

Succession planning for registered managers:

aspiring manager's pilot 2018



Skills for Care is the membership organisation for registered managers in England. Through our day-to-day work with managers, as well as specific research and consultation activities we understand and respond to the workforce, leadership and management challenges and opportunities facing registered managers.

What you need to know...

- There is a turnover rate of 24.1% and a vacancy rate of 12.4% associated with the registered manager role. Around 10,000 registered managers may retire within the next 15 years.
- When a registered manager leaves their post and there is no back-up plan, a lack of stability or continuity will impact the quality of care.
- It's common for managers to make the step-up from another role in their organisation because of an opportunity or encouragement, rather than as part of a career plan. Many new managers report not purposefully seeking out the role.
- The first two years of the CQC's new inspection process found more than 90% of services getting good or outstanding in 'well-led' were rated good or outstanding overall.



What does this mean for my service?

- You need to think about succession planning – your service's next manager is probably already working for you in a different role.
- Raising the aspirations of potential managers helps them to prepare for the role; those who plan to become a manager arrive in post with more of the skills and experience they need.
- Preparing staff to step into the role is vital. New registered managers have valuable experience in the sector. However, the role is challenging and many managers express a desire for support and development opportunities.
- Your aspiring manager can prepare for a Level 5 in Leadership and Management by completing the Manager Induction Standards (MIS) and the programme, 'Lead to Succeed'.

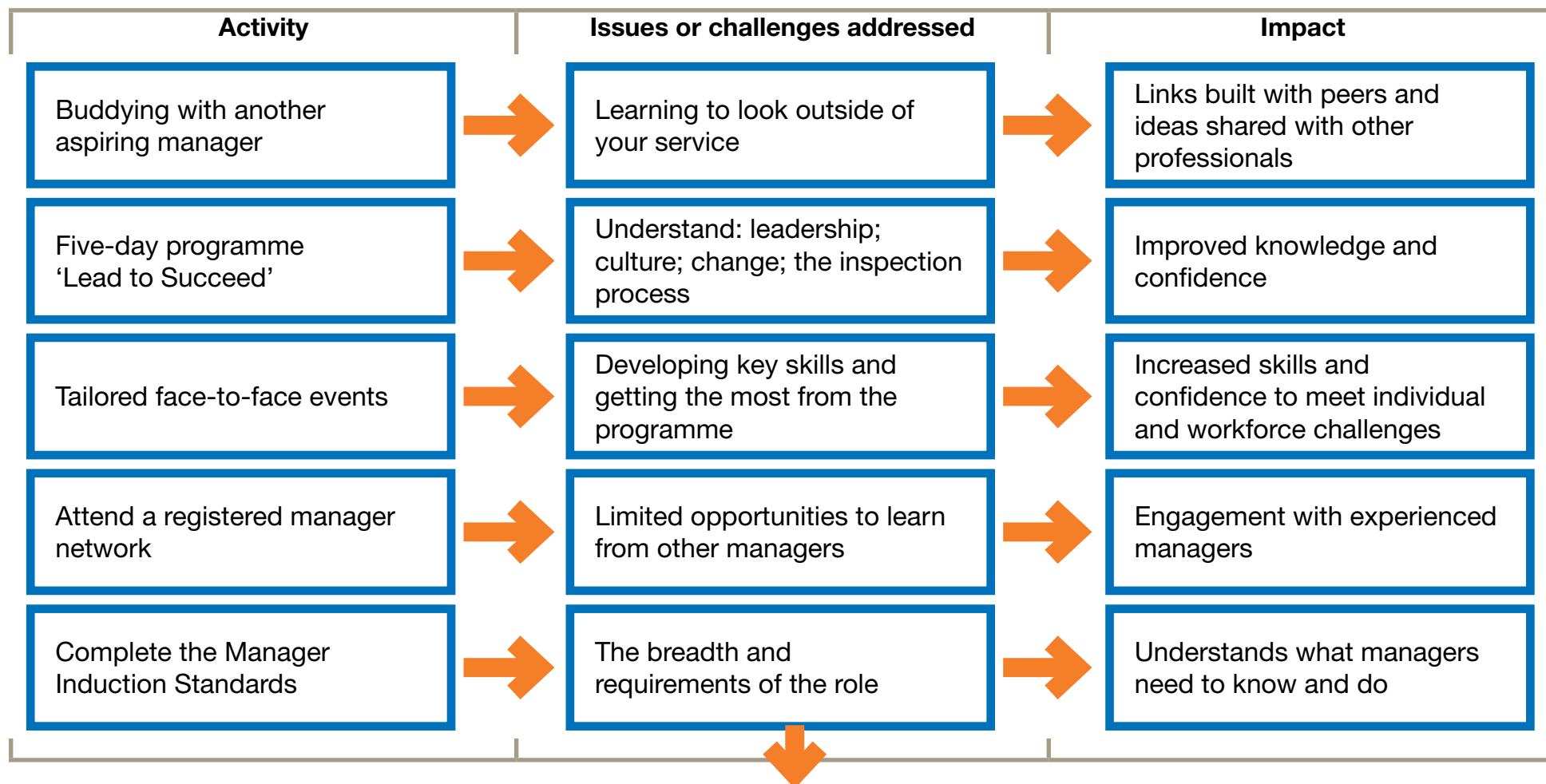
I think the pilot is an amazing opportunity for future managers. The confidence that my manager and other learners have shown in me has made me believe in myself.

Aspiring registered manager

Supporting aspiring registered manager's pilot 2018

Succession planning is a key part of ensuring services continue to provide well-led, consistent and quality care. It also benefits existing managers, who have more skilled and confident staff to support them.

Skills for Care is working with employers and their aspiring registered managers to pilot a structured model to support succession planning. The model includes:



More confident and skilled; better prepared to start a Level 5 qualification or take on a leadership role.

Find out more at www.skillsforcare.org.uk/registeredmanagers

