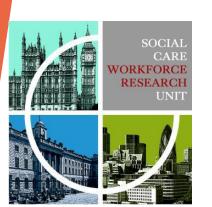


Checking care workers: the international evidence

Valerie Lipman and Jill Manthorpe





Introduction:

- ► Who's vulnerable and where?
- ► Vetting UK system
- ▶ What other countries do?
- ► Does checking of staff protect vulnerable older people from abuse?



Family firm pays Osborne £45,000 — but no corporation tax

em Coates Deputy Political Editor

Goorge Outcome received a £44,547 payout from his family wellpaper company in 2014 even thought has not paid corporation tax in swinn years.

The chancelor followed David David and additional his tox neturn

sententiary after public pressure for instancementy in the wake of the Patients papers leak.

Mit Odborne's assistancy estures for 204-15 showed that he benefited from a winstfull payout from his stake in Odborne & Liffic effer a made 0722-200

poor because the company was needinver losses from provinces years and deferred tax perments. It was not poil Lik corporation tax since 2008. See Peter Ouboros, the chancelon's father, founded the company—which offers handpointed vacilepaper—which his torother to law Antony Little in the MACS. There is no assessment of the time

d chancellor or Onborne & Little his done strything strong, and a quidere all explanated that his financial all were all proporty disclosed.

I However, Mr Othorne Emitted the abdity of bandaris not over times in not recent budget, is recognition the war that this nate can be explain.

showed that Mr-Oeberne had an income of 1294.7%. In addition to the 1205,526. It assable pay as MP and chancellor of 0 enchangues, he received 133,563 in rent transme from the London bonne, as we as the share become. He also declared only (3 of tax of bank interest, suggesting that he ken.)



Elderly betrayed in their homes

£18 million stolen as theft and fraud reports double
 Use hidden cameras to protect vulnerable, relatives told

Rosemary Bennett, John Singer

Families are being told to install hidden consense in the horter of volumentals elderly relatives after the number of theft and froud cases obsoluted in a year Calls to a national beigdine for elderly projet who before they are suffering financial abuse ruse from 3,500 to 3,25

stolen was entimated at Etherillio the charity Action on Elder Al which runs the helpline. In Separately, adult social serter received allegations of 21,975 cas-

red allegations of 21,915 cases of as a second allegations deletely sections so as 12 months to March last year, 41,05 of them relating to cases. A contest the Trimon that they were a called in to investigate more build crime aucust the self-rich than

Ing population and fixing incidence i dementia cited as factors. Lust right experts issued a warning about the total and advised families i testali cameras — often crucial i securing a conviction — in the home of oblive nections.

Other relatives.
Gary Fitz/Gerold, chief executive of
tion on Elder Ahuse, said: "Theft
on older people is on the corease and

ers, family and su-called friends.
"When money or valuables go:
ing it can be too-easy to assume the
oblive persons is at fault and has no
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people to be far more suspicious a
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"Holden-catheries are a proven way of bricking out what is happening and othering evidence and we would nec-

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IN THE NEWS

Brexit will 'save NHS' Leaving the European Union would free up fields to save the NHS, according to a group of more than 50 healthcare workers including doctors.

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Background to research

- Growing numbers of older people world-wide
- ► Elder abuse increasingly recognised internationally
- Growth of technology and personal data
- ▶ Older people have rights to protection and justice



Abuse can be (By a person of trust)

sexual physical psychological discriminatory neglect financial

England - Disclosure and Barring Service (summary)

- People working with vulnerable adults &/or children in regulated/specified services doing specific tasks must have a current DBS certificate
- ► Government law requires registered employer to make online check of employee working with vulnerable people (with Disclosure and Barring Service)
- ► Employees must disclose criminal record if working with vulnerable people employers make decision in light of this
- A person who is **barred** (a list of very serious offences) commits a criminal offence if they work with vulnerable people





Our Study

- Primarily desk research
 - ► Key word search
 - ► Range of sources
- ► Two categories
 - ► Anglophone countries
 - ► Countries with developed care policies
- ▶ Direct contact with ...
 - ▶ Practitioners and experts in the field
- Parameters
 - ► English only
 - ▶ 10 year limitation



What we found

- Different national political and social approaches to prevention and crime
- 2. Range of policy and practices in place but checking often done
- 3. Other measures to safeguard or provide protection
- 4. The continued challenge of 'proving' prevention



1. National concerns - whose safety matters?



- Safety & Protection Australia Capital Territory,
- Prevention British Columbia, Canada
- ► Human rights e.g. Canada
- Financial probity e.g. USA, Japan
- ► Rehabilitation approaches to criminals e.g. Germany, France

International Comparison of Vetting Procedures for Adults Services

Country	Legislation	Framework for policy direction
Australia: nationally	No	Social policy guidance
Australia Territories: Australia Capital Territory Tasmania	Yes Yes	Safety Safety
Canada: national	No	Human rights
Canada Province: British Columbia	Yes	Prevent physical, sexual, financial abuse
New Zealand	No	Has professional guidance
Northern Ireland	Yes	Protection
Republic of Ireland	Yes (not yet enacted)	Protection
Scotland	Yes	Prevent or remove 'unsuitable' employees
US: federal	Yes	Protection of public funds

2. What's happening in practice?

- ► A few countries have laws which seek to protect vulnerable adults but all Anglophone countries in the research have protection for children
- Different definitions of vulnerability
- ► Various ways of asking about employees fingerprinting to self-disclosure but some countries not done
- ▶ Different bodies responsible government
- Non-government and professional bodies also have an interest (professions control their own entry/registers)





The purposes of vetting



... to *protect* vulnerable people from individuals whose criminal record indicates they pose a *risk of physical*, *sexual or financial abuse* (British Colombia, Canada)

... 'to protect society's most vulnerable members' (New Zealand)

'to *contribute to safety* for patients and quality within the health service, as well as to create trust in ... personnel' (Norway).

Vetting processes and systems points for discussion

- Prospective or current workers? Students?
- ▶ Paid staff and/or volunteers?
- ► Age limitations?
- ► Type of work? Levels of contact with vulnerable people?
- ▶ Who applies and pays for criminal record checks?



Ways of checking criminal record - and checking that it has been done

- Finger printing
- Employer discretion over type and age of offence
- ► Barring for some serious offences
- ► Spot checks by regulatory bodies of employment or hiring practices (has employer done the check?)





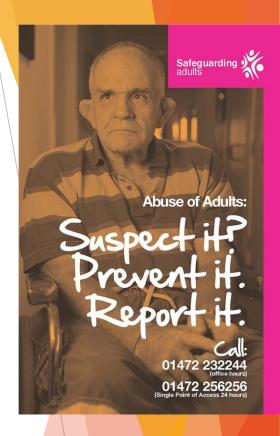
Responsible agency (costs)

- ▶ Justice Departments Australia, Northern Ireland
- ► Police British Columbia, Canada Royal Canadian Mounted Police
- Government agency -Disclosure Scotland (Scotland), Medicare (USA)
- ► Government + police Republic of Ireland National Vetting Bureau



3. Other preventative & protective measures - not vetting

- Employment procedures ask about work history check references
- ► Employment and criminal law criminalise abuse enable special measures for victims
- Professional practice and registration prove 'good character'
- Sex offenders legislation management of known offenders who are at risk of reoffending - such as living in known address
- ► Human rights law and criminal law such as enforceable right to not be subject to degrading treatment
- Guidance on human resources and employment good practice



Summary

- Countries increasingly introducing legislation to protect vulnerable adults
- ► There is no failsafe method of preventing abuse
- ▶ Not all older people want to be protected
- Global ageing requires evidence of how best to protect vulnerable older people without treating them as children
- Will the push come from 'top down' (government) or 'bottom up' from older people?



Debates remain...

Which checking system is cost-effective? What would be your indicators of effectiveness?

► Are other systems of vigilance more cost-effective?

► Labour migration — enhancing risks?



Acknowledgements and Disclaimer

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For further details see:

Manthorpe J and Lipman V (2015) Pre-employment Checks in social care: an international review, *Journal of Adult Protection*, 17(6):341-350.

Thank you for listening

