:

- a hospital
- in your home or a care home.



We suggested the new rules to help stop the spread of **COVID-19**.

**COVID-19** is also called Coronavirus. It is an illness that is spreading around the world. It can affect your lungs and breathing.



This information explains what people told us and what we are going to do after listening to what they said.

# Who we heard from about our ideas for the new rules



Over 1,300 people told us what they thought about the new rules.



Over half were people who provide health or social care services.

About a quarter were people who worked as a paid carer.



About 2 in every 100 people were health care workers.



About 3 in every 100 were **agency staff**.

**Agency staff** are provided by another company to work when the usual staff are off.



About 3 out of every 100 were people who received a service, or a member of their family.

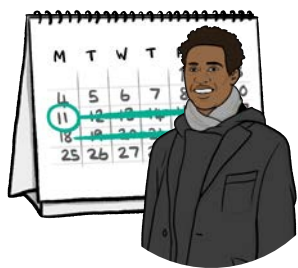


# General comments



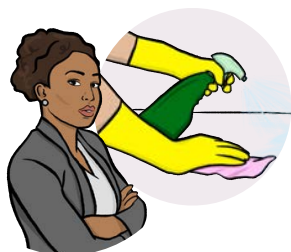
We were suggesting new rules to stop staff moving between different care settings.

This would help to stop COVID-19 spreading between care settings.



The new rules would have applied to all care staff including **temporary staff** or agency staff.

**Temporary staff** work for a short period of time.



The new rules would have applied to managers or other staff, like cleaners and delivery staff.

## What people said



Most people said the new rules might help to stop staff moving between care settings.

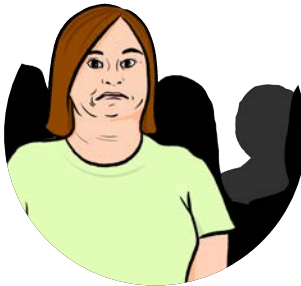


But about half of the people who said this also said the new rules needed to be changed.

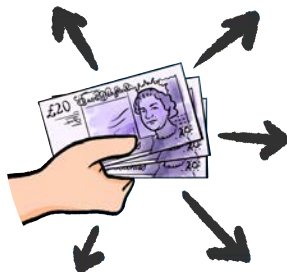


Some people were worried about:

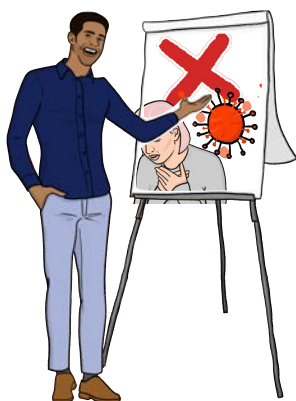
- not knowing which staff and care settings the new rules were for



- there not being enough staff, making care worse



- the new rules costing too much money.



People said there might be better ways to do things, like teaching people how to stop COVID-19 spreading.

# Should everyone have to follow the same rules?



## What we asked

We asked if there are any types of care setting or staff that should not have to follow the new rules.

## What people said



Some people agreed that everyone should have to follow the new rules except managers or other staff, like cleaners and delivery staff.



Some people said the new rules should not go ahead at all.

Many people said that some staff and care settings should not have to follow the new rules, like:



- nurses



- smaller care homes



- students, who need the money from their care work.

# Making the new rules work



## What we asked

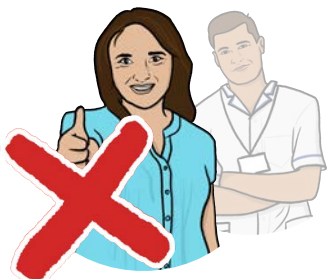
We asked how easy it would be to stop staff moving between different care settings.



## What people said

Most people said the new rules would be difficult to follow.

Some people thought that care settings wouldn't:



- be able to use agency staff



- have enough staff to keep everyone safe.

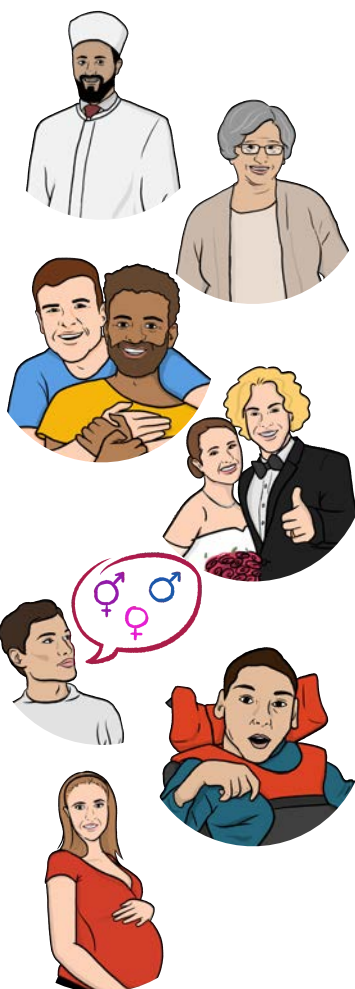


# How people and businesses would be affected



## What we asked

We asked if the new rules would be unfair to any of these, and other, groups of people:



- People of a certain race or religion.
- Older people.
- Gay people.
- Married people.
- Women, men or trans people.
- Disabled people.
- People who are pregnant or have a new baby.



We asked if the new rules would be unfair to some businesses.

# What people said



People said that:

- most people who work as carers and support workers are women



- there are a lot of people from black and **ethnic minority** communities who work in social care.



An **ethnic minority** is a small group of people of the same race, in a place where most other people are a different race.



Both of these groups of people may earn less money and become poorer because of these rules.



Some people said staff should get **compensation** if they earn less money because of the new rules.

**Compensation** is where you are paid some money to make up for something you have lost.



Some people said that it would cost businesses a lot of money to follow the new rules.

They also said it would be very difficult for:

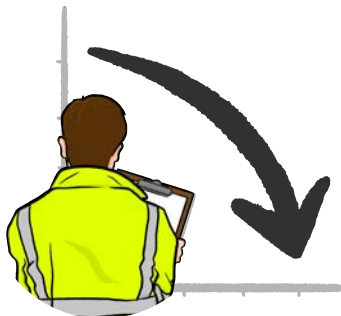


- care services in the countryside to find enough staff



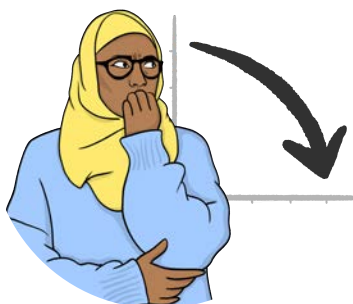
- care home managers to cope with not having enough staff.

# How the new rules might affect things



## What we asked

We asked if people were worried that the new rules would mean care settings were less safe.



## What people said

Most people said they were worried about care settings being less safe because of the new rules.



They said they thought care settings would not have enough staff.

# What people who receive care services and their families said



About half of people said they are worried about staff moving between different care settings.



But about 3 quarters said they were worried that if staff were not allowed to move, care homes may not be able to provide a safe service.



People said they were worried about:

- being cared for by people they do not know
- not being able to see visitors.





# What we are going to do



After listening to what people said, we have decided not to go ahead with the new rules for now.



But we still need to stop as many staff moving between different care settings, to stop COVID-19 spreading.



We have written some new guidance on staff moving between care settings, which you can see here:  
[www.gov.uk/government/publications/restricting-workforce-movement-between-care-homes-and-other-care-settings](https://www.gov.uk/government/publications/restricting-workforce-movement-between-care-homes-and-other-care-settings)



The guidance says that staff should not move between care settings unless they really need to.



Staff should:

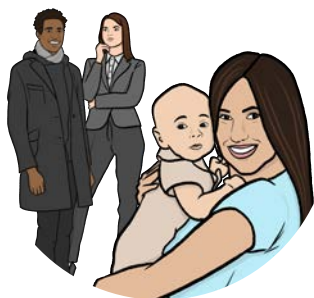
- only move between care settings where it is important to provide safe care



- be tested regularly to see if they have COVID-19.



We provided £120 million to make sure care services and settings have enough staff.



The money could be used to pay staff to work more hours, or for their childcare.



This should mean that staff don't have to move between care settings as much.