

Report to: People Scrutiny Committee

Date of meeting: 11 March 2021

By: Director of Adult Social Care

Title: Scrutiny Review of the Changing Care Market: Adult Social Care workforce

Purpose: To provide the Scrutiny Committee with an update on progress with implementing the recommendations set out in the Action Plan attached at Appendix 1

RECOMMENDATION:

The People Scrutiny Committee is recommended to consider and comment on the progress set out in the Action Plan attached at Appendix 1.

1 Background

1.1 In June 2018 the People Scrutiny Committee established a Scoping Board to look into a range of challenges facing the local care market. One of the key areas identified by the Scoping Board related to the developing workforce challenges facing social care providers. An Adult Social Care (ASC) Workforce Scrutiny Review Board was therefore appointed in March 2019. Following further exploration of the issues, it was agreed the review would focus on older people services and the recruitment and retention challenges facing the independent care sector.

1.2 The People Scrutiny Committee approved the final report of the Scrutiny Review Board at its meeting in September 2019 (report attached at Appendix 2). The review report was then presented to Cabinet in November 2019 at which time the Adult Social Care and Health Department produced an Action Plan which commented on how it would seek to implement the recommendations. The purpose of this report is to provide an opportunity for Members to be updated on the latest developments regarding progress with implementing the committee's recommendations.

2 Supporting information

2.1 The action plan attached at Appendix 1 provides updated commentary on progress with implementation of the six recommendations approved by Cabinet. All actions have either been completed or are ongoing.

2.2 COVID has impacted on the implementation of some of the recommendations, but also the wider context within which the recommendations were made. The impact of COVID on the economy have changed the recruitment landscape, making some vacancies easier to fill. However, frontline care jobs are not to everyone's taste, especially during a pandemic, and as such challenges still remain. The Government has launched various initiatives over recent months to support recruitment into the care sector.

3. Conclusion and reasons for recommendations

3.1 Progress continues to be made on implementing the recommendations from the Scrutiny Committee's review as evidenced in Appendix 1. It is recommended that the Scrutiny Committee consider and comment on the progress made on the recommendations contained in the review.

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APPENDICES

Appendix 1 Action Plan: commentary by the Adult Social Care and Health Department on progress with implementation of the People Scrutiny Committee's recommendations.

Appendix 2 Scrutiny Review of the Changing Care Market: Adult Social Care workforce report