

**ADULT SOCIAL CARE AND SERVICES SCRUTINY PANEL**

A meeting of the Adult Social Care and Services Scrutiny Panel was held on Wednesday 8 December 2021.

**PRESENT:** Councillors J Platt (Chair), G Wilson (Vice-Chair), D Coupe, D Davison, D Jones, D Rooney and J Walker

**PRESENT BY INVITATION:** Councillors

**ALSO IN ATTENDANCE:**

**OFFICERS:** S Bonner, C Lunn and E Scollay

**APOLOGIES FOR ABSENCE:** Councillors T Higgins and G Purvis

21/30 **DECLARATIONS OF INTEREST**

There were no declarations of interest received at this point in the meeting.

21/31 **MINUTES - ADULT SOCIAL CARE AND SERVICES SCRUTINY PANEL - 10 NOVEMBER 2021**

The minutes of the Adult Social Care and Services Scrutiny Panel meeting held on 10 November 2021 were submitted and approved as a correct record.

21/32 **INTEGRATION OF HEALTH AND SOCIAL CARE - VERBAL UPDATE**

The Director of Adult Social Care and Health Integration advised Members that an update in respect of the future Integrated Care System (ICS) would be provided by a representative at the South Tees Health and Wellbeing Board meeting on 9 December 2021. An update regarding this would be provided to the panel at the next scheduled meeting.

**NOTED**

21/33 **DRAFT FINAL REPORT - THE RECRUITMENT AND RETENTION OF STAFF WITHIN ADULT SOCIAL CARE**

The Democratic Services Officer presented the draft final report in respect of the review; draft recommendations were also tabled for Members' consideration.

A discussion ensued, during which Members and the Director commented on various aspects of the report and its draft recommendations, including:

- Projected timescales for completing activities;
- Promoting both the excellent work that Adult Social Care staff carried-out and the benefits of working for Middlesbrough Council;
- Work currently being undertaken in relation to "Golden Hellos" and Recruitment and Retention payments, and the challenges and implications involved; and
- Financial decision-making within the authority.

Following discussion, the proposed recommendations would be amended, as follows, for inclusion in the final report:

1. That further work regarding the introduction of a one off financial incentive payment (termed "Golden Hello") be undertaken with Human Resources, and a further report be submitted to the Leadership Management Team. Consideration to be given to the payment amount; terms and conditions; and the potential impact upon existing staff.

Work to be completed by Spring/Summer 2022.

2. That exploratory work regarding the introduction of a Recruitment and Retention payment continue to be undertaken with Human Resources. Introduction of this payment would need to be in alignment with the Council's existing policies and other similar structures within the authority (e.g. Children's Services). Work to be completed by mid-2022.
3. That further consideration be given to the restructuring of Adult Social Care; examining the roles of Social Workers and Occupational Therapists as part of this. Exploratory work to be undertaken with regards to roles; impact on existing staff and terms and conditions; salary column grading; and clear routes for career progression. Update to be provided to the panel by Autumn/Winter 2022.
4. That consideration be given to undertaking activities which raise awareness of and promote the role of social work within Middlesbrough Council. Specific work could be carried-out with Teesside University to encourage students to remain in Middlesbrough and apply for roles at the Council following completion of their degree. Online events could also be offered to provide information and FAQ opportunities with current Social Workers. Update to be provided to the panel by Autumn/Winter 2022.
5. That, in order to both promote the good work of Adult Social Care and the benefits of working for Middlesbrough Council, publicity be placed in as many news and media outlets as possible, e.g. 'Love Middlesbrough' magazine and the Council's social media platforms. Initial work to be completed by Spring 2022, however, this should be an on-going orchestrated campaign involving the Council's media team.
6. That, in order to raise awareness of the roles of Social Workers and Social Care Workers, an online learning module be created and implemented on Middlesbrough Learns for all Elected Members and Council staff. This could provide a route into a potential 'refer a friend' scheme. Work to be completed by Autumn/Winter 2022.

**AGREED that the final report on 'The Recruitment and Retention of Staff within Adult Social Care' be approved and submitted to the Overview and Scrutiny Board for consideration.**

21/34 **OVERVIEW AND SCRUTINY BOARD UPDATE**

The Chair provided a verbal update on the matters that were considered at the Overview and Scrutiny Board meeting on 9 November 2021.

**NOTED**

21/35 **DATE OF NEXT MEETING - 5 JANUARY 2022**

The next meeting of the Adult Social Care and Services Scrutiny Panel had been scheduled for 5 January 2022.

**NOTED**

21/36 **ANY OTHER URGENT ITEMS WHICH IN THE OPINION OF THE CHAIR, MAY BE CONSIDERED.**

None.