

Requirements for individually registered care/support workers.

Background

The Regulation of Care (Jersey) Law was passed in 2014 and came into force 1 January 2019. There are implications for all providers of care homes, adult day care services and home care services.

During public consultation which was held to agree exactly what should be regulated, people asked that care/support workers who are not employed by an agency, but who provide care to people in their own homes under private arrangements should be required to register under the Law.

The reasons why people want these care/support workers to be registered are to:

1. Ensure that care/support workers are of good character

Unfortunately, there are some people who would see caring for people who may be extremely vulnerable privately, as a way to take advantage and control which may result in the person coming to harm.

2. Ensure that care/support workers complete basic training

Caring and supporting people safely and in the best way needs some skill and understanding. Whilst generally, care/support workers will be well-meaning, without some basic training they could put both the person they are caring for and themselves at risk of harm.

3. Ensure that any complaints about care/support workers are investigated.

The Jersey Care Commission can investigate if concerns have been raised about a registered care/support worker and take action where appropriate including in extreme circumstances (where it is likely they have caused serious harm) removing them from the register to prevent them from harming anyone else.

Care/support workers will need to register individually if:

- They are providing care in people's own homes (not in care homes)
- They receive reward for providing care – either in money or in kind directly from the care receiver or their representative. (Reward does not include: gifts, reimbursement of expenses or payment/contribution to shared meals or travel costs).

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Employment and vetting checks

Care/support workers will be required to complete an application form (CCST03) including full employment history which may be verified.

A minimum of two references will be requested including the care/support worker's current/most recent role.

Verification of identification.

The Jersey Care Commission will carry out an enhanced Disclosure and Barring Service (DBS) check and/or request a relevant certificate of good character from any country that the care/support worker has lived in. A person will not be registered if:

- They have been sentenced to a term of imprisonment (whether immediate or suspended without the option of paying a fine for an offence that makes the person unsuitable to work in the care/support role.
- They appear on any barred list or has been convicted of an offence against a care receiver.

If a care/support worker has been introduced to a care receiver by an employment agency (who provide no further ongoing care support or management) who have completed an enhanced DBS check within 3 months prior to registration then a further check will not be carried out by the Jersey Care Commission (on receipt of the original certificate).

Fitness to provide care

Care/support workers will need to provide assurance of medical fitness by submitting form CCMR03 which must be completed by the care/support worker's doctor.

Training

If the care/support worker holds a professional qualification (i.e. nurse/social worker) then verification of their qualifications will be checked through the relevant professional body.

Care/support workers who have undertaken qualifications/training will be required to present their certificates for verification.

Care/support workers will be expected to complete and remain up to date with the following training as a minimum:

- First aid
- Safeguarding
- Moving and handling people
- Food hygiene

- Infection control

Further training maybe required, depending on the needs of the person they will be supporting, for example where equipment is required.

Documentation

Care/support workers should discuss with the care receiver what they need help with and how they would like their care to be provided. This should be recorded and reviewed regularly and whenever the person's needs change.

Care/support workers should keep a daily log of the care they have provided making sure they record any advice or guidance from health/social care professionals.

There should be a written agreement between the care receiver and the care/support worker which will record terms and conditions, expectations and how to end the agreement.

Registration

To register, care/support workers will need to provide details of the people who they will be caring for. Following initial registration, care/support workers will be expected to pay the annual fee and inform the Jersey Care Commission of any changes to their circumstances/changes of care receivers.

The Jersey Care Commission will not undertake inspections of individually registered care/support workers, however, if a concern has been raised then, the Jersey Care Commission will undertake an investigation where appropriate and will require access to any relevant documentation.

Fees

The registration fees for directly employed individual carers are set out in the table below.

Type of Service	Provider Application Fee	Manager Application Fee	Annual Fee
Home care service provided by an individual directly employed by the care receiver	£50	£0	£0 for the year in which the individual is first registered then £50 for each subsequent year