



Complete Agenda

Democratic Services
Swyddfa'r Cyngor
CAERNARFON
Gwynedd
LL55 1SH

Meeting

CARE SCRUTINY COMMITTEE

Date and Time

10.30 am, THURSDAY, 20TH APRIL, 2023

*** A BRIEFING SESSION WILL BE HELD FOR MEMBERS AT 10:00 AM**

Location

Hybrid
(multi-location meeting)

**Siambr Hywel Dda, Council Offices, Caernarfon LL55 1SH and
Virtually via Zoom**

*** NOTE**

This meeting will be webcast

https://gwynedd.public-i.tv/core//en_GB/portal/home

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(DISTRIBUTED 13/04/23)

CARE SCRUTINY COMMITTEE

MEMBERSHIP (18)

Plaid Cymru (11)

Councillors

Menna Baines
Rheinallt Puw
Linda Ann Jones
Gwynfor Owen
Einir Wyn Williams
Jina Gwyrfai

Medwyn Hughes
Dewi Jones
Linda Morgan
Meryl Roberts
Sasha Williams

Independent (6)

Councillors

Elwyn Jones
Eryl Jones-Williams
John Pughe

Anwen J. Davies
Beth Lawton
Angela Russell

Labour/Liberal (1)

Councillor
Gareth Coj Parry

Ex-officio Members

Chair and Vice-Chair of the Council

Other Invited Members

Councillor Elin Walker Jones
Councillor Dilwyn Morgan

A G E N D A

1. APOLOGIES

To receive any apologies for absence.

2. DECLARATION OF PERSONAL INTEREST

To receive any declarations of personal interest.

3. URGENT BUSINESS

To note any items that are a matter of urgency in the view of the Chairman for consideration.

4. MINUTES

4 - 8

The Chairman shall propose that the minutes of the meetings of this committee held on the 16th of February 2023 be signed as a true record.

5. UPDATE ON THE GWYNEDD AUTISM PLAN

9 - 12

Cabinet Members: Councillor Elin Walker Jones and Councillor Dilwyn Morgan

To consider the update on progress

6. SUPPORT FOR INDIVIDUALS WITH DEMENTIA IN GWYNEDD

13 - 18

Cabinet Member: Councillor Dilwyn Morgan

To consider the update on new developments in Gwynedd to support individuals with dementia

Agenda Item 4

CARE SCRUTINY COMMITTEE THURSDAY, 16 FEBRUARY 2023

Present: Councillor Eryl Jones-Williams (Chair)
Councillor Linda Ann Jones (Vice-chair)

Councillors: Jina Gwyrfai, R. Medwyn Hughes, Dewi Jones, Elwyn Jones, Beth Lawton, Linda Morgan, Gwynfor Owen, Gareth Coj Parry, John Pughe, Rheinallt Puw, Meryl Roberts, Angela Russell, Eimir Wyn Williams and Sasha Williams.

Officers in attendance:

Bethan Adams (Scrutiny Advisor), Llywela Haf Owain (Senior Language and Scrutiny Advisor) and Lowri Haf Evans (Democracy Services Officer).

Others invited:

Councillor Dilwyn Morgan (Cabinet Member for Adults, Health and Well-being)
Huw Dylan Owen (Statutory Director of Social Services)
Aled Davies (Head of Adults, Health and Well-being Department)
Alun Williams (Senior Business Manager, Adults, Health and Well-being Department)
Mari Wyn Jones (Senior Manager Adults Services)
Hawis Jones (Commissioning, Contracts and Projects Manager, Adults, Health and Well-being Department)

Present for item 5:

Myfanwy Moran and Huw ap Tegwyn (Care Inspectorate Wales)

1. APOLOGIES

Apologies were received from Councillors Menna Baines and Anwen J. Davies

2. DECLARATION OF PERSONAL INTEREST

The following members declared that they had an interest in relation to the item noted:

- Councillor Eryl Jones Williams in item 5 on the agenda as his wife received care from Cyngor Gwynedd Services. The Member was of the opinion that it was a prejudicial interest, and withdrew from the meeting during the discussion on the item.
- Councillor Rheinallt Puw in items 5 and 6 on the agenda as his daughter worked for the Adults Service. The Member was of the opinion that it was not a prejudicial interest and therefore he did not withdraw from the meeting.
- Councillor Gwynfor Owen in items 5 and 6 on the agenda as his son received out-of-county care. The Member was of the opinion that it was not a prejudicial interest, and he did not withdraw from the meeting.

3. URGENT ITEMS

None to note.

4. MINUTES

The Chair signed the minutes of the previous meeting of this Committee held on 10 November, 2022, as a true record.

5. CARE INSPECTORATE WALES (CIW) INSPECTION REPORT - ADULTS, HEALTH AND WELL-BEING DEPARTMENT

The Cabinet Member for Adults, Health and Well-being highlighted that Care Inspectorate Wales had undertaken an inspection on the performance of the Council's Adults Services during September 2022. He reiterated that the Department was aware of the matters identified.

Myfanwy Moran and Huw ap Tegwyn (Care Inspectorate Wales) were welcomed to the meeting. Members were given a presentation which reported on the findings of the Evaluation Survey of Cyngor Gwynedd's Adults Services, September 2022. Reference was made to four fields the inspectorate had investigated and to the Council's strengths when responding to those requirements. It was highlighted that Cyngor Gwynedd was expected to consider the fields noted for improvement and take the appropriate actions to address those fields. The CIW would monitor progress through its ongoing performance review activity with the Local Authority.

Gratitude was expressed for the presentation

During the discussion, the following observations were submitted by members:-

- The Department was congratulated for its work
- Nothing astounding had been found and this was encouraging

In response to observations and questions submitted by members, it was noted:-

- When consulting with users and carers, a sample of files had been reviewed and discussions and focus groups were held, which included workers in the field of care, Council users and users of private companies. It was reiterated that considerable work had been done in an attempt to include the voice of users.
- There was no reference to Support Services or Support Workers due to the nature and limits of the inspection. It was noted that the 'field' and 'specific location' element was irrelevant to this inspection as the work examined the service as a whole. In the context of the Support Services elements, this would have been gathered by reviewing the files. It was reiterated that Inspectors had discussed with focus groups, Support Services in the third sector and the Council. In response, if the Council's Support Services commissioned a Support Service it was highlighted that it should be incorporated as part of the report.
- With a lack of staff capacity and increased demand, it was noted that the inspection had identified the shortfall and had drawn attention to the matter as one that needed improving. It was added that additional funding had been identified for 2022/23 to support the work but it was difficult to attract qualified workers to work short-term contracts. However, it was accepted that there was a need to be more creative when addressing this in future.
- Whilst accepting that considerable recruitment work had been undertaken by publishing videos and advertisements, and that the recruitment problem was a

national issue, it was asked whether the Inspectorate had seen success in recruitment in other areas or whether it was money that drove the problem? A response was provided noting that some areas had different schemes. A suggestion was made to consider the modernisation of services and to consider examples of good practice from other Authorities - social enterprises were a good example.

- Although there was no certainty that the recruitment situation had improved, it was noted that reviews were undertaken on a regular basis.
- To improve and further develop systems to ensure quality and knowledge of performance, it was noted that bids had been submitted many times for an additional resource to strengthen the team but they had not been successful. Although the Service had done well with some bids in the past, perhaps it was not successful enough in response to the expectations of the Government, users and growth in demand. It was intended to either apply for grants or re-use current resources. A response would have to be provided if there was a statutory demand to ensure quality.
- The Service was open to consider structuring shifts so that carers could get stability in other employment to strengthen and improve the workforce. Reference was made to examples where students from Coleg Meirion Dwyfor had work experience in the field and went on to receive opportunities as casual employees. It was reiterated that, should anyone wish to work in the field of care, potential working hours could be discussed and that the department was open to any ideas in order to attract more staff.
- With the Health Board under considerable pressures and prioritising making people better, it could be argued that the partnership element was not given the same attention. However, with collaboration with Partners being part of the Improvement Plan, it was noted that there was good collaboration on a front-line level, but it was recognised that there was room for improvement on the strategic elements.

RESOLVED:

- a) To accept the report and the findings of the Care Inspectorate , noting the observations made during the meeting.
- b) To accept the work programme of the Adults, Health and Well-being Department to the response.

6. GWYNEDD ADULTS POPULATION NEEDS ASSESSMENT REPORT

The draft report was submitted by the Cabinet Member for Adults, Health and Well-being. Members were reminded that the North Wales Population Needs Assessment had been approved by the Full Council at its meeting on 3 March 2022. It was noted that the assessment had been drawn up in accordance with the requirements of the Social Services and Well-being (Wales) Act 2014. It was stated that the report and assessment enabled the Service to see the local perspective on the care and support needs of the Gwynedd adult population. As well as the statutory aspects included in the report on North Wales, it was reiterated that the assessment also included more detailed information about the needs of Gwynedd residents specifically, which would assist the Department to plan services locally, to make decisions on priorities, and to develop and transform services for the future.

The Committee was requested to submit observations on the assessment before its submission to the Cabinet and the Council for approval.

Gratitude was expressed for the report

In response to the observations and questions from members, it was noted:-

- Whilst accepting the need to recruit and increase the salaries of carers, it was noted that salaries were one part of the solution. A fair pattern of working must also be sought along with a means to develop a career in the field. It was acknowledged that a great gap needed to be addressed with some elements of the recruitment problem beyond the ability of Local Authorities and that guidance and decisions were needed on a national level.
- In response to an observation about plans for Nursing Homes in South Meirionnydd, it was noted that there was a shortage of nursing beds in South Meirionnydd and Penllyn but opportunities arose in some areas to improve the situation. It was highlighted that South Meirionnydd was looking to continue with the service of adapting residential beds for intensive care and consider the possibility of providing nursing care in some units in future - Bryn Blodau was being considered as one location. Although there was no specific timetable for the work, it was noted that there was a need to ensure that the ability to provide a service had been established in principle but the relationship needed to be strengthened with the Health Board and complete the associated legal work. The proposal had been identified as a viable opportunity, a priority field and was included in the Council Plan - and, therefore, there were expectations to deliver.
- When consulting with carers, current information was used from the assessment work gathered by social workers and third sector workers as well as information from the Carers' Matters Officer. Although it was accepted that the definition of a 'carer' was extensive and it had not been possible to consult with everyone, after receiving the observations, the conclusions of the assessment were submitted to the users for further observations.
- In the context of autism, disappointment was highlighted that a Coordinator / Project Officer had not been appointed to develop Autism Services although there was an intention to advertise the post in the next few weeks.
- The intention to ensure that every member of staff who worked directly with children, young people or adults undertook ASA awareness training was welcomed, although this would be on a general level. It was emphasised that intense training must be ensured for those dealing with autism directly. In response, it was noted that mandatory training was being presented to all Council staff, which was included as one part of three ASA training levels. Those who dealt with autism directly would receive training on two higher levels.
- In response to the Assembly refusing to approve an Autism Act, it was noted that there was a need to ensure that Cyngor Gwynedd's Autism Unit would be incorporated within the Council's correct structures. It was highlighted that the Autism Plan 2021 - 23 had been programmed for the April meeting and it would be possible to discuss the matter at that meeting.
- That the waiting list for an occupational therapist in Arfon was high as many were waiting for specialist assessments. It was noted that cases would be prioritised based on how urgent the need was, but although there was no long-term solution for the concern, it was accepted that the waiting list needed to be reduced.
- In response to the condition of the Fron Deg Home, which was a building from the 70s, and potential opportunities to build independent living units on adjacent land, it was noted that plans were in the pipeline to assess the current suitability of the building as well as Housing schemes that would provide an opportunity to consider

a larger development. It was accepted that the Home was not ideal for the current need or for what the users deserved. Although there were no specific plans in place, it was noted that discussions about modernising and increasing use were being held. It was an exciting opportunity that needed input from Members, the public, users and families.

- A substantial increase was anticipated in Gwynedd in people aged 65+ between 2020 and 2040 - the results of the census reported differently to the projection, the figures would have to be reviewed on a regular basis. The Department would collaborate with the Research and Analytics Unit to investigate this.
- In terms of using the assessment in future, it was noted that the assessment provided a five-year picture that would be used as a tool to plan and change services. It was intended to adapt and review it on a regular basis after its publication.

During the discussion, the following observations were submitted by members:-

- That the content of the report was excellent
- Providing training was one of the Council's strengths
- There was a need to adapt the table with the number of residential and nursing homes per area in Gwynedd to highlight one site in Dolgellau and one in the Barmouth area rather than two in Dolgellau.
- 'Number of sheltered housing per Gwynedd Well-being Areas' table - needed to include information about the Llŷn Well-being Area
- Welcomed an invitation from the Cabinet Member for Local Councillors to attend site visits to discuss schemes for Fron Deg, Penrhos and Dolfeurig
- The team were thanked for their work.

RESOLVED

To accept the report, noting the observations made during the meeting.

7. CARE SCRUTINY COMMITTEE FORWARD PROGRAMME 2022/23

A short report was provided to the Members showing the Committee's latest work programme over the next months. It was explained that the work programme would need to be adapted as a result of items slipping. With three items already programmed for the April meeting, it was suggested that 'Recruiting and retaining staff in the care field (Children and Families Department)' and 'Action Plan' were re-programmed for June 2023.

RESOLVED

To adapt the work programme in order to prioritise items for the April 2023 meeting of the Care Scrutiny Committee and to adapt a revised work programme.

The meeting commenced at 10.30am and concluded at 1.00pm

CHAIR

REPORT TO:	GWYNEDD COUNCIL CARE SCRUTINY COMMITTEE
DATE:	20 APRIL, 2023
REPORT BY	COUNCILLOR ELIN WALKER JONES/COUNCILLOR DILWYN MORGAN (SUPPORT OFFICERS – ALED GIBBARD and HELEN FON OWEN)
SUBJECT:	UPDATE ON THE GWYNEDD AUTISM PLAN

1. PURPOSE OF THE REPORT

- The Code of Practice for the Delivery of Autism Services came into force on 1 September 2021, providing clarity on the responsibilities of local Health boards, local authorities and Regional partnership boards on their responsibilities and services required to support autistic people.
- The Autism Plan for Gwynedd was presented to the Care Scrutiny Committee in November 2021.
- This report therefore is to provide an update on progress.

2. STAFFING UPDATE

- The plan originally included the appointment of a Co-ordinator and transition age Social Worker working alongside the Health Board and Ynys Mon County Council. As the Integrated Care Fund (ICF) was coming to the end of its 5 year programme in March 2022, a new 5 year programme was being introduced under the Regional Integrated Fund (RIF). When the new guidelines were published, the ongoing projects within the ICF programme were reviewed, and an opportunity arose as part of the new funding arrangements to bid for additional funding for the autism plan.
- The bid for this funding was successful and consequently means that Gwynedd's staffing resources in relation to developing Autism Services across the county can be significantly increased. This additional funding allows for a Project Lead, transition age Social Worker as well as 4 Key workers. Ynys Mon County Council are also employing a Key Worker and we will continue to develop our compliance with the Code of Practice in collaboration. In addition, the Health Board are also currently recruiting for a Social Worker post to be part of the Neurodevelopmental Service and the interview process is imminent.
- An Autism Practice Lead has now been appointed and will take up her role in May 2023. This post will co-ordinate the development of Autism services in Gwynedd and will act as the line manager for the other posts. The Social Worker post has been advertised for the second time, with no applicants responding to the first advertisement. Interviews for the post are currently being arranged. The Key Worker posts are due to be advertised shortly. The temporary arrangement for the part-time project Co-ordinator continues to be in place until appointments have been made to the full-time posts.

3. RAISING AWARENESS

- The Code of Practice requires the need for an understanding of autism across the community, providing general awareness information and providing information to autistic people, their families and their carers.

- The National Autism Team through their website, autismwales.org, provides a wide range of information as well as contract details and useful links to other organisations. It includes information about autism, how it affects individuals and their families as well as useful resources for autistic individuals, parents and professionals.
- The Project Co-ordinator, in conjunction with Gwynedd Council's Family Information Service, has updated the Council's website to include information in relation to autism and includes links to the Autism Wales website as well as more local information. The intention is that this website is kept updated and will be developed further to include local events. It also includes contact information through a dedicated email address and will include the telephone number of the Autism Team once established.

4. TRAINING

- Through the National Autism Team (NAT) a multi agency workforce group was established and the training framework for Autism has been reviewed as part of this work. E Learning modules have been developed and the first, "Understanding Autism", is available on all Local Authority, Health Board and Police learning platforms. In Gwynedd, over 300 members of staff have now undertaken this training. So far, this mainly includes staff from children and adults social care, but also includes a significant number from Byw'n lach. Discussions are ongoing on a corporate level in relation to rolling this training out to every member of staff across the various departments and to include the training as part of induction programmes for newly appointed staff.
- The second module, "Effective Communication", has also now been distributed to all Local Authorities and Health Boards. This training is aimed at those members of staff, who, as part of their role, are more likely to come across autistic individuals. This training is currently being rolled out, starting with social care staff in children and adults services (who have already undertaken the Understanding Autism training module). This training is to be provided to front line staff across children and adult services initially and will also be provided to those staff in other departments who have a front facing role e.g. the Housing Department and leisure staff in Byw'n lach amongst others.
- 3 other modules are currently being developed through the NAT, and, for the Local Authority, this training is targeted more towards social care and Social Work practitioners in community roles. Further work is required to identify all the appropriate roles within the local authority who require this training in preparation for the completion and introduction of the modules.
- During March 2023 the Autism Bus training was provided in Gwynedd. This was an opportunity to receive an interactive sensory training session called the Autism Reality Experience, where non autistic people can experience some of the sensory processing difficulties faced by individuals on the autistic spectrum. The training was provided over 3 days in different locations across Gwynedd. Over 70 members of staff attended and the feedback on the training has been very positive. Due to the feedback, discussions are ongoing to arrange further sessions on the Autism Bus later in the year.

5. THE NATIONAL AUTISM TEAM

- The National Autism Team has an overarching role in the development of services across Wales. As a Local Authority we have already forged strong links with the team and regularly

attend the National Autism Leads meetings. These are held on a quarterly basis and gives the opportunity to share relevant updates from Welsh Government , the National Team and to share local updates. It has also been a forum to nominate appropriate individuals to participate in working groups e.g the Project Co-ordinator and a representative from Gwynedd's Workforce Development Unit were part of the working group that reviewed the Autism Training Framework and subsequently closely involved in the rolling out of the first two training modules.

- The NAT have also developed a Community of Practice, where professionals working in the field of neurodiversity and who want to upskill their knowledge are able to attend virtually. Some of the topics covered during the year have included Sensory Processing, Autism and Identity, Assessment, autism and eating and Missed and Misdiagnosis in females. Flyers for these events are distributed from the NAT to local authorities and Health Boards and then shared with relevant teams. Staff in the local authority have attended some of these sessions.

6. NORTH WALES INTEGRATED AUTISM SERVICE

- The North Wales Integrated Autism Service is hosted by Flintshire local authority, and as part of this arrangement, there is a link worker for Gwynedd. The NWIAS holds regular information events and coffee mornings in venues across the whole of Gwynedd and these events are well advertised using social media. The Council has also been promoting these event through their own social media platforms as well as through individual teams. These are open events, with varied attendance, but does give the opportunity for autistic individuals to meet or where parents can share experiences.
- Meetings are held with NWIAS on a quarterly basis to share information and developments.

7. PARTNERSHIP BOARD

- The Regional Partnership Board has responsibility to gather information about the degree in which outcomes are improved and quality of services provided to autistic people and their family or carers.
- On a local level, meetings have been held to discuss progress against the Code of Practice and currently each local authority in the North Wales Region, as well as the Health Board, are responding individually to a request to provide information in relation to progress as part of the implementation of the Code of Practice.
- The Implementation Plan is to be completed by the end of May. This information will be used to form a baseline assessment to be presented to the Regional Partnership Board and included in an evaluation currently being undertaken by an independent organisation on behalf of Welsh Government.

8. PRIORITIES FOR THE NEXT 6 MONTHS

- Induction plan for the new team and launch of the new service to raise awareness.
- Establish clear processes and arrangements for the team to work across children and adults services in the county. Link in to existing forums such as the transition age forum and vulnerable adults forum. Establish links across all social care teams.

- Further strengthen the links with the regional Integrated Autism Service, attend their local information events and seek opportunities to work alongside their Gwynedd link worker to develop support for autistic individuals and their families.
- Engage with autistic individuals and their families as well as partners locally in order to move towards co-production of local services and information for autistic individuals.
- Establish a working relationship with the neurodevelopmental service and offer support at the early stages of assessment and diagnosis.
- Complete the implementation update as part of the baseline assessment for North Wales by the end of May. On completion of this work, revise Gwynedd's autism plan based on the information included in the baseline assessment.

GWYNEDD COUNCIL



Report to Gwynedd Council's Scrutiny Committee

Meeting date:	20 April 2023
Member:	Councillor Dilwyn Morgan, Cabinet Member for Adults, Health and Wellbeing
Liaison Officer:	Mari Wynne Jones, Senior Adults Manager
Item Title:	Support for individuals with dementia in Gwynedd

1 Purpose of the report

1.1 This report is submitted to provide the committee with an update on a report submitted in July 2021. That report raised awareness of the dementia condition and provided an overview of our work to support individuals living with dementia in Gwynedd.

1.2 This report will focus primarily on new developments in Gwynedd to support individuals with dementia.

2 A reminder of what dementia is

2.1 The word 'dementia' describes a group of symptoms which may include memory loss and language, problem solving or mental difficulties. These changes usually start out small, but for someone with dementia they have become severe enough to affect daily life.

2.2 Due to its nature (symptoms that become more pronounced over time as the condition worsens, and a low diagnosis rate) it is difficult to know exactly how many people are living with the condition. There are national studies that estimate the proportion of the population of different age groups with the condition, and based on that it can be estimated that there are 2,049 individuals with dementia in Gwynedd, representing 1.67% of the population (122,864). Daffodil Cymru research predicts that the number of people over 65 in Gwynedd with dementia will increase from 2,018 in 2020 to 3,085 in 2040; a 35% increase in twenty years.

3 National context - All Wales Dementia Care Pathway of Standards

3.1 The standards aim to improve dementia care for individuals and their carers by providing a clear pathway towards implementing effective standards within dementia care within the next two years.

- 3.2 Improvement Cymru is leading the work as part of the Dementia Care Programme and is overseen by the Welsh Government's Dementia Oversight of Implementation and Impact Group (DOIIG).
- 3.3 The pathway consists of 20 standards under 4 themes, all complemented by Kindness and Understanding:
- Accessible
 - Responsive
 - The person's journey
 - Partnerships and Relationships
- 3.4 The North Wales Regional Partnership Board has set up 5 task groups to respond to the above programme of work. There is representation from Gwynedd Council on each task group.

1. Community Commitment
2. Memory Assessment Service
3. Dementia Connector
4. Hospital Charter
- 5a. Workforce Development
- 5b. Measures

4 Gwynedd support and services

- 4.1 Our vision is to support individuals living with dementia to enable them to live at home as independently as possible for as long as possible. The right provision of care and support needs to be made available at the right time and in the right place to meet a range of needs.
- 4.2 The position of Gwynedd Dementia Coordinator has recently been created to lead on the field within the Council through collaboration with individuals affected by dementia, the Health Board and the third sector. The coordinator will be responsible for creating a Dementia Gwynedd vision and strategy that responds to the standards of care pathway. This is a temporary position funded out of Regional Integrated Fund (RIF) money. With the increase in demand and expectations on the service, it is very likely that this role will be needed on a permanent basis.
- 4.3 The coordinator leads on ensuring a clear overview of the voices of people living with dementia and their carers, ensuring that their views influence action plans, policies and new developments from the initial stages of pre-diagnosis through to residential care needs and all the stages in between.
- 4.4 The ambition of the North Wales Regional Partnership Board is to establish Specialist Dementia Centres in the East, West and Central. The Dementia Coordinator is supporting this development for Gwynedd but third sector organisations are leading on the support within the dementia pathway. The Alzheimers Foundation supports individuals before and after diagnosis; the Carers Trust provide support at Dementia Centres; and Carers Outreach support individuals who are patients at the hospital. The third sector organisations support people in the community with low and

medium level needs, as well as offering a support programme which includes hearing, dental, equipment and training assessments. A dementia centre has opened in Cricieth for one day a week and work continues to identify suitable space to expand the service to the Arfon and Meirionnydd areas.

- 4.5 Another new development since the last report is the trial of a regional scheme where an Ageing Positively Specialist works with a small number of individuals living with dementia and their carers to offer assessment and expert intervention to support challenging behaviours.
- 4.6 The Gwynedd Dementia Actif service is expanding and establishing more services to support individuals and their carers to live well with dementia. The number of sessions have expanded to 17 in an effort to ensure coverage throughout the county and prevent gaps.
- 4.7 Dementia Actif officers are providing Friends of Dementia sessions to try to raise awareness about dementia and reduce stigma and barriers. They hope to create 2,023 new Friends of Dementia within a 12-month period in collaboration with the Age Friendly Gwynedd agenda. The 'Dementia Live Experience' VR gadgets will also be part of those sessions. It is also organised that all elected members receive a Friends of Dementia session along with an introduction to the work of the Gwynedd Dementia Coordinator and Dementia Actif team.
- 4.8 Dementia Actif is an integral part of the effort to make Gwynedd an Age Friendly county by 2025, and therefore ensuring collaboration with the Age Friendly Co-ordinator on aspects such as older people's forums, intergenerational sessions and engagement is key.
- 4.9 We rely on interim funding to enable us to continue with the dementia support workers scheme. These workers are part of the Community Resource Teams and support individuals with dementia and their carers to continue to live independently in their communities.
- 4.10 As set out in the previous report, it is recognised that it will not always be possible for people to continue to stay in their own home as a result of the need for more specialist care. We are keen to ensure that people with dementia receive suitable, local care in order to maintain links with family and friends and to be looked after in a familiar atmosphere and culture and through the medium of a familiar language.
- 4.11 Demand for dementia provision continues to increase, and while we have invested in increasing the supply of specialist dementia beds waiting lists for the provision are frequently as high, if not higher, than waiting lists for standard residential beds. As things stand, and keeping in mind that demand is constantly changing, we have 50 individuals on our waiting lists waiting for a dementia specialist bed.
- 4.12 We see the increase in demand across our communities, and in relation to our care homes this change is reflected in the higher number of our

residents who, although receiving standard residential care, are now living with dementia. While many do not currently require specialist dementia care, it is likely that a high proportion will need the specialist support at some point in the future. We have around a further 50 individuals living with dementia receiving standard residential care in our care homes.

4.13 The main use of our specialist dementia beds is to provide permanent accommodation and a home for residents living with profound dementia, but they're also used flexibly to provide carers with regular respite. The activities and support given in these specialist units are responsive to the needs of our residents and considerate of their interests – e.g. the tasks of day-to-day life, gardening, cooking, pictures, music.

4.14 The Council's care homes all support and care for residents living with dementia, but the table below highlights which homes offer specialist dementia care.

Internal Care Home	Number of beds*	Number of specialist dementia beds*
Plas Hedd, Bangor	27	14
Plas Ogwen, Bethesda	27	0
Plas Penwaith, Llanberis	31	0
Plas Maesincla, Caernarfon	23	23
Plas Gwilym, Penygroes	27	0
Plas Hafan, Nefyn	30	8
Plas y Don, Pwllheli	28	0
Bryn Blodau, Llan Ffestiniog	41	17
Cefn Rodyn, Dolgellau	22	0
Hafod Mawddach, Barmouth	30	7
Llys Cadfan, Tywyn	33	15
Total	319	84

*Please note that the number of beds have been identified on the basis that construction has been completed at Hafod Mawddach and Plas Hedd.

4.15 Whilst our supply of specialist dementia beds does not meet the demand now on our services, it should be recognised that there has been an

increase over the last five years where we have seen the number of beds more than double – from 39 beds across three homes to the situation reflected above.

- 4.16 Across six of our care homes we will have 84 specialist dementia beds, which is 26% of the total number of beds we have across the county. Please note that not all of these beds are in use yet. Understaffing has meant that we have been unable to open 9 specialist dementia beds in Bryn Blodau, Llan Ffestiniog. In addition, in relation to a total of 14 beds, the units at Hafod Mawddach and Plas Hedd are yet to be completed.
- 4.17 When considering national data and local information, the possibilities to further increase the number of units in the future or to adjust household registration to increase provision will probably have to be considered. Care Inspectorate Wales regulations will have to be considered to ensure appropriate staffing levels in the units to meet the need. In addition, we will need to consider the implications of funding any modifications necessary to ensure the home environment is suitable as well as funding the care in the long term.
- 4.18 Another absolutely core factor that will require full consideration is the impact of the ongoing challenge in recruiting and retaining staff in the care field. In the first instance it will be necessary to assess our ability as an employer to employ adequate levels of staff so that the units that have not yet opened in Llan Ffestiniog, Barmouth and Bangor can be opened.
- 4.19 Looking ahead it is anticipated that our Population Assessment, and the Local Housing Market Assessment, will support us in identifying which care homes should be prioritised for increasing our supply of specialist dementia beds. The clear opportunities to further develop provision through the innovative proposed schemes in Penyberth and Penygroes should also be noted.
- 4.20 There are independent homes within Gwynedd that provide specialist residential and nursing care for dementia. Unfortunately, there is no specialist nursing provision available for individuals living in the Llŷn and Meirionnydd areas which means that individuals have to move out of their communities in order to receive suitable care. The demand for dementia nursing care exceeds the provision available locally. There are currently five dementia nursing homes within the county. This increases pressure on carers, families, hospitals and the many individuals who have to move out of the county to receive care.
- 4.21 Hand in hand with the need to further increase our supply of specialist dementia beds, consideration must be given to what could be done differently or additionally across our communities to enable people to continue to live in their own homes safely and provide the best possible quality of life.
- 4.22 We currently have a telecare project underway to revisit the provision of equipment and technology available, with a view to expanding the use of

specialist equipment among Gwynedd residents, including individuals living with dementia. The Department for Adults, Health and Wellbeing will be investing in specialist technology and equipment over the coming months, and evaluating the various options in conjunction with the Dementia Coordinator. This work will include trialling equipment in collaboration with Gwynedd residents and their carers to consider where to prioritise investment in future.

5 Next steps

- 5.1 We will commit to fulfilling the requirements of the Wales Action Plan for the Dementia Care Pathway of Standards by working with individuals, their families and friends and our partners in the third sector and the Health Board.
- 5.2 The Dementia Coordinator will establish a stakeholder group with people affected by dementia in order to work together to create a Gwynedd Dementia Action Plan in line with the national standards.
- 5.3 The challenge will be to secure long-term funding to ensure the sustainability and further development of these services. We will undertake work to anticipate the impact of demand on our budgets over the coming years and difficult decisions will need to be made in terms of re-prioritising resources if an additional budget is not available.