

Social Care Code of Practice for International Recruitment

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Social Care Workforce Strategy

Why a Code?

- **Growth in numbers of SCWs born overseas**
 - 5,800 registered SWs qualified overseas (8%)
 - Around 100,000 of whole workforce born overseas (11%)
 - accelerating
 - Migrant workforce doubled since 2002
 - Native workforce up by 5%
- **Key contribution to the delivery of social care**
 - help to fill skills gaps, and meet staff shortages
 - two-way process for those involved
 - opportunity for a transfer of experience and skills
 - diversity in the workforce

- **Associated problems**
 - For the service here
 - basic skills (not least language)
 - cultural differences with service users and colleagues
 - exploitation
 - some worrying reports of employment of illegal immigrants
 - For the countries of origin
 - reducing local low skills base
- **Must manage the process in a principled way,** ensuring that we are not damaging the interests of the service users who have contact with the staff, nor of developing countries and the immigrant staff themselves.

Purposes

- **Raise awareness among social care employers of international recruitment** as a way of filling skills gaps, staff shortages and improving services to customers.
- **Highlight the importance of ethical international recruitment** – to avoid a negative impact on already under resourced social care systems in developing countries.
- **Support employers to successfully employ individuals from other countries** with different cultural backgrounds, working practices and who may not have English as a first language.
- **Identify valuable sources of information to guide employers** through the ethical and social issues related to international recruitment.

Process

- **Options for Excellence**
 - Social Care International Issues Group
 - Development by IDeA
- **Endorsement by stakeholders**
 - DH, DfES, IDeA, SfC, LGA, GSCC, ADSS, CSCI and SCIE
- **Established hosts**
 - to maintain a website for the Code and sources of information (SCIE) www.sccir.org.uk
 - to monitor Code adherence and pick up issues (NHSE – alongside the parallel NHS Code)
- **Launched** by Ivan Lewis on 20 October 2006

Next Steps

- **Embed the Code**
 - Sector wide policy expectation
 - Voluntary Code - advice
 - Policy levers by endorsers to expect partners to adhere to the principles
 - Support to develop comprehensive training and induction/support programmes
- **Banning recruitment**
 - NHS list of countries where active recruitment banned
- **England only - for now**
- **Review after 2 years**