

Theme	Action Point	Activity (by)	Outcomes	Whose responsibility?	Timetable	Measure
Accommodation	Complete a joint needs assessment with the Department of Housing and Property	<ol style="list-style-type: none"> <li>1. Project manager appointed (Apr-24)</li> <li>2. A brief for the project completed (Jun-24)</li> </ol>	Understanding the demand, map out existing provision and draw on best practice as evidence for business cases	Hedd Thomas and Aled Davies	April 2025	- The result of the work stream will be a report demonstrating the local need.
	Develop extra care accommodation across the county	<ol style="list-style-type: none"> <li>1. Established plans in place for Penyberth, Penrhos, and Frondeg, Caernarfon (April 2025)</li> <li>2. Established plans in place for Dolgellau/South Meirionnydd (September-25)</li> <li>3. Open Penyberth and Fron Deg (2028)</li> <li>4. Open a site at Dolgellau / De Meirionnydd (2029)</li> </ol>	Enabling older individuals to live their best life	Alun Williams and Carys Fon Williams	2029	<ul style="list-style-type: none"> <li>- The number of extra care housing beds in Gwynedd</li> <li>- The number of standard residential beds contracted in care homes.</li> </ul>
	Develop nursing care homes and dementia care homes across the county	<ol style="list-style-type: none"> <li>1. Review the business case and evaluating potential cost options for converting residential beds to nursing care beds, with plans to present them to the Health Board (April 2025)</li> <li>2. In-house nursing home opens (2028)</li> <li>3. Ensure there is provision for dementia care at the nursing home (2028)</li> </ol>	Enable individuals to access appropriate care when necessary	Rhion Glyn and Alun Williams	2029	<ul style="list-style-type: none"> <li>- Number of internal nursing beds in use</li> <li>- Multiple internal dementia (EMI) beds in use</li> </ul>
	Establish medium/long-term plans and capital funding for the development of internal residential homes	<ol style="list-style-type: none"> <li>1. Prepare a programme of work setting out what our residential homes currently offer, plans over the coming years and the cost involved in developing them (Apr-25)</li> </ol>	Develop our internal residential homes so that the highest quality care can be provided and that we can respond to future needs.	Rhion Glyn	April 2025	<ul style="list-style-type: none"> <li>- Percentage of residential beds used in our residential homes.</li> <li>- Number waiting for placement in a residential home.</li> </ul>
Prevent	Adopt and promote strength-based and community-based work to reduce over-reliance on traditional care services	<ol style="list-style-type: none"> <li>1. Ensure that the assessment documents reflect a "What Matters" conversation, highlighting strengths, personal resources, and informal support networks, as advocated by the Social Services and Well-being Act 2014.</li> <li>2. Acknowledge the role of Social Workers as a supportive resource outlined in the Care Plan, in line with the principles of 'Collaborative Communication.' Adult social workers have received training in this approach.</li> <li>3. Foster a culture where employees prioritise local community resources, community hubs, community catalysts, and third-sector agencies (when appropriate) before considering traditional care services, with evidence to support this practice.</li> </ol>	Supporting older individuals to live their best life in their local communities	Sian Edith Jones	April 2025	<ul style="list-style-type: none"> <li>- The percentage of reviews where the individual has indicated that we have successfully supported them to achieve what is important to them</li> <li>- Check the quality of assessments to ensure they greet the individual's strengths</li> <li>- Check the quality of assessments to ensure they take into account community resources outside of traditional care services</li> <li>- Decreased reliance on traditional care services</li> <li>- Increased use of community/third sector resources</li> </ul>
	Further development and promotion of TEC (Technology Enabled Care) service, including cutting-edge use of Artificial Intelligence (AI)	<ol style="list-style-type: none"> <li>1. Formulating and completing technology strategy in care (including AI use) - (Apr-25)</li> <li>2. Video and webpage etc promoting available options (Tue- 25)</li> </ol>	Enabling individuals to live their best life	Alun Williams	April 2026	- Number of telecare/ TEC users.

	Simplify the systems and increase the use of Direct Payments	<ol style="list-style-type: none"> <li>1. Complete and commence the direct payments information booklet and formal agreement between the Council and individuals receiving Direct Payments. (Oct-24)</li> <li>2. Establish a sufficient team to manage an efficient Direct Payment service and system, with capacity for future expansion. (Apr-25)</li> </ol>	To increase care availability and foster independence.	Alun Williams	April 2025	<ul style="list-style-type: none"> <li>- Percentage of Adult home care and/or supportive services provided through Direct Payments.</li> <li>- Number of Direct Payment packages</li> </ul>
	Jointly develop and promote information services with other Council departments	<ol style="list-style-type: none"> <li>1. Piloting the use of Dewis Cymru in two areas of Gwynedd (Sep-24)</li> <li>2. Development of the Adult Services page on the Council's website (Mar-25)</li> <li>3. Integrating Dewis Cymru across the Council's website (Apr-25)</li> <li>4. Extensive promotion of "Helpu'n Hun", the online self-assessment tool (Apr-25)</li> </ol>	Empowering individuals to make informed health and well-being choices, enabling them to plan for positive aging.	Alun Williams and Sioned Williams	April 2026	<ul style="list-style-type: none"> <li>- The number of activities, clubs and organisations that commit to providing information on Dewis Cymru</li> <li>- Number of people using a " Helpu'n Hun" self-assessment tool</li> </ul>
	Collaborate with other public services to work proactively, promote shared ownership and identify joint solutions	<ol style="list-style-type: none"> <li>1. Raising awareness among departments by holding a series of "Pan wyf yn hen a pharchus" sessions with the management teams (Sep-24)</li> <li>2. Look at the way we collaborate and commission with the third sector (Sep-24)</li> </ol>	<ol style="list-style-type: none"> <li>1. To reduce the demand for care services and to enable individuals to live their best life.</li> <li>2. Joint plans with the third sector to make Gwynedd age-friendly and accessible to all.</li> </ol>	Dylan Owen	April 2026	<ul style="list-style-type: none"> <li>- Reduced demand for social care over the next few years compared to what is predicted in the Llechen Lân report.</li> </ul>
	Develop and expand support available to unpaid carers.	<ol style="list-style-type: none"> <li>1. Adoption and implementation of Gwynedd's free Carers Scheme (Apr-26)</li> </ol>	<ol style="list-style-type: none"> <li>1. Identifying and appreciating unpaid carers</li> <li>2. Providing information, advice, and support</li> <li>3. Helping unpaid carers live as well as care.</li> <li>4. Supporting unpaid carers in education and work</li> </ol>	Aled Davies	April 2026	<ul style="list-style-type: none"> <li>- The number of carers' assessments have been carried out</li> </ul>
Care Delivery	Ensure that there is effective and efficient management and commissioning of the care delivery services	<ol style="list-style-type: none"> <li>1. Ensure evidence-based care fees are upheld with all Gwynedd residential and nursing providers (Apr-25)</li> <li>2. Ensure that the necessary home care is appropriately commissioned in each sub-area, with neither excess nor shortage, covering both internal and external providers. (Apr-25).</li> </ol>	To maximise available hours of care and to ensure effective financial management	Alun Williams	April 2026	<ul style="list-style-type: none"> <li>- PERCY survey results</li> <li>- A reduction in the number of people waiting for care by more than two weeks (from the point of assessment to the point of carers in the house)</li> </ul>
Workforce	Development of a Care Academy	<ol style="list-style-type: none"> <li>1. Launch of the Care Academy and appointment of the first students to the academy (Med-24)</li> <li>2. Ensure that the training opportunities are filled, and that there is an annual increase in the number of opportunities (Apr-26)</li> </ol>	To promote careers in social services and to attract a viable workforce	Gill Paul	April 2026	<ul style="list-style-type: none"> <li>- The number of individuals who go through the academy and gain employment with the Council</li> </ul>

	Act to promote Gwynedd as the best place in Wales to live young	1. Through the ARFOR Programme the Council will work with Anglesey, Ceredigion, and Carmarthen to create opportunities for young people to stay or return to their communities.	Reduce the continued decline in the county's working age population.  Ensure Gwynedd is friendly to all ages.	Sioned Williams	2026*  *reliance on the programme's budget ratification	The ARFOR Programme has measurement methods that are separate from this Plan.
Finance and Governance	Ensure regular and careful oversight by Councillors and senior officers on this work over the next few years	1. Formulate a clear action plan for the Llechen Lân work programme, with measures and timescales (Med-24) 2. Cabinet requested to formally adopt the Action Plan and agree oversight structures (Dec-24) 3. Update the report when new data becomes available and re-submit it to the Leadership Team (ongoing)	Keeping track of progress and performance against the measures	Dylan Owen	2029	- Report on regular progress to the Cabinet Member.
	Increasing political awareness of the practical and financial challenges, through local and national politicians	1. Formulate a Communication Plan for the publication of the report. This will include publishing an article in Barn and 'The Welsh Agenda' (Dec-24)	Raise awareness of the need for different thinking, resources, and long-term funding mechanisms (rather than through short-term sponsorship and grants)	Dylan Owen	April 2025	Nothing relevant but the objective is to raise awareness of the challenge politically.
	Develop fiscal plans for the coming decades based on this research and for future financial security for the Council.	1. Monitoring the demand for service and the impact the changes in service delivery (ongoing)	Provide financial assurance to the Council in looking to the future.	Dewi Morgan, Dafydd Gibbard and Dylan Owen	April 2026	- An evidence-based budget and that evidence in public follows the style of the Llechen Lân research.