

Meeting ADULT SOCIAL CARE AND PUBLIC HEALTH SELECT COMMITTEE

Date 6 October 2022 (commencing at 10.30am)

Membership**COUNCILLORS**

Mike Quigley MBE (Chair)
David Martin (Vice Chair)

Reg Adair	Eric Kerry
Steve Carr	Philip Owen
Dr John Doddy	Mike Pringle
Sybil Fielding - Apologies	Tom Smith
Paul Henshaw	

SUBSTITUTE MEMBERS

Councillor Jim Creamer substituted for Councillor Sybil Fielding

OTHER COUNTY COUNCILLORS IN ATTENDANCE

Councillor Matt Barney

OFFICERS IN ATTENDANCE

Kashif Ahmed	Service Director, Adult Social Care & Public Health
Sara Allmond	Advanced Democratic Services Officer
Martin Elliott	Senior Scrutiny Officer
Jonathan Gribbin	Director of Public Health
James McDonnell	Labour Group Researcher
Gemma Shelton	Interim Group Manager, Quality and Market Management
Melanie Williams	Corporate Director, Adult Social Care & Health

1. APOLOGIES FOR ABSENCE

An apology was received from Councillor Sybil Fielding (medical/illness)

2. DECLARATIONS OF INTEREST BY MEMBERS AND OFFICERS

None

3. SOCIAL CARE MARKET PRESSURES UPDATE

Councillor Matt Barney, Cabinet Member for Adult Social Care and Public Health; Melanie Williams, Corporate Director for Adult Social Care and Health; Jonathan Gribbin, Director of Public Health and Gemma Shelton, Interim Group Manager, Quality and Market Management attended the meeting and introduce the report and gave a presentation providing an update on Social Care Market Pressures focussing on:

- Financial Support for Providers
 - Increased rates for Homes Based Care and Supported Living Providers
- Social Care Reforms
 - Market Shaping
 - Fair Cost of Care Reforms
- Workforce Recruitment and Retention
 - Workforce background and context
 - Provider Engagement

The Committee raised the following points and questions in discussion:

- Questions were raised regarding how the various proposals set out in the report would be measured for success, particularly regarding recruitment and retention of the work force.
- Questions were asked regarding the number of people who were in the wrong care setting and the implications of that.
- Questions were asked regarding how successful recent recruitment campaigns had been and what was being done to address the fact that social care was not seen as an attractive career along with concerns regarding the rates of pay compared to other sectors in the area. Concerns were also raised regarding the high levels of staff turnover in this sector.
- Questions were raised regarding how to bring more providers into the social care market, what impact was being felt regarding increases in costs to providers and how much of the £500,000 provider sustainability funding had been allocated to date.
- Questions were raised regarding hospital discharge delays, including the concern that it cost more to provide care in a hospital than in a social care setting.

In relation to the points raised by the Committee, the Cabinet Member and Officers provided the following responses:

- The immediate measure of success was to stop deterioration of services that were being delivered and the stabilisation of the social care market. There were now a lot less failures of providers. It was noted that going forward there was an expectation of seeing growth in the market and improvements in recruitment and retention of staff, plus diversification of the types of services provided and of more providers using technology to deliver services.
- The current configuration of the social care market did not meet current demand for services, so there were some residents receiving care in a different setting to that which would best meet their needs. For example, there were currently too many care homes within the system, but these were not equally spread across the county. It was noted that this was monitored through the waiting lists for the various services and the flow through the system.

- A social care job fair was taking place in Retford the day of the meeting, organised by the social care providers. The Council had run a recruitment campaign earlier in the year and it was noted that videos about the service and to encourage applications were available online. The Council attended wider market job fairs throughout the year as an employer. The Council also linked with Department for Work and Pension partners and were building relations with work coaches to flag up social care as a viable recruitment opportunity. It was noted that work was not currently done with schools regarding career promotion for Social Care careers; however, work was currently being undertaken to look at linking into Further Education providers. It was acknowledged that Social Care was not currently being sold as a career pathway and there was more to do. The volume of staff turnover in the market was also of concern. Officer advised that concerns regarding salary rates was being raised through the Association of Directors of Adult Social Services (ADASS).
- There were a number of initiatives in place to support social care providers within the market and to recruit new ones. Work was being undertaken to support providers to set up a Care Association, led by the providers, which would enable social care to be represented across the whole market. It was hoped that the infrastructure already in place and to be set up would enable new businesses to come into the market and enable growth within the sector. Care homes were also experiencing increased costs and were in regular contact with the Council. Care Homes were also being supported to access funding where appropriate and supported to ensure full occupation of beds. It was noted that supported Living was a key objective for social care provision going forward and that a comprehensive plan had been developed that would be going out for tender over the next 12 months. A provider sustainability fund had also been set up that had specific criteria for its use, it was expected that further requests for support from this fund would be made over the coming months.
- In relation to hospital discharge delays it was noted that not all delays were due to waiting for social care provision, but could also be due to issues such as internal transfers within the NHS and medication provision. It was noted that the Council was working closely with health colleagues to look at how the process could become more joined up. It was also noted that funding issues were an ongoing conversation and that there was a need to understand what and where the true costs were and whether using invest to save options could enable better flow through the system for a patient. Covid continued to circulate generally and was usually brought into a setting via community transfer. This included into both hospitals and care homes and continued to be carefully managed.

The Chairman thanked the Cabinet Member and Officers for attending the meeting and answering Members' questions.

RESOLVED: 2022/002

- 1) That the report be noted.
- 2) That a further report on Social Care Market Pressures be brought to the September 2023 meeting of the Adult Social Care and Public Health Select Committee to provide members with a progress report on the activities being carried out and on their impact.
- 3) That members of the Adult Social Care and Public Health Select Committee receive a briefing in Spring 2023 on the impact of the increase in fee rates for commissioned home care and care support and enablement services in addressing the current instability in the social care market in Nottinghamshire and in supporting its longer-term sustainability.

- 4) That the Cabinet Member for Adult Social Care and Public Health, in consultation with officers, considers what activity could be implemented to increase the uptake of the funding that has been made available via the Provider Sustainability Fund.
- 5) That as soon as it is available, an analysis of the impact of the social care recruitment events that took place in September and October 2022 be circulated to members of the Adult Social Care and Public Health Select Committee.

4. WORK PROGRAMME

The Senior Scrutiny Officer presented the Committee's current work programme.

RESOLVED: 2022/003

- 1) That the work programme be noted.
- 2) That committee members make any further suggestions for consideration by the Chairman and Vice-Chairman for inclusion on the work programme in consultation with the relevant Cabinet Member(s) and senior officers, subject to the required approval by the Chairman of Overview Committee.

The meeting closed at 12.22 pm.

CHAIRMAN