

Report of:	Councillor David Coupe - Executive Member for Adult Health and Public Protection, ICT and Digital Inclusion Erik Scollay - Director of Adult Social Care and Health Integration
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Submitted to:	Executive - 8 March 2022
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Subject:	Final Report of the Adult Social Care and Services Scrutiny Panel - The Recruitment and Retention of Staff within Adult Social Care - Service Response
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Summary

Proposed decision(s)
That the Executive approves the attached Action Plan put together in response to the Scrutiny Panel recommendations

Report for:	Key decision:	Confidential:	Is the report urgent? ¹
Decision	No	No	No

Contribution to delivery of the 2021-24 Strategic Plan		
People	Place	Business
The report sets out how the Council aims to ensure adult social care staff are recruited and retained in order to fulfil statutory duties and support vulnerable adults.	.	

Ward(s) affected
All wards

What is the purpose of this report?

1. To provide an update and action plan that relates to the recommendations made by the Adult Social Care and Services Scrutiny Panel.

Why does this report require a Member decision?

2. In line with the Council's constitution following approval of the "Recruitment and Retention of Staff within Adult Social Care" report by the Adult Social Care and Services Scrutiny Panel, the recommendations of the scrutiny panel now need to be considered by the Executive and approval sought for the service area action plan..

Report Background

3. The Scrutiny panel met to consider on-going difficulties in recruiting and retaining staff within Adult Social Care and to hear proposals from officers within the service that are intended to tackle these issues.

What decision(s) are being asked for?

4. That the Executive approves the attached Action Plan put together in response to the Scrutiny Panel recommendations.

Why is this being recommended?

5. It is a requirement of the constitution that the Executive formally considers the Scrutiny Panel's report and the service area's action plan and decides if they are satisfied that the action plan represents an appropriate; proportionate and cost effective course of action.

Other potential decisions and why these have not been recommended

6. Full details of what the Scrutiny Panel took into consideration when arriving at their recommendations are contained in the Scrutiny report (Appendix I).

Impact(s) of recommended decision(s)

7. The recommendations in the action plan will aim to assist in tackling the on-going recruitment and retention issues within Adult Social Care.

Legal

8. No legal implications identified at this stage, however, in the event that recruitment and retention payments are implemented then there are potential contractual changes for staff members to reflect the conditions attached to those payments. Further advice will be sought from Human Resources as required.

Financial

9. The proposed actions do not at this stage create additional financial obligations, although implementation of recruitment and retention payments would do so if the criteria for award are deemed to be met. The development of proposals on recruitment and retention have involved finance staff and will continue to do so.

Policy Framework

10. No implications for the Council's Policy Framework have been identified.

Equality and Diversity

11. Equality and diversity issues would be considered as part of any future programme as and when any specific schemes/ projects are progressed. This would include Impact Assessments where required.

Risk

12. No specific risk are identified with these recommendations.

Actions to be taken to implement the decision(s)

13. Actions to implement the decision are proposed in line with the attached action plan.

Appendices

14. Appendix I – Final Report of the Adult Social Care and Services Scrutiny Panel – Recruitment and Retention in Adult Social Care

15. Appendix II – Action Plan with Service area comments.

Background papers

16. No background papers were used in the preparation of this report

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