

Meeting	Care Scrutiny Committee
Date	6 June 2019
Title	The Workforce and Recruitment within the Care Field
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Member	Dafydd Meurig, Cabinet Member Adults, Health and Well being

1. Purpose of report

- 1.1 This report is submitted to the Care Scrutiny Committee for information and to raise awareness of work that is underway.
- 1.2 This report also presents a work programme and sets a timetable for that which it is believed needs to be done across the field.
- 1.3 The report focuses on the workforce which is employed in the care field and does not address the contribution of individuals who provide unpaid care for a member of the family, a friend or neighbour (carers). After the Cabinet adopted the North Wales Carers Strategy this February, we are using the self assessment tool of the Regional Partnership Board to measure our progress against that strategy and report on that to the performance monitoring meetings.

2. Introduction

- 2.1 Retaining experienced staff and successfully recruiting new staff to the field is key if we are to succeed in transforming Health and Care Services for the future.
- 2.2 With resources becoming more scarce, the demand increasing and the needs of our residents becoming more intense, it is more important than ever to consider whether we are doing everything within our ability to respond. Therefore, as well as addressing the challenges which address us today we need to plan for those challenges which are on the horizon.
- 2.3 The Council Plan 2018 – 2023 has designated the Workforce and Recruitment within the Care Field’ as one of the main strategic priorities of the Council for the coming years.
- 2.4 The Care Scrutiny Committee will be very familiar with the challenges facing some fields, in particular the Domiciliary Care field. Workshops have been held with members over the past year, as well as reports submitted to the Committee providing an update on the transformation work which is underway and what makes it difficult to recruit and retain staff in the field.

- 2.5 We emphasise the importance of ensuring that the work programme is seen as a programme to which we can add, provide further detail, and adapt, as we come to have a better understanding of what needs to be done.
- 2.6 Attention should be drawn to the fact that the purpose of some of the work streams will be to improve our understanding of what is already happening, in order to consider if there is anything we can do additionally or differently.
- 2.7 When considering the scope of the work programme it is obvious that there aren't necessarily simple and easy answers to the challenge we face. The complexity of what needs to be done needs to be realised and the fact that the work programme will be one that will be developed over time. This will receive consideration when reporting on progress through the performance management arrangements highlighted below.

3. Work Programme

- 3.1 See the work programme in Appendix 1.

4. Next steps

- 4.1 Following the receipt of comments by the Care Scrutiny Committee on the work programme, it is intended for it to be submitted to the next Performance Management Meeting and to offer updates to that meeting from then on.
- 4.2 In addition to reporting on a regular basis to the Performance Management Meeting where Scrutiny Members also attend, we will monitor the progress of the work programme through the performance reports of the Cabinet Member which are regularly submitted to Cabinet.
- 4.3 We will use these forum to report on the success of the work but also to highlight any barriers which prevent us from achieving.
- 4.4 During the coming months we will progress with what has been detailed in the work programme.