

REPORT TO: Executive Board

DATE: 15 June 2023

REPORTING OFFICER: Executive Director, Adults

PORTFOLIO: Adult Social Care

SUBJECT: Draft Scrutiny Review Report – Adult Social Care Workforce Needs

WARD(S) Borough-wide

1.0 PURPOSE OF THE REPORT

1.1 To present the Board with the draft report written in conclusion to the Scrutiny Review of Adult Social Care Workforce Needs.

2.0 RECOMMENDATION: That the Board note the findings of the Scrutiny Review and its recommendations.

3.0 SUPPORTING INFORMATION

3.1 Commissioning of the report

3.1.1 This report (attached as Appendix 1) was commissioned by the Health Policy and Performance Board in response to the continued pressures across the Adult Social Care system in relation to recruitment and retention and considerations around opportunities for development and progression within the sector.

3.1.2 A scrutiny review topic group was formed by Councillor Peter Lloyd-Jones as Chair and operational support being led by the Damian Nolan, Interim Operational – Commissioning and Provision. The Senior Service Development Officer from the Policy, Performance and Customer Care Team was present at meetings to record proceedings and considerations towards recommendations.

3.1.3 As part of considerations by the topic group a range of presenter were invited to meetings. From this the Topic Group gained oversight of national challenges facing the sector, regional workforce activity, and looked at the local needs. The latter included meeting with a number of commissioned provider services to better understanding their perspective, as well as hearing about the Adult Social Care services structure delivered by Council employees, looking at their needs and what initiatives are in place to support them.

3.2 Scrutiny review

3.2.1 The Topic Group met between May and December with an open invitation to Members to participate throughout. The Elected Members involved in the review are named in the report and all Health PPB Members attended across the duration of the study.

3.2.2 Activity undertaken included:

- Monthly meetings of the scrutiny review topic group;
- Reports and presentations made by key stakeholders;
- Site visits to a care home and the offices of the primary domiciliary care provider.
- The final draft of this report was circulated to participating staff to check for accuracy.

3.2.3 The Board identified a set recommendations as a result of the Topic Group – these are set out in Section 7 of the report.

4.0 **POLICY IMPLICATIONS**

4.1 As identified in the recommendations.

5.0 **OTHER/FINANCIAL IMPLICATIONS**

5.1 None identified

6.0 **IMPLICATIONS FOR THE COUNCIL'S PRIORITIES**

6.1 **Children & Young People in Halton**

None identified at this time

6.2 **Employment, Learning & Skills in Halton**

None identified at this time

6.3 **A Healthy Halton**

The scrutiny review report and recommendations support the Council's strategic priority of Improving Health. Taking on board the recommendations from the report will support effective delivery of services across the borough,

6.4 **A Safer Halton**

None identified at this time

6.5 **Halton's Urban Renewal**

None identified at this time

7.0 **RISK ANALYSIS**

7.1 The issues highlighted as part of the Topic Group's enquiry pose a continuity of care concerns across all Adult Social Care services and the current activity to alleviate this situation, as well as work proposed further, is intended to reduce this risk.

8.0 **EQUALITY AND DIVERSITY ISSUES**

8.1 *An Equality Impact Assessment is not required for this report.*

9.0 **CLIMATE CHANGE IMPLICATIONS**

9.1 One of the key intentions of looking at workforce needs from a local perspective is to ensure that there's maximum opportunity to attract talent directly from the Halton area so that additional travel to work is minimised. Building local pipelines of incumbents into the Adult Social Care workforce diminishes the impact on the environment.