

Sector Led Improvement

Towards Excellence in Adult Social Services

Key:-



Action completed on or ahead of target





Action completed within 1 month behind target



Action 1 month or more behind target

Risk Review Action Plan

Ref	Action (linked to risk review)	Anticipated benefits	Action Owner	Lead responsibility Other Partners and agencies involved	Time Scale	Progress Smiley Faces	Notes
<i>1 Recruitment and Retention</i>							
1.1	High number of managers over 55 (44%) and high proportion of staff over 40.	<i>Succession planning Workforce strategy</i>	<i>Paul McWade</i>	<i>HBC</i>	<i>April 2015</i>	 <i>Draft Strategy completed</i>	

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<i>1 Financial Concerns and Financial Measures</i>							
1.1	Proportionate spend on LD in 10/11 appears to have been 27%. In 12/13 it was 32% with a concomitant reduction in spend on Older People and includes high residential costs for people with Learning Disability. The apparent rise could be for a number of reasons. Is it sustainable? Is it a concern?	<i>Reduction in unit costs for residential placements for people with a learning disability Balanced approach to cost/spend across all user gr</i>	<i>Sue Wallace-Bonner Sue Wallace-Bonner</i>	<i>HBC/CCG HBC</i>	<i>April 2015 April 2015</i>	 <i>Work on going to reduce unit costs and rebalance spend appropriately for all user groups</i>	

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