00:00:00:00 - 00:00:38:08

Unknown

Yeah. Brilliant. Okay, So, Sue, tell me a little bit about you and your current job role. So I am a support worker and supporting adults with learning disabilities in order to have the capacity to live independently in their own flat, which consists of two blocks of flats. Right. And in total, there's 15 residents. Okay. But in eight blocks of flats.

00:00:38:10 - 00:01:11:00

Unknown

Range age range from the age of 30, you know, thirties, late twenties and thirties to 6070s. Right. Okay. Put in and is it. And I don't have to give you the name of the organization anything like that, but is it a private organization, a local authority. Okay. And is it quite a large organization offsetting a supported living setting within my local authority?

00:01:11:02 - 00:01:46:06

Unknown

We have three residential settings of similar ilk, so I'd say it's medium sized. Okay. And what geographical area are you based in? Bedfordshire. In Central Bedfordshire. And how long have you been working in a care role? How did and how did you kind of get into care work? So I have been in care now for about six years.

00:01:46:07 - 00:02:16:00

Unknown

Mm. I was a revenue officer. Right. Prior to this. Always wanted to work in care. Yet my friend who works at the next authority to us said it would be right up your street in my day care support. And I just learned this, and I went to college, done level two and a job. I just happened to.

00:02:16:02 - 00:02:42:06

Unknown

My my personal circumstances changed. My son was a little bit older being a single parent. And then I could do the shift work. So I applied, got the job, done it. So three and a half years plus because of the conditions. But I just loved the work and ended up going back because it's you just battle with yourself because as I say, one of the six days is commitment.

00:02:42:06 - 00:03:04:14

Unknown

One. Once you do, yes, but there's the job and they get away with it. Yeah, everybody said the same, that the reason that they stayed is because they lost the work. But they're in this kind of this kind of battle with the with the pay and conditions and the minimum wage has just gone up. Yeah. So what? Do you mind me asking what your hourly rate of pay is at the moment.

00:03:04:14 - 00:03:39:08

Unknown

Say, yeah, I'm on. Not bad. Right? Right. Well, it's not great. I'm on 24,000 a year. That's only because I've been with the local authority for 16 years. Right. So I have an enhancement. So I. That's obviously pro-rata. Mm. So I think it works out that all right as pie is either 11 or £12 an hour, I'm not a central.

00:03:39:13 - 00:04:04:12

Unknown

Okay. And now it doesn't matter necessarily to have the exact rate places. It's around 11 or £12 an hour. Yes. And how important is it, do you think, to pay those who have got more experience, more, as opposed to just everybody in care, getting a higher rate of pay?

00:04:04:14 - 00:04:55:21

Unknown

I think if you like, I've done a level three, I get the same rate as people that don't and put myself through that. I get no benefit from it. But then I do the same work because my colleagues. So it's very difficult. I just think the the whole rate of pay, considering the complexity of the work we do, the importance of the work we do, the times that we work and we don't have a fixed rota, so we don't know what we doing from we.

00:04:56:01 - 00:05:20:03

Unknown

We're supposed to get four weeks notice, but we can't plan a future, right? We can't plan. But I know say you people work not 9 to 5. If they work part time, they normally know they're going to have a Tuesday or Wednesday off. So they have their doctor's appointment so they can start meeting their friends around. But we don't have that luxury.

00:05:20:04 - 00:06:01:18

Unknown

Right. So how so is how how does it work in terms of planning? Is it. Tell me a little bit how the shift patterns work. So we were 24, 24, 7/16. However, our working hours are between 6:45 a.m. to 10:15 p.m.. Right. And then the waiting night comes on. Okay. We used to sleep in and cycle canceled. Um, so our shift pattern could consist of anything from four, five, six, seven, eight up to 9 hours time.

00:06:01:20 - 00:06:40:24

Unknown

Right. Okay. Any time within that we do early light meets. But today I'm working 245 to Corpus ten. Tomorrow I'm on half 2 to 10. The day after I'm on at 12 to 8. And yesterday I was on a 645. Right. So it's so, it's so sort of sporadic in terms of how it's organized and is and is there no consistency at all from week to week in terms of is it never say a C assessment thing is that you know that you work every other weekend.

00:06:41:02 - 00:07:08:22

Unknown

Right. So that is the only that's the only given right. So yeah. So you've got as I say, if you if you say you can't and it's very difficult to plan your life around that kind of unpredictability isn't it. Absolutely. When was the last time your pay was increased? So if you don't mind me asking, um, we've just got we get a percentage annually, I think.

00:07:08:24 - 00:07:42:12

Unknown

Right. With the government of just I think it was it's just gone up 1% or something. That's the rise that we got. Oh we were, we thought we were going to get it in this price bracket, but we're not. We're getting next, apparently. Right. Okay. And you ever received an increment? And how does your rate of pay compare with all the care jobs that you've had or the jobs kind of in your local area or in the private sector?

00:07:42:12 - 00:08:32:20

Unknown

And if I was a p i which I have looked in to, um, you can charge anything from 15 to £25 an hour and it's tempting to do that. It's just my age. I'm getting a get, it's making that jump. If I have commitments, I have a mortgage I, you know. Yeah. So, but then equally we are higher graded then when I worked in, I worked three years at a setting where I worked, left for a year, went to work, oh, just a year and half went to work in the day center, which was a pay grade below.

00:08:32:22 - 00:09:04:22

Unknown

And then I went to work as a community assessment officer with the social workers just X and I loved it, which was a pay grade above and a I went back to a job that I love. I got working with the social workers is fantastic, but you're right, you're not kept funds and you do doing assessment and the resources are not there.

00:09:04:24 - 00:09:43:09

Unknown

It's such a. So smoke and mirrors. Mhm. And it you see it from the outside then it's really frustrated. You know, you're sending these jobs out to ten organizations that go in stick man in the market quite badly even though they commission to do 45 minutes they don't rotten. Yeah. So. And so there are that. Okay there are so there's a range of different roles out there with different salaries but you've sort of stayed with what you've with the your particular role because of the, of how it sort of meets your, your personal needs.

00:09:43:09 - 00:10:13:08

Unknown

Yeah. That's really that's very helpful. And do you know if your employer has signed up to pay the real living wage, say it's a local authority. So I would hope they would have. Yes, they would. And do you and receive any other like benefits in your role, like any sick pay, any bonuses, any pension contributions? Yeah. Yeah. So we get pension contributions and we get a really good set of six months.

00:10:13:09 - 00:10:35:15

Unknown

Okay. Wow. That's that's that's pretty significant. A lot of a lot of people spoke to said that they don't get any sick pay all. So I can say that's probably another factor that's maybe catch you it's it's the council so it's you know it's across the board. Yeah but your terms and conditions are covered over and that's what it was when I joined as a revenue officer.

00:10:35:16 - 00:11:06:06

Unknown

Right. Which was on a pay price. And I say to myself, why am I doing that? And, and do you, do you know if your employer and paid for like your DB check you'll get the your uniform we don't have you. And when you completed your induction did they pay for that. Yeah. That's the six. Yeah. Oh yeah.

00:11:06:08 - 00:11:41:20

Unknown

Yeah. Everything's all paid for and, and would be for new starters on officer. I have an induction but I didn't have a, a probationary period because it was set the council that I worked for and I couldn't. And, and presumably in your particular type of role you sort of started out having to move around between lots of different localities so you don't have to get any petrol covered or anything like that.

00:11:41:22 - 00:12:14:18

Unknown

No. And presumably that commuting to work covered on your own from your own finances. Okay. That's that's really helpful. And and yes, there's no sort of traveling is part of the role at all. But very, very occasionally we will go and use our car to meet a resident who has done his shopping independently. You could pay for your petrol for that, but I wonder if it does, because it's literally you just all hassle filling in the mileage or.

00:12:14:19 - 00:12:34:23

Unknown

Yeah. Yeah. Who's the same as some of the stuff that we do. So I'll you just the you never get round to feeling those kind of things and do and so would you say your particular rate of pay is good for a care work in your local area or and how would you kind of rate your rate of pay.

00:12:35:00 - 00:13:02:17

Unknown

Yes. The rate hike that I'm on is is better than some. So I would say it would be if I was just to go to work a care home at the end of the road that was not like an authority. Yeah, it would be worth paying. Yeah. Okay. And is your income the main income in the household? So.

00:13:02:19 - 00:13:35:07

Unknown

No, not now. Okay, so this, this and that. Multiple incomes committed. And are you and in receipt of any sort of in-work benefit so benefits you can claim. No. And and so thinking about your and your weekly income or your monthly income from your particular role, do you feel like it meets your household needs? No, definitely no. I've just had to ask to increase my hours because, you know, interest rates have gone up.

00:13:35:12 - 00:14:11:11

Unknown

You know, food is just unbelievable, you know? Yeah. No, I've asked to increase my animals. And when we were at work as well, I feel that you'll you end up spending a lot of your own money, which I feel is really unfair. Mm. You know, you would take time out for dinner, you would take like, on Wednesday, I will be picking up one of our residents and I will be taking them.

00:14:11:13 - 00:14:34:12

Unknown

That would be around 512. I would be taking them out to a large shopping mall because that's what they want to do to get that Christmas shopping. I'll be doing all that take. They probably have dinner there and we will then come back around about seven, 8 p.m. So my seven and a half hour shift, I have no break.

00:14:34:14 - 00:15:09:24

Unknown

Mm. I have no access to food or drink unless I'm by myself. Yeah. Yeah. And you kind of forced to. It just all adds up, doesn't it? Yeah, it does. I sit there with the resident and, you know, they sit there and I'm watching them. It's horrible. What experience is that Back for them. Yeah. Yeah. And whilst I appreciate that, you know, abuse could happen and probably has happened in the past, um, you know, like it's like a limit, they could say you could have a, a full time limit.

00:15:10:04 - 00:15:29:23

Unknown

Yeah. Just some basics. A bottle of water and a coffee or, you know, it's just something you go in as or have, you know, substitute platform we pay for. You've got a nice lunch. Exactly. Yeah. Yeah. Even just going out getting some which now you spend in till ten around you and you take about that on a jury.

00:15:29:24 - 00:15:55:15

Unknown

Yeah. It's ridiculous. Yeah. So and I can kind of imagine what the response the next question is for. How has the cost of living crisis impacted you? It's greatly impacted us. You know, me, my empathy for the massive impact and negative impact you got around the sort anything. Oh, no, I can't have that. I'm not going to have that.

00:15:55:17 - 00:16:27:16

Unknown

You I mean, it's it's crazy because it does make you want to overeat because you think, you know, I cannot just so I spend just fine spending £4 on a on tea salmon fillets and when a package occasions 4 to 550. Yeah, yeah, yeah. It's it's ridiculous isn't it. Even going to places like Aldi that used to be cheap and not cheap anymore.

00:16:27:18 - 00:16:54:10

Unknown

And so what extent are you satisfied with your pay upside 60%. Okay. That's, that's, that's helpful. And then earlier, you mentioned that you and you told me a little bit about your and that you're on kind of salary basis rather than I suppose it it said as a yearly salary rather than a paid by the hour kind of an arrangement, isn't it.

00:16:54:15 - 00:17:25:01

Unknown

So is that a permanent contract and that you're runner. Yes. Yes. Yeah. And and are you always sort of guaranteed the same salary regardless of like how many hours they did you say it's a pro-rata salary only. Yeah. So the 24,000 is for a 37 hour wait. Yes I did 30. Right. So I get paid less however after that.

00:17:25:03 - 00:17:51:10

Unknown

And now you are you always guaranteed that 30 hours. Yes, absolutely. And if you wanted to work more hours, is the sort of the extra shifts available? Yes, there could be extra shifts available. Yeah. Okay. And if you and like, how regularly would they tend to like, cancel shifts on you at short notice? Never. Never. Look, is that just because they're in such short demand for people?

00:17:51:12 - 00:18:19:03

Unknown

Yeah. You never have a shift. And so that's what you actually work, right? And that's it. Whereas I know agency staff, it's, you know, yeah, I will work on that. And so anyway, you mentioned a little bit about your contracted hours and the fact that they kind of a bit kind of all over the place and how that is and, you know, makes it challenging, sort of manage your life around that in terms of planning things.

00:18:19:05 - 00:18:48:08

Unknown

Tell me a little bit more about those of contracted hours. Are they are they likely to change at short notice? You know, could it be that you would be scheduled for one shift and suddenly that would change or end of times or it wouldn't change without your consent like that looks like to you? You could you could be on shift and they could say your dates come in on like, for example, I'm off on Friday.

00:18:48:10 - 00:19:20:22

Unknown

I know that short staffed on Friday, but it's like a Friday. And then it's up to me whether I can call them like it's a like we've got quite a few on Thursday, my Thursday coming Friday. I would have to agree to that. Yeah, it's a great start but I, I don't agree. That's it. Yeah. And that that fog that we do once the road is out like they put out for weeks.

00:19:20:22 - 00:20:05:11

Unknown

Right. Rotas roughly at a time that once that road is out detailing your 30 hours for the next four weeks. They cannot change that but without asking your permission. Okay. So in that respect, it's good It's we're not we don't get shafted like some people. Some people it's like the night before I wasn't that they can take you off things and yes causing what's going on you know and and cause court strike for one day every organization should get together and say right on that odds and I'm on 31st March we can strike.

00:20:05:13 - 00:20:53:14

Unknown

Mm. Yeah. I would have some, it would shake things up a bit. Wouldn't that they have massive impact. What do you think. What's more important to you having and what would be more important to you? Higher pay or and choice over the hours that you work? What's less difficult? What I. I don't know I think that the one doesn't don't why the other I think that it's important because your work life balance is important and equally you need money to fund your life.

00:20:53:16 - 00:21:47:08

Unknown

So I couldn't necessarily say if I had to choose from, I would choose pay. And the reason being is if I didn't want to work those hours, then I would find something else. But you're at least compensated for That might be the the hours that you are, what you're financially renewing. Right it or but shift. Yeah and that could almost like both the hour situation outcome to you know you getting paid what you what you would yeah and so how satisfied do you feel you are with your working hours and your work rotas.

00:21:47:10 - 00:22:25:02

Unknown

I would say on 75%. Yeah I'm about 75% satisfied sometimes I think working if we had a fixed rate to which we have tried in the past, it works better on so many occasions. But this changing from one week to the next week is just unbelievable because you you build up a rapport with your clients. You can't sort of like say to them, Right, You can't do that this week.

00:22:25:07 - 00:22:51:15

Unknown

I'm here next Wednesday, so I'll do it then. Yeah, but in the patterns you can't because you might know that. So messy isn't it. Someone. That's Wednesday but it might not be me. Yeah. Yeah. And I just don't I think it compromises on the support that they perceive as well. Yeah. You say it's difficult to build those and build a maintains those kind of relationships isn't it, when you not got that frequency of.

00:22:51:17 - 00:23:23:21

Unknown

And also you use you. Oh that's the way the brain works. It will form a pattern, you know, it will become ingrained. You will know that on a monday I would have to change Katy's bed on a Tuesday, I have to change John's. But you know, yeah, you don't, you don't get that. And so what do you enjoy about your job say and what topic.

00:23:23:21 - 00:23:46:11

Unknown

Well suppose first of all time you look a bit about what it would what a typical day looks like. What does it, what, what's it look like on a day to day basis and then which aspects of it do you enjoy. Okay, so that's the bit I like because it's very varied, right? When I worked at the revenues of site, you were just taking phone calls about council tax it and you can't call annual.

00:23:46:13 - 00:24:29:17

Unknown

It's the same day in, day out. Yes, the telephone call will be different but it's all about the site. But so working in my role to provide the variety is what I like. You have small snippets of stints with each individual, so that could be in the morning. You'd be doing medication, then you would be you could take time shopping, you could take a client to an activity, you could do some domestics, you could that's that's the brand.

00:24:29:21 - 00:25:04:00

Unknown

But basically it's supporting them to do what they want to be independent. O'clock So the variety of the different people and their businesses are all different. So that's the bit I like. And then then you do get to do some wonderful things. I'm take it for a couple of residents to the pantomime. Oh I look like that's a beautiful thing And that would be your presumably your and your ticket would be funded by the organization.

00:25:04:02 - 00:25:49:09

Unknown

Absolutely. You wouldn't have to pay. The residents will fund my ticket. Yeah. Yeah. Hopefully that sounds, that sounds really fun. And which parts of the job do you least enjoy? I least enjoy the way that management and everyone says it's a person's choice and they have and it just so is a I just, I, I honestly feel that the we have become such a risk adverse nation.

00:25:49:11 - 00:26:28:19

Unknown

I just don't think we give proper care. Mm. That's, that's what I hate the politics about it and yeah, I just think the social care is, is is or is wrong in terms of the certain things that you'd want to do. But and this sort of like rules in place or and preventative. Yeah. Like you know one of our residents has to go out and get his shot every single day if he doesn't have any food in his cupboards.

00:26:28:19 - 00:27:08:10

Unknown

Think it's wrong. And why is that? Because he has a her he cannot self regulate his food. I say okay. And he would just eat anything. It is similar to any but it is a product we like. So they've had an income and a capacity assessment and you know they they reckon that it's least restrictive instead of hey, perfect he has one locked cupboard but it stood up in a locked fridge and unlocked cupboard.

00:27:08:12 - 00:27:29:06

Unknown

No he has to go out twice a day to get food. So the point of difference of it being in a shop or being in his flat, it is a flat. But if we could open the door now he has to touch to the shop a new. So that's least restrictive to our just the mentality just is that it's things like that that annoy me.

00:27:29:06 - 00:27:55:19

Unknown

Yeah so like where you where you can see that there's a better way of doing things and the interpretation of care because that's what it is. You seem to everybody interprets into sick differently. That's what I hate. Yeah. Do you feel like you were able to make an a good relationships with the people you came? I know before you mentioned that sometimes the shift patterns prevent that, but on the whole.

00:27:55:21 - 00:28:21:16

Unknown

Yeah, I think all residents know, you know, they're not, you know, they've got a learning disability but, but by all means they are not stupid and they know who they like and who they want their support from. And I'm one of the lucky ones. Yeah, I knew what my when one of my best started started is to go in Susie, Susie, Susie, Susie.

00:28:21:16 - 00:28:52:03

Unknown

So absolutely. So that was it. And that's why I went back. Yeah. And how important do you feel like it is to have the time to build those relationships? I think it's very important. I don't think we get enough time. I think we you know, we're we're we're often rushed, we're often short staffed. So that the support I was a and so, you know, they could have an hour or 2 hours to do that.

00:28:52:03 - 00:29:40:16

Unknown

Um that that that my male but because short staffed this this that's him then go to him then go to him. Um one particular day you know I, I think I saw two right for six people in 2 hours. I think it was sort of it outrageous. She just jumped up. I mean just not right Apart from time, is there anything that in time in this sort of staffing structures, is there anything else that stops you from building the relationships that you want?

00:29:40:18 - 00:30:15:21

Unknown

Not, you know, probably the lack of local services, lack of lack of places to go? Um, you know, that all planning just for that. Yeah. Yeah, that's been helpful. And I've got a couple of questions on career development, if that's okay. And then, and then then it's kind of almost getting to the end of the questions. And do you feel that you receive enough training in your current work?

00:30:15:22 - 00:30:56:21

Unknown

Oh my God, The training is absolutely a minus, where, of course, the hour of shifts I'm telling you about it is absolutely appalling and I'll put that in my your. Yeah. And the training consists of ongoing training. That's what we get online training. This cartoon animated person in. Yeah you got remember what they said and you have a ten question answer at the end it's so two dimensional doesn't seem okay A lot of it is totally unnecessary.

00:30:56:21 - 00:31:26:21

Unknown

Suppose that we have to do like, why would I need to know that the council would and could could be fined 17 million if we broke a GDP all thing. You know, I boy, I remember that answer. I remember because I don't remember anything else about being being taught and whilst you are doing that training, you're not given a lot to say that the the training thing was turned off.

00:31:26:21 - 00:31:55:04

Unknown

I was not given two and a half hours. Your child's doing training in between. You're wrong. So 10 minutes it's can't be met for nothing. Do better than to come back and do another 10 minutes. Oh my God, I can't do that. I do that. Absolutely dire. What training have you had in terms of like types of courses?

00:31:55:06 - 00:32:38:13

Unknown

Oh, that's all of, you know, basic. Like we've done test, we've done a JD PR, we've done, you know, safeguarding medication, training, moving and handling, always done my level three and health and social care bleep role and so yeah, that's helpful. And what about career progression opportunities? Do you feel that there are any opportunities to progress in your career in care?

00:32:38:15 - 00:33:29:06

Unknown

You could become famous later. Well, you know about is called cold cold coordinates. So but that's it. And then the next one, what's the next step? You know, management multiple. Yeah. No, I think I think progression is Oh right. Okay. And do you, would you want career progression if there were other opportunities or there was a time when I thought I would like to be a co-ordinator and, and sometimes I do think so and I don't know.

00:33:29:08 - 00:34:07:04

Unknown

I haven't. Do you and do you see yourself staying in care work So I think I do, yes. I love the role that I'm doing. There's a couple of residents that would turn down support from other carers and I'm one of the ones that this person accepts. So it kind of like makes me feel needed, I suppose. Appreciate.

00:34:07:06 - 00:34:34:15

Unknown

I think I'm I'm old now. I'm not 54, that's not old. But feel it. And so yeah, I would consider going back and to adult social care. Um, it was just sitting down all day talking and do not have friends and stuff like that. Which carpet draw? Um, I don't know. Luckily with the mixture of the two. Yeah.

00:34:34:17 - 00:34:59:18

Unknown

Okay, that's really helpful. And the final bit. So got to the end of all my interview questions and the final bit is we're creating this quality of working life tool for care workers and, and there's some questions with some kind of statements. How we take about 4 minutes to do is that would it be okay? Yeah. So if I read out a statement and you just have to tell me which one of them you agree with and Yeah.

00:34:59:19 - 00:35:22:13

Unknown

Okay. So I'm thinking about your role and the difference you were able to make to people's lives. Which of the following statements best describes how you feel? 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 not able to make any difference.

00:35:22:15 - 00:35:51:19

Unknown

I'm able to make some difference. Okay. I'm thinking about your relationships with the people drawing on your care, which are the following statements best describes how you feel Overall, My relationships are as good as I want them to be. Good enough, not as good as I would like. Not all good. Mine are as good as good. All the relationships that I have are good.

00:35:51:21 - 00:36:20:17

Unknown

Yeah. Yeah, I. I'm lucky that I get on with every one of my residents. No, no one's turned me away yet. And thinking about how much autonomy you have in your role. I have as much autonomy as I want. I have adequate autonomy. I have some autonomy, but not enough. I have no autonomy. Some. But not now. I am thinking about the time you need to do your job well.

00:36:20:17 - 00:36:45:07

Unknown

Which of the following statements best describes how you feel? I have the time I need. I have adequate time. I do not have enough time. I do not have enough time. And it's having a negative impact on me. I do not have enough time. I am thinking about how much you worry about work outside of work. I'm never leave shop.

00:36:45:09 - 00:37:10:12

Unknown

I hardly ever worry about work. I occasionally worry about work. I often worry about work. I constantly worry about work. I often worry about work. Yeah, I'm thinking about looking after yourself at work. So this is like comfort breaks in time to eat and drink, which I we talked about before, and I'm able to look after myself as well as I want.

00:37:10:14 - 00:37:34:09

Unknown

I'm able to look after myself well enough. Sometimes I'm not able to look after myself well enough that sometimes, okay, I am thinking about how safe you feel at work. So this is like am like, yeah, it's not psychological abuse or risk of infection or anything like that. And I feel as safe as I want. Generally, I feel adequately safe.

00:37:34:11 - 00:38:01:07

Unknown

I feel less than adequately safe. I don't feel safe at all. I feel adequate. Besides, there are things that need improvement, like at night time when we have to go out at night, when it starts get these guys shopping and walking up, you know, slippery alleyways. Ooh, yeah, yeah, yeah. That's that's definitely like a health and safety issue, isn't it?

00:38:01:09 - 00:38:36:16

Unknown

I'm thinking about your professional relationships at work, and so this is like relationships with, like, family of carers and other health care professionals. My professional relationships are as good as I want them to be. Good enough, not as good as I would like. Not all good. Good enough. I think there is room for improvement when you're talking to organizations and getting old people and and yeah, I think there is definitely some improvement.

00:38:36:20 - 00:38:59:05

Unknown

A multi multi organizational work and that's why I am thinking about how supported you are in your role, so supported and respected by your manager. I feel highly supported by my manager. I feel adequately supported by the manager. I do not feel the support it is I would like by my manager. I do not feel that part. Okay.

00:38:59:07 - 00:39:27:03

Unknown

I am thinking about the skills and knowledge you need to do your job well. 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 and knowledge I need. I have outside adequate skills. Yeah, I am thinking about your career aspirations and how you'd like to develop in and care.

00:39:27:05 - 00:39:53:20

Unknown

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. Okay, So okay, I am thinking about your income from your role 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.

00:39:53:22 - 00:40:17:19

Unknown

And then the final one is I don't have any financial security. So that is off the air. Okay. And then finally, thinking about how valued your role is in social care, My role is highly valued by others. My role is adequately valued by others. My role is not as valued as I was light by others. My role is not valued at all by others.

00:40:17:21 - 00:40:46:03

Unknown

The bigger not the bottom one. The second again, that's brilliant. And then there is just one question that I didn't ask earlier, which was So you mentioned your age bracket and nationality like white British presumably yet and do you have any disabilities, anything like that? No. And educational qualifications? No. You mentioned that you have an and the Qs.

00:40:46:05 - 00:40:59:18

Unknown

Yeah. I'm English and B Q Yep, yep. Brilliant. I'll put that down. And how far do you travel to work? So distance wise? A mile. A mile. That's fab. That's brilliant. Well.