Speaker 1

The recordings are now brilliant and great. So yeah, thanks for your time today And CW20, I really appreciate chatting to you. And so you work for Name of org care, don't you? And are you a. Tell me a little bit about your current role with Name of org.

00:00:15:06 - 00:00:39:10

Speaker 2

I am. So my current role is with the service called (name of org) as a shared life support worker. So I did work at the day center as a support worker, more hands on. But I got a secondment that was supposed to last six months, but it's now been made permanent, so it's more like the review side and the support plan side.

00:00:39:12 - 00:00:48:16

Speaker 1

Okay, So what is your so how long have you been in this current role and in comparison to the role that you were in before.

00:00:48:18 - 00:00:52:03

Speaker 2

And this role up in in for six months, the six months, the moment?

00:00:52:05 - 00:00:56:06

Speaker 1

And what were your reasons for kind of moving across?

00:00:56:08 - 00:01:16:05

Speaker 2

And it was a good progression really, because I started my role as an apprentice and then got made permanent after that. And then I'd applied for a few things, you know, to try and progress, but there wasn't really anything. I didn't have the experience. It all came down to experience. So I applied for this role and then I got it.

00:01:16:05 - 00:01:26:07

Speaker 2

And yeah, it's going well so far. So yeah, it's more down to experience and just needing that experience for a different role. Yeah.

00:01:26:09 - 00:01:30:21

Speaker 1

And how long have you worked in the care sector all together?

00:01:30:23 - 00:01:38:00

Speaker 2

AM Six years. So as soon as I left college I got an apprenticeship and then just started working for Name of org.

00:01:38:02 - 00:01:49:21

Speaker 1

what attracted you to the care that care sector and working in care? What was it that kind of brought you into this field and made it attractive to you?

00:01:49:23 - 00:02:10:04

Speaker 2

And so I have a cousin who has autism, so it all stemmed from that really spending time with him. And then I realized that I could actually do this as a job because I had the experience of working of being with my cousin. So I already knew a bit about learning disabilities through that. So that's what mainly attracted me, attracted me to it.

00:02:10:06 - 00:02:17:11

Speaker 1

And do you mind me asking what your current rate of pay is as a support worker and your current role?

00:02:17:13 - 00:02:23:16

Speaker 2

I'm not sure what it is exactly. I think it's £11:60 but we have just had a pay rise.

00:02:23:16 - 00:02:27:11

Speaker 1

Why was that pay rise in the last few months?

00:02:27:11 - 00:02:32:20

Speaker 2

So it came. Well, we've not got it yet, but it got awarded last week.

00:02:32:22 - 00:02:34:19

Speaker 1

Right Okay.

00:02:34:21 - 00:02:37:04

Speaker 2

I'm not 100% sure at the moment what it's got.

00:02:37:04 - 00:03:04:03

Speaker 1

No, that's absolutely fine. And it's just I don't know so what your thoughts are on this question, but how important do you think it is that people in care who have got more experience get paid higher? Or do you just think that kind of, you know, everybody in care needs to be paid a bit more? What are you kind of thoughts around kind of pay rates and whether people with more experience should be getting more, more pay?

00:03:04:05 - 00:03:26:10

Speaker 2

And I feel like if you're in the same role you are, you all are support workers no matter how much experience you've got. I feel like you should still get paid the same because when I've gone into places being younger and not knowing much, I've still brought new ideas and fresh eyes. Yeah, yeah. And have like a different perspective or a new perspective on things.

00:03:26:10 - 00:03:49:23

Speaker 2

Because when some people have worked in certain services for a long time, they get kind of comfortable and used to like that, their way of working. So when like New policies and procedures and things have come out if not really wanted to adapt to that. But when you've got newer people coming in as well, it kind of helps everyone, everyone's experience and knowledge kind of meshed together in a way.

00:03:50:00 - 00:04:04:22

Speaker 1

Yeah, really good, really good. Erm thoughts and how do you think the rate of pay in care sort of compares with other, either other care jobs that you've had or the jobs in your area.

00:04:04:24 - 00:04:25:09

Speaker 2

Erm I feel like all the jobs in my area, the rate of pay is quite lower because I have friends that work in care homes and I think they're on the minimum, the new minimum wage now and that's quite low compared to what I'm on and we do basically the same thing, very similar things.

00:04:25:11 - 00:04:43:15

Speaker 1

So you do think that you are actually you're right it pays like I'm that slightly higher end compared with with like residential and care work and things like that. What about the other work in the area like shop work and other things like that? How do you think your rate of pay kind of compares with those kind of roles?

00:04:43:17 - 00:05:05:18

Speaker 2

I think it's very similar. I don't think there's much difference at all because I've seen the adverts on Facebook for Aldi they get paid very similar and of the shop workers get paid very similar, but I don't think that's fair because I think when people think of care as well, they just see it as one thing like you're taking care of someone.

00:05:05:18 - 00:05:14:02

Speaker 2

Not everything that actually goes into it, like the medication, the Name of org care, and actually having a duty of care for someone.

00:05:14:02 - 00:05:33:04

Speaker 1

A lot more complex. A lot a lot, a lot more as a varied aspects to the role. And so you said that you got a pay rise recently. Do you know if you pay increased aligned with the and the minimum wage increase in April last year as well?

00:05:33:06 - 00:05:50:15

Speaker 2

So we got a pay rise last year as well. That was the 10% rise, around 10%, I think. And then the one we've got, I don't know the percentage of the one we've got, but it definitely aligned with what you just said, funded with the minimum wage.

00:05:50:15 - 00:05:57:07

Speaker 1

Okay. Do you know if your employer signed up to pay what we call the real living wage? If you don't know, it's okay.

00:05:57:09 - 00:05:58:23

Speaker 2

I think they are.

00:05:59:00 - 00:06:10:03

Speaker 1

Know that that's really good. And do you receive any of the benefits in role like bonuses or sick pay, pension contributions, anything like that?

00:06:10:05 - 00:06:35:01

Speaker 2

Yeah, we get pension pension contributions up to they they'll put in up to 6% of. what we put in, um we got sick people people have different contract so people in on the council contract they'll have I think they do have a better sickness monitoring for us, whereas the people who are on the newer contract and off the check, I'm not quite sure.

00:06:35:03 - 00:06:44:06

Speaker 2

Okay. I think we get three days pay, then we get extra annual leave now to give the incentive to come in to work.

00:06:44:07 - 00:06:51:12

Speaker 1

Yeah. Okay. So and what you see, if you are sick, you what, you could use your annual leave days or something.

00:06:51:12 - 00:07:08:10

Speaker 2

Oh no. So we get paid for three days but then we also in our new contract, get an extra three days annual. Okay, so I think. But to try and make people come in to work. Right. I don't know if that's a good thing or bad thing

00:07:08:15 - 00:07:20:13

Speaker 1

And so with the sick pay is that do you get anything after the three days, Is it just statutory sick pay. So if you work for a week also you'd, you'd only get three days off of pay.

00:07:20:15 - 00:07:22:18

Speaker 2

Yeah. Then you'd get the statutory sick pay.

00:07:22:18 - 00:07:40:07

Speaker 1

Yeah. Okay. That's true. That's really helpful. Thank you. And do you do any sleep in shifts?

Speak 2

No

Speaker one

And then and in terms of things like DB check and your uniform, did your employer pay for those?

00:07:40:09 - 00:07:45:13

Speaker 2

And so I don't have a uniform. Mine's just casual wear. Okay but they paid for the DBS.

00:07:45:15 - 00:07:53:13

Speaker 1

They did. Okay. And did they pay okay and did they pay for you to complete your induction training as well?

00:07:53:15 - 00:07:56:15

Speaker 2

Yes. Yes. They paid for everything

00:07:56:17 - 00:08:18:00

Speaker 1

And that's great. And then so this question's actually more for kind of Dom care. So it's probably because yours is slightly different role, isn't it? So how does it work for you in terms of like your shift patterns? You just kind of turn up at a particular time and then leave at the same time each day? Or do you do you work kind of more variable shifts?

00:08:18:00 - 00:08:21:04

Speaker 1

How does it work for you in terms of your shift patterns?

00:08:21:06 - 00:08:29:00

Speaker 2

And so I'm five days a week from quarter to eight to half 3. Okay, I can change if I need to.

00:08:29:02 - 00:08:38:11

Speaker 1

Okay. So do they ever ask you to do different shifts or is it you? Would they vary if you wanted them to be different?

00:08:38:13 - 00:08:50:17

Speaker 2

And so say if I needed to go and do a review, that was after my hours, I wouldn't get paid for that. But I've get it back in flexi time. So say the next day, I could then take that time and finish early.

00:08:50:19 - 00:08:58:17

Speaker 1

Okay, that's okay. That makes sense. And if you if you say kind of go do a review, is that kind of go out to a client's home and um.

00:08:58:19 - 00:09:03:23

Speaker 2

Yeah, Yeah. Either a customer's home or the carer’s home.

00:09:04:03 - 00:09:08:22

Speaker 1

Okay. And would they pay your petrol costs to go do that?

00:09:08:24 - 00:09:10:24

Speaker 2

Yeah. We get 45 p a mile

00:09:10:24 - 00:09:16:01

Speaker 1

All right. Okay. So none of that would have to come out of your own pocket.

00:09:16:03 - 00:09:17:03

Speaker 2

No, No.

00:09:17:05 - 00:09:21:22

Speaker 1

And then the rest of the time, are you just based in the same place?

00:09:21:24 - 00:09:39:03

Speaker 2

And so we have a head office, but we have laptops for remote work and so we can work at home and know when we're doing paperwork, I'll type in reviews and things up. That's great. But then the rest of the time would be our visiting customers and carers.

00:09:39:05 - 00:09:48:24

Speaker 1

Okay. And so and because your role is quite different, tell me a little bit about what it would involve on a day to day basis, like what would a typical day look like?

00:09:49:01 - 00:10:15:15

Speaker 2

And so it might start in the morning to go and update customers.. So we call them Name of orgl profiles, the likes of all plans, but they're just not but they're not the ones you get offer. So like a social worker, they're ones we do. So they're a bit more Name of orgl to the customer. So for example, tomorrow I'm going to meet the customer and carer to do his Name of orgl profile and then I'd have a go home or go to the office to type it all.

00:10:15:17 - 00:10:24:06

Speaker 2

And then in the afternoon I might go out and do a review, then go back to the office to scan that in and then obviously phone calls and emails that come through throughout the day.

00:10:24:08 - 00:10:39:12

Speaker 1

Okay, so you work in and do you do a lot of kind of direct care work as well where you kind of and sort of helping people to do certain things? Or is it more is most of your work kind of doing reviews and things.

00:10:39:14 - 00:10:41:20

Speaker 2

And mostly reviews and things? Yeah.

00:10:41:22 - 00:11:01:07

Speaker 1

Yeah, that sounds, sounds really interesting and, and thinking about the rate of pay again and CW20, would you say how would you, how do you feel about your rate of pay? Do you think it's good for a care worker in your area or I could be better. What are your kind of thoughts on your current rate of pay?

00:11:01:09 - 00:11:14:12

Speaker 2

Erm well, what's the cost of living crisis? I feel like it could be better, but if we didn't have the cost of living crisis, then I think it'd be pretty fair for what it is now. But with everything that's going on, I do think it could be better.

00:11:14:13 - 00:11:25:23

Speaker 1

Everything's just getting so expensive isn't it. Like, you know, beyond, beyond crazy expensive. And. And is your income the main income in your household? If you don't mind me asking.

00:11:26:00 - 00:11:30:11

Speaker 2

I know my partner earns a bit more to me. So it's kind of joint.

00:11:30:15 - 00:11:38:22

Speaker 1

Okay, that's great. And I'm thinking about your weekly income from your work. Does it meet your needs and your household needs?

00:11:38:24 - 00:11:40:12

Speaker 2

Yeah, it does.

00:11:40:14 - 00:11:48:11

Speaker 1

And then you mentioned about the cost of living crisis. How do you feel that that's affected you guys.

00:11:48:13 - 00:11:51:20

Speaker 2

And do you mean like us as carers or.

00:11:51:21 - 00:11:59:19

Speaker 1

Anyone just, just to get, I suppose more Name of orglly like it within your household situation. Yeah.

00:11:59:21 - 00:12:17:05

Speaker 2

And it has a bit like with the rent increase, like that just skyrocketed. It skyrocketed too, because we're trying to save it for our house as well. So that's made it even harder when you pay rent and trying to save, well, well it's just coming down to like budgeting as well, you know, with like the food, shopping and things.

00:12:17:07 - 00:12:27:13

Speaker 2

So it is manageable. So I feel like if I hadn't if I wasn't that planned and prepared for like my budget and things, then I would struggle. Well.

00:12:27:15 - 00:12:51:10

Speaker 1

Keep it out. Yeah, keep it organized. It's funny, these it used to be. Let's go to Aldi and get masses shopping for like 40 quid. Now it's not the same. All the same. It's not even like Aldi's expensive. And I think that's really, really helpful. I’ll just move down in my questions, are you in receipt of any in-work benefits at all.

00:12:51:10 - 00:12:56:10

Speaker 1

Came like any benefits that you get whilst you work came.

00:12:56:12 - 00:12:56:23

Speaker 2

What does that.

00:12:56:23 - 00:13:13:12

Speaker 1

Mean? Also, I think like some people have had like and like a child, different childcare benefits. So the benefits you can also claim whilst in work and like and him they give an example like family tax credits or anything like that.

00:13:13:14 - 00:13:14:15

Speaker 2

No I don't claim, don't.

00:13:14:15 - 00:13:23:15

Speaker 1

Claim any of the benefits. Okay. No that's that's great. That's really, really helpful. And then and, and you are the permanent contact CW20.

00:13:23:17 - 00:13:38:20

Speaker 2

And so it's been the contract I was on before was permanent but with the secondment it's for three years so it's temporary for three years then hopefully permanent after that. And just to do with like the budgeting and things at the moment.

00:13:38:21 - 00:13:49:16

Speaker 1

So it's like, it's like it's sort of flexible and what we call them but like, like, yeah, like three years and pre contract but with a view for it to be made permanent after that.

00:13:49:18 - 00:13:50:12

Speaker 2

Yeah.

00:13:50:14 - 00:13:59:23

Speaker 1

And you mentioned that you kind of work sort of quarter to eight till half, three five days a week. Is that, is that every week.

00:14:00:00 - 00:14:10:00

Speaker 2

Yeah that's every week. Well every other week I take half a day flexi time cause have university in the evenings. Right. So it kind of works around. Not as well.

00:14:10:02 - 00:14:15:01

Speaker 1

Brilliant. And do you ever have to do any weekend shift, anything like that. .

00:14:15:03 - 00:14:29:08

Speaker 2

No every few months we do have a committee meeting on a Sunday but we just we get the time back for that in lieu. Gosh yeah. Only for a few hours though.

00:14:29:10 - 00:14:39:16

Speaker 1

AM Okay. Yeah, that's, that's great. And how do you feel about your contracted hours? Do you feel like are you happy with the contracted hours with what you with the hours that you get?

00:14:39:18 - 00:14:41:19

Speaker 2

Yes. Yeah, I'm happy with the hours I got. Yeah.

00:14:42:00 - 00:14:48:08

Speaker 1

And do your hours ever sort of change at short notice? I would have would it would shift of be canceled. Anything like that.

00:14:48:10 - 00:14:49:21

Speaker 2

No, no, not for me. No.

00:14:49:23 - 00:14:59:16

Speaker 1

It's always, always the same hours that you work and every week so is your is your income pretty stable week to week then if you work in the same sort of hours.

00:14:59:18 - 00:15:01:17

Speaker 2

Yeah yeah. Same every week.

00:15:01:19 - 00:15:11:20

Speaker 1

And is your employer able to kind of give you have they been able to give you a work schedule that matches your preference for particular hours.

00:15:11:22 - 00:15:24:18

Speaker 2

Erm yes. So when I got this role they asked me what hours I wanted to work. So I got the set hours and then they just asked me really what times worked best for me really.

00:15:24:20 - 00:15:33:16

Speaker 1

And, and it's been quite flexible since in terms of they've not changed that or it's stayed within what within what you want it to be.

00:15:33:18 - 00:15:35:14

Speaker 2

Yeah, yeah, yeah.

00:15:35:16 - 00:15:45:15

Speaker 1

And that's great. So what do you, what do you enjoy most about your job. What, what do you and what kind of, what are the things that are keeping you in this job.

00:15:45:17 - 00:15:59:06

Speaker 2

Erm I guess the definitely the people because everyone is just so nice and open and friendly. So I definitely say the people and the carers we have as well, but everyone's just so nice. So definitely the people are brilliant.

00:15:59:06 - 00:16:10:18

Speaker 1

And are there any parts of the job that are negative like any bits that you don't enjoy any stress or I mean any parts that are not as as enjoyable.

00:16:10:20 - 00:16:30:20

Speaker 2

Um, not in this role, no, not as yet. Previously I'd say. Yeah. The, the people I worked with, it could be quite stressful because we had a few people leave, and then we'd have new people come in, but they'd always come in at the busiest times. So that would just make it so much more stressful because we'd have to train them all.

00:16:30:22 - 00:16:33:16

Speaker 2

And yeah, that made it really stressful.

00:16:33:18 - 00:16:37:03

Speaker 1

But in your current job, it's, it's better in that sense.

00:16:37:05 - 00:16:39:10

Speaker 2

Yeah, it's better at the current role, yeah.

00:16:39:12 - 00:16:47:20

Speaker 1

And do you feel that you're able to make and you able to develop good relationships with the people that you supported?

00:16:47:22 - 00:16:56:17

Speaker 2

Yeah, it's quite easy as well because we're always in contact about reviews and any changes and we do a few events as well. So yeah.

00:16:56:19 - 00:17:07:12

Speaker 1

And what do you think, what, how would you like describe what what do you feel like a good relationship kind of looks like in terms of the people that you care for?

00:17:07:14 - 00:17:19:03

Speaker 2

And I think so they'd feel comfortable so I can make them feel comfortable and they'd be able to tell me if something wasn't going right or something was wrong.

00:17:19:05 - 00:17:25:00

Speaker 1

Do you do you feel like you've got enough time to develop those sorts of relationships?

00:17:25:01 - 00:17:37:15

Speaker 2

I'd say so, yeah. I feel like I still am because I've only been in this role for six months, so I'm still getting to know everyone and everyone still getting to know me. But I have noticed I have been developing good relationships with the people we work with.

00:17:37:17 - 00:17:48:13

Speaker 1

That's good. Is there anything that kind of stops you from developing good relationships with the people that you care for, like length of time issues or length of visit to anything like that?

00:17:48:15 - 00:18:10:00

Speaker 2

And I'd say a bit of technology as well, Because most of our customers have phones. So if we need to contact them about some of the having a bad day, they might not answer or they might try and like, I don't know, they might ring you and not be in the best mood.

00:18:10:00 - 00:18:13:16

Speaker 2

But you do kind of know when it's going to happen.

00:18:13:18 - 00:18:15:13

Speaker 1

You can kind of work around it.

00:18:15:15 - 00:18:16:16

Speaker 2

Yeah.

00:18:16:18 - 00:18:35:17

Speaker 1

Brilliant. And then the last sort of little bit is about career development and CW20 So tell me a little bit about and what career development and training do you do you feel that you receive enough training and development in your current role and what kind of training have you received?

00:18:35:19 - 00:19:08:08

Speaker 2

So a few of us have just started the (name of) scheme looks a lot as a new project and that's for manager training. So we meet once a month and we'll get like a day's worth of training on a different topic. So yesterday we had one on managing people and the one before that was on communication and team leadership so that’s a years training program to help us progress.

00:19:08:10 - 00:19:17:23

Speaker 1

Brilliant. And in terms of the training that I've already had, how good is the training be like? How would you rate that, the quality of the training that you've had?

00:19:18:00 - 00:19:39:09

Speaker 2

And I think the in-person, the face to face training is a lot more useful because we do have someone that's online and it is like the same videos every year when it comes to do it and like the same questions. So I'm like, You can't ask questions either when its like a prerecorded video. But what it's face to face, I feel that you definitely get more information.

00:19:39:10 - 00:19:41:16

Speaker 2

It's a lot more better quality.

00:19:41:19 - 00:19:56:15

Speaker 1

You absorb a lot more data and it's face to face. I think when it's all right, it kind of just like washes over. And is there any are there any particular types of training or particular subjects that you feel that you really need going forward.

00:19:56:17 - 00:20:22:22

Speaker 2

And going forward? I'd say more training around different disabilities because we have an autism training that's just been brought out. Everyone's doing, but we don’t have training on n more complex needs and disabilities because when you start the job, you don't get trained on the actual disabilities people have. You only really learn about them if you work working with that person.

00:20:22:24 - 00:20:33:12

Speaker 2

I feel like it would be useful if we did have a bit more knowledge of complex needs. So when we do like placed working with someone we already know. Yeah we know bit more about it.

00:20:33:18 - 00:20:52:09

Speaker 1

Yeah. Good. Good suggestion and thank you for that. And what in terms of career progression, do you feel like there are opportunities for you to progress and develop your career in care work and do indeed want career progression?

00:20:52:11 - 00:21:04:23

Speaker 2

And I feel like there is, yeah, because at the moment Name of org, I've just put out a few more roles which are for people to progress and I do want to progress, but probably after uni now,

00:21:05:00 - 00:21:07:01

Speaker 1

What you're doing at uni.

00:21:07:03 - 00:21:09:19

Speaker 2

Early years and early childhood.

00:21:09:21 - 00:21:16:00

Speaker 1

Right? Okay. So with that, would you, would you be able to connect that in with the work that you're doing now or.

00:21:16:02 - 00:21:25:02

Speaker 2

And I'm hoping so, yeah. I don't have a clear idea of what I want to go on to do, but I still definitely want to stay with and special educational needs.

00:21:25:04 - 00:21:32:04

Speaker 1

And what, and what kind of opportunities do you see that there might be in terms of career progression?

00:21:32:06 - 00:21:46:19

Speaker 2

And with the manager's training that I'm on at the moment, we're guaranteed an interview for everything we apply for a Name of org. So say if something did come up, you know, maybe more managerial, I would want to go for that.

00:21:46:24 - 00:21:47:23

Speaker 1

You would?

00:21:48:00 - 00:21:49:09

Speaker 2

Yeah, definitely.

00:21:49:11 - 00:21:54:04

Speaker 1

And do you see yourself continuing to work in care in the future?

00:21:54:06 - 00:22:00:11

Speaker 2

Yeah. Yeah. I don't know what else I do. I Yeah, that's all I can ever see myself doing, to be honest.

00:22:00:13 - 00:22:08:20

Speaker 1

What kind of factors like are impacting you decision there? What kind of things are playing into your decision?

00:22:08:22 - 00:22:28:12

Speaker 2

And it's just something I really enjoy and it's just like I get up in the morning and I really like going to work. It doesn't feel like a chore, whereas I know my mum before she retired, she, she hated going to work and I just wouldn't ever want to put myself in a position where I felt like that.

00:22:28:13 - 00:22:46:06

Speaker 1

Yeah, It would be awful. And is there any is there anything that would prevent you from working in care, anything that would and, you know, kind of any factors that would push you out of the care sector?

00:22:46:08 - 00:22:50:23

Speaker 1

And if you did leave, what kind of job roles would you likely to take on, do you think?

00:22:51:00 - 00:23:13:14

Speaker 2

And there have been a few changes of managers that have changed, like the way some services are developing. So I feel like if that happened to my service and I didn't like the changes I probably would leave because they have done it with support is living and I think the day services are having some structural changes as well.

00:23:13:16 - 00:23:17:18

Speaker 2

But if I did leave, I probably I think I'd like to go work in an SEN school.

00:23:17:19 - 00:23:42:17

Speaker 1

Okay. Yeah. So kind of similar to similar sector, isn't it? Still kind of helping and supporting people, but slightly, slightly kind of different angle. That's that's great. The last bit of the interview is what we call and we developed trying to develop a quality of work in life tool. And it's a series of really short statements that probably take about four or 5 minutes.

00:23:42:19 - 00:24:04:09

Speaker 1

I read the statement and then would you be able to just say which of the ones you agree with? Would that be okay? And that's the final. But it's probably take about four or 5 minutes and so the first one is thinking about the role and the difference you're able to make to people's lives. Which of the following statement describes how you feel?

00:24:04:11 - 00:24:16:07

Speaker 1

I'm able to make as much of a difference as I'd like. I'm able to make some difference. I'm able to make some difference, but not enough. I'm I'm not able to make a difference.

00:24:16:09 - 00:24:19:11

Speaker 2

Um, I say the second one

00:24:19:11 - 00:24:34:09

Speaker 1

Okay. But in thinking about your relationships with people drawing on care and support and overall my relationships are as good as I want them to be. Good enough, not as good as I would like. Not all good.

00:24:34:11 - 00:24:48:21

Speaker 2

Um, not as good as I'd like because I don't know if I can give a reason for that one. It's okay. It is because I'm not even in the role long enough, so I feel like I still need that time to build the relationship.

00:24:48:24 - 00:25:04:21

Speaker 1

Sure. Yeah. That's a really, really good response. I'm thinking about how much autonomy you have in your role, and I have as much autonomy as I want. I have adequate autonomy. I have some autonomy, but not enough. I have no autonomy.

00:25:04:23 - 00:25:06:12

Speaker 2

And the first one.

00:25:06:14 - 00:25:21:11

Speaker 1

Thinking about the time you need to do your job well, I have the time that I need. I have adequate time. I do not have enough time. I do not have enough time. And it's having a negative effect on me.

00:25:21:13 - 00:25:25:00

Speaker 2

And the first one. I have enough time.

00:25:25:02 - 00:25:40:18

Speaker 1

Well, I'm thinking about how much you worry about work outside of working hours. I hardly ever worry about work. I occasionally worry about work. I often worry about work. I constantly worry about work.

00:25:40:20 - 00:25:42:17

Speaker 2

I occasionally worry about work.

00:25:42:17 - 00:26:05:02

Speaker 1

I'm thinking about looking after yourself at work. I'm able to look after myself as well as I want. I'm able to look after myself well enough. Sometimes I'm not able to look after myself well enough. I'm rarely able to look after myself well enough. And that means things like having comfort breaks and having time to eat, drink and rest and.

00:26:05:04 - 00:26:08:10

Speaker 2

Yeah, the first one. Yeah. Mm hmm.

00:26:08:12 - 00:26:28:16

Speaker 1

Okay. I'm thinking about how safe you feel at work. So this is like fear of physical harm, physical abuse, things like that. I feel as safe as I want. Generally, I feel adequately safe. I feel less adequately safe. I don't feel safe.

00:26:28:16 - 00:26:33:04

Speaker 2

All Yeah, I feel safe the first one.

00:26:33:04 - 00:26:52:08

Speaker 1

Okay. Stop thinking about your relationships with people at work over you. So like and with family, with families, carers and so on. And overall, my relationships are as good as I want them to be. Good enough, not as good as I would like. Not at all good.

00:26:52:10 - 00:26:57:03

Speaker 2

Erm not as good as I want, because the same as the previous, the one before.

00:26:57:03 - 00:26:58:24

Speaker 1

Okay, by the time I have a bit more.

00:26:59:00 - 00:27:00:14

Speaker 2

Time.

00:27:00:16 - 00:27:20:17

Speaker 1

Thinking about how supported you are in your roles, this is like how respected and encouraged you are by your managers.. I feel highly supported by my manager. I feel adequately supported by my manager. I do not feel as supported as I would like by my manager. I do not feel at all supported by the manager.

00:27:20:19 - 00:27:22:14

Speaker 2

And I feel highly supported.

00:27:22:19 - 00:27:38:13

Speaker 1

Well, thinking about the skills and knowledge you need to do your job well, I have this. I have the skills and knowledge I need. I have adequate skills and knowledge. I have some skills and knowledge, but not enough. I do not have the skills of knowledge.

00:27:38:15 - 00:27:41:01

Speaker 2

And I have the skills and knowledge.

00:27:41:03 - 00:28:01:05

Speaker 1

I am thinking about your career aspirations and how you would like to develop and progress. And I have opportunities to advance my career as I would like. I have adequate opportunities to advance my career. I have some opportunities to advance my career, but not enough. I have no opportunities to advance my career.

00:28:01:07 - 00:28:03:16

Speaker 2

Erm the second one, the adequate.

00:28:03:17 - 00:28:22:23

Speaker 1

Okay. And then thinking about your income from your work in social care and your financial security. I have as much financial security as I want. I have enough financial security. I do not have enough financial security. I do not have any financial security.

00:28:23:00 - 00:28:24:07

Speaker 2

The second one.

00:28:24:12 - 00:28:42:15

Speaker 1

Okay. And then finally, I am thinking about how valued your role in social care is. My role is highly valued by others. My role is adequately valued by others. My role is not as valued as I would like by others. My role is not all valued by others.

00:28:42:17 - 00:28:45:05

Speaker 2

Does it mean others as in those in social care?

00:28:45:06 - 00:29:00:11

Speaker 1

Oh, it's a very good question. And so we've put like and the public people, you know, like people in the media, so kind of external really like how well how how it's valued by external people.

00:29:00:13 - 00:29:04:00

Speaker 2

I feel like I think it's the third one

00:29:04:00 - 00:29:29:11

Speaker 1

You said it's not as valued as Yeah, it's valued, but not as much as you like. Yeah. Okay, brilliant. That's great. And then literally, I just need to take a little bit of Name of orgl data, if that's okay. CW20 Just so that I've got a good spread of people across the and across the participants. So do you mind telling me your age bracket, You know, I was telling you that age bracket, like 20 to 30, 30 to 40, that kind of thing.

00:29:29:13 - 00:29:31:17

Speaker 2

20- 30

00:29:31:19 - 00:29:35:21

Speaker 1

Okay. Fabulous. And your nationalities at white British?

00:29:35:23 - 00:29:36:16

Speaker 2

Yes.

00:29:36:18 - 00:29:40:23

Speaker 1

Brilliant. Do you have any disabilities?

00:29:41:00 - 00:29:41:19

Speaker 2

No. No.

00:29:41:24 - 00:29:51:04

Speaker 1

But an educational qualifications. I know that you said you were doing a degree. Do you have all the qualifications in relation to care? You care work?

00:29:51:06 - 00:29:54:24

Speaker 2

Yeah. I've got a level three in adult care lead.

00:29:55:03 - 00:29:56:05

Speaker 1

Yeah.

00:29:56:07 - 00:29:59:24

Speaker 2

And then a level two Apprenticeship for health and social care.

00:30:00:00 - 00:30:14:02

Speaker 1

And your household situation. You said that you lived with a partner. Yeah. Yeah. Pretty and and and do you. How far do you have to travel to work.

00:30:14:04 - 00:30:16:14

Speaker 2

And not far. It's in the borough.

00:30:16:17 - 00:30:19:18

Speaker 1

Okay. So with it, was it sort of within a few miles.

00:30:19:20 - 00:30:21:08

Speaker 2

Yeah, a few miles. Brilliant.

00:30:21:10 - 00:30:24:12

Speaker 1

That's lovely. And that's the end of the end of my questions. I'll start there.