

Pwyllgor Craffu Gofal Cymdeithasol ac Iechyd

5 Hydref 2021

GOFAL CARTREF, GWEITHLU GWAITH CYMDEITHASOL A PHWYSAU'R FARCHNAD

Y Pwrpas:

Codi ymwybyddiaeth o heriau cynyddol y gweithlu o fewn y farchnad gofal cartref - yn fewnol ac yn y sectorau a gomisiynir, yn ogystal â phwysau'r gweithlu Gwaith Cymdeithasol sy'n cael effaith ar ein gallu i fodloni gofynion gwasanaethau.

Ystyried y materion canlynol a chyflwyno sylwadau arnynt:

Nodi pwysau presennol y farchnad a'r effaith bosibl ar y system iechyd a gofal cymdeithasol. Cymeradwyo'r ystod o gamau lliniaru sy'n cael eu rhoi ar waith i fynd i'r afael â'r pwysau hyn.

Y Rhesymau:

Mae heriau cynyddol yn y gweithlu yn y sector gofal cartref sy'n arwain at fwy o restrï aros a llai o foddhad cwsmeriaid. Mae'r adran yn dymuno rhoi cynllun gweithredu cyflym ar waith i'n galluogi i ateb y galw am wasanaethau ar hyn o bryd ac yn y dyfodol.

Mae'r nifer cynyddol o swyddi gwag gweithwyr cymdeithasol, ynghyd â chynnydd yn y galw am wasanaethau, wedi gweld ein rhestr aros am ddyraniadau ar gyfer asesiadau yn tyfu i lefelau annerbyniol.

Angen cyfeirio'r mater at y Cabinet / Cyngor er mwyn gwneud penderfyniad: NAC OES

YR AELOD O'R CABINET SY'N GYFRIFOL AM Y PORTFFOLIO:-

Y Cyng. J. Tremlett (Deiliad y Portffolio Gofal Cymdeithasol ac Iechyd)

Y Gyfarwyddiaeth: Cymunedau Enw Pennaeth y Gwasanaeth:	Swyddi:	Rhifau ffôn/Cyfeiriadau E-bost:
Avril Bracey	Pennaeth Gofal Cymdeithasol i Oedolion	01267 228849 / ABracey@sirgar.gov.uk
Alex Williams	Pennaeth Y Gwasanaethau Integredig	01267 228915 / AlexWilliams@sirgar.gov.uk
Chris Harrison	Pennaeth Comisiynu Strategol ar y Cyd	01267 228085 / Chris.harrison@sir-benfro.gov.uk

Social Care & Health Scrutiny Committee

5th October 2021

Subject:

DOMICILIARY CARE, SOCIAL WORK WORKFORCE AND MARKET PRESSURES

1. BRIEF SUMMARY OF PURPOSE OF REPORT.

This paper details current market pressures within the domiciliary care sector and its impact on both Health and Social Care within Carmarthenshire. It also details Social Worker workforce pressures which is impacting on our ability to meet service user demand and having a significant impact on the performance of the department and our ability to meet the needs of vulnerable people in a timely way

The attached report outlines the current position for the in house and commissioned domiciliary care market as well as system pressures, and details actions to mitigate risks to ensure we meet our statutory requirements under the Social Services and Wellbeing Act (Wales) 2014.

In addition to the mitigation actions listed the report details a number of recommendations for immediate action.

DETAILED REPORT ATTACHED ?	YES
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IMPLICATIONS

I confirm that other than those implications which have been agreed with the appropriate Directors / Heads of Service and are referred to in detail below, there are no other implications associated with this report :

Signed: **Avril Bracey** **Head of Adult Social Care**
 Alex Williams **Head of Integrated Services**
 Chris Harrison **Head of Strategic Joint Commissioning**

Policy, Crime & Disorder and Equalities	Legal	Finance	ICT	Risk Management Issues	Staffing Implications	Physical Assets
NONE	YES	YES	NONE	YES	YES	NONE

1. Legal

The Local Authority has a duty to comply with the Social Services and Wellbeing Act (2014) Regulation and Inspection Social Care Wales Act (2016) Well-Being of Future Generations (Wales) Act (2015) Mental Health Wales Measure (2010).

2. Finance

Financial Implications for Immediate Actions:

Item 8 – additional costs dependent on take up of offer and how many hours / days extra worked. Cost per hour (including on costs) is approx £14 for Grade D+8%.

Item 9 – additional costs to pay enhanced rate of time and a half for every hour worked (Domiciliary Care Workers only) over 16 hours. Depends on take up of offer and the existing contracted hours of each employee. Previous estimates for enhanced pay were approx £20k per week (includes oncosts) for Domiciliary Care Workers, assuming that all staff worked 4 additional hours at the enhanced rate.

Funding Options being explored include

1. Welsh Government Hardship Fund - additional costs incurred in the Social care Exceptional Items category
2. Specific grant funding – funding options emerging direct to CCC, or via Regional Partnerships or in collaboration with health partners
3. Contingency funding within Communities Department
4. Other underspend budgets in Social Care

Andrea Thomas 17.08.2021

3. Risk Management Issues

The inability to source care and support for people with assessed care needs will comprise our legislative requirements under the Social Service and Well-being Act. Under Part 8 of this Act there is a regulatory requirement to publish a Market Stability report which is an assessment of the sufficiency of care and support in meeting needs and demand for care and support.

The inability to source community care packages is a risk to whole system flow and has the potential to cause significant pressures especially in relation to hospital discharge.

Workforce pressures within assessment and case management have led to waiting lists for assessments, thus compromising our statutory obligations.

Delay in sourcing packages will lead to increased complaints and user dissatisfaction.

4. Staffing Implications

The workforce pressures are detailed within the report with the key challenge being the inability to recruit sufficient people to meet the service demands within the context of a reduced labour market.

CONSULTATIONS

I confirm that the appropriate consultations have taken in place and the outcomes are as detailed below

Signed: Avril Bracey	Head of Adult Social Care
Alex Williams	Head of Integrated Services
Chris Harrison	Head of Strategic Joint Commissioning

1. Local Member(s)
2. Community / Town Council
3. Relevant Partners
4. Staff Side Representatives and other Organisations

**CABINET MEMBER PORTFOLIO
HOLDER(S) AWARE/CONSULTED**
YES

Cllr Jane Tremlett has been made aware of this report and recommendations.

Section 100D Local Government Act, 1972 – Access to Information
List of Background Papers used in the preparation of this report:

THERE ARE NONE