

**Report of the Executive Director Place Health & Adult Social Care,
to the Overview & Scrutiny Committee (OSC)
on 23 July 2024**

**Response to the Recommendations of the Adults Health & Care Workforce
Task and Finish Group**

1.0 Introduction

1.1 This report outlines the service's response to the findings and recommendations of the Overview & Scrutiny Committee's (OSC's) Health and Adult Social Care Workforce Task and Finish Group (TFG).

2.0 Background

2.1 As part of its work programme, the OSC agreed to undertake a task and finish group on the challenges facing the Adult Health and Care Workforce. Following their in-depth examination of these challenges, a report was tabled into Cabinet on 20th March 2024, which described their findings with seven recommendations for consideration.

3.0 Response to the Task & Finish Group Recommendations

3.1 **Recommendation 1: Learning from the Children's Services Academy at Barnsley College should be shared with the Health and Care Workforce Group with a view to exploring the potential for greater collaboration.**

Service Response: This recommendation is supported.

3.2 A new strategic health and care workforce group has been established, with a refreshed plan expected by June 2024. This recommendation will be included in the plan. Alongside this an Adult Social care Workforce plan is being developed and opportunities for greater collaboration across children's and adult social care will be a feature of this plan.

3.3 **Recommendation 2: Reassert with contracted providers that all mandatory training is funded and carried out during working hours.**

Service Response: This recommendation is supported.

3.4 This is already an existing element of the current contractual arrangements; however, this will be reasserted with all providers to remind them of their responsibilities. A newly established integrated quality team will be working with the independent care sector to improve quality of care and they alongside the contract monitoring team can gather additional insights and ensure providers provide the necessary time for mandatory training.

3.5 **Recommendation 3: Develop a programme to ensure parity of esteem, and promote the wide variety of job roles, across the whole of health and care.**

Service Response: This recommendation is supported

3.6 An evaluation of the health and care careers event at the Barnsley Metrodome in November 2023 has been completed. The feedback gathered from participants demonstrated a marked increase in awareness of job opportunities across the sector and confirmed the need to continue challenging the perceptions of local young people to inspire the future workforce.

Planning is underway to repeat the event on 20 November 2024 and extend its reach by inviting local primary schools and potentially other groups of young people.

3.7 Recommendation 4: Consider using the apprenticeship levy to boost the number of apprenticeship placements across health and care, including the independent sector.

Service Response: This recommendation is supported.

3.8 As part of its workforce development strategy and plan, the council's Adult Social Care Workforce Development Group is considering the best and most appropriate use of levy funds in support of enhancing the apprenticeship agenda. This includes our ability to transfer levy funds to alternative organisations, which are helpful and in line with supporting our council's priorities and ambitions.

3.9 Recommendation 5: To review how the services provided by Barnsley Carers Service are communicated to Barnsley's unpaid carer workforce.

Service Response: This recommendation is supported.

3.10 Barnsley Carers Service has a comprehensive offer of online and paper information for unpaid carers in Barnsley. They work closely with local NHS services, community and voluntary sector, and adult social care in Barnsley to provide information on their services to unpaid carers in an accessible and timely manner. The service is also working collaboratively to provide information in places where unpaid carers may be. For example, the service provides a monthly advice and information stall at Barnsley Hospital as well as regular drop-ins at other community venues across the borough.

3.11 Barnsley Carers Strategy Steering Group are committed to the identification of unpaid carers and provision of timely good quality information to meet the needs for carers. They are currently mapping Barnsley information for carers, refreshing this to ensure consistency of message regardless of where the carer is identified, and addressing any gaps in information.

3.12 Recommendation 6: Consider a programme of support for those aged over 30 to break down barriers to enter the health and care workforce.

Service Response: This recommendation is supported.

3.13 We understand the task and finish groups reflections in the context of the Princes Trust offer and the target age of this programme (up to 25) however it is important to note that through the health and care workforce development plan and the councils Adult Social Care Workforce plan we will be considering pathways into employment for all adults and will work collaboratively with the ICB and other partners to remove barriers for any individuals irrespective of age or ability to enter the health and care sectors. This includes the use of levy funds to support apprenticeships and work with schools and colleges to promote health and care as exciting and meaningful career choices.

3.14 In 2024/25, we will be expanding the work of the Proud to Care hub in Barnsley, which aims to improve recruitment into the health and care sector. The work of the hub includes promoting the variety of roles in the sector, delivering targeted careers events, and providing pre-employment training and work experience.

3.15 Recommendation 7: Promote the Prince's Trust Programme through partnership working and events, including, but not limited to, Area Councils, Ward Alliances, town centre events, Family Hubs, Youth Zone and any other opportunities that may arise throughout the year.

Service Response: This recommendation is supported.

3.16 We will continue to market the Prince's Trust programme and ensure that through the workforce group, relationships and awareness can be raised by utilising all potential routes.

4.0 Future Plans & Challenges

4.1 The TFG was keen to ensure that all Council services and activities impact equally on all its communities. To that end the Health and Care workforce group will ensure that the plan produced will have a health impact assessment completed. Ensuring that people from all backgrounds can benefit from the opportunities in health and care is important so that a vibrant culture can be created and challenges with recruitment and retention tackled.

4.2 In term of communication activities, the service will continue to ensure communications colleagues are fully engaged and involved as appropriate with this work across NHS providers, Barnsley Council and NHS South Yorkshire. Several strong campaigns and marketing programmes actively support this area, and we recognise the importance of ensuring synergy among these efforts and will continue to establish robust links across various platforms. A collaborative approach will span NHS providers, Barnsley Council, and NHS South Yorkshire, fostering a cohesive effort to encourage strong outcomes across the sectors.

5.0 Invited Witnesses

5.1 The following witnesses have been invited to today's meeting to present the report:

- Wendy Lowder, Executive Director - Place Health & Adult Social Care, Barnsley Council
- Councillor Jo Newing, Cabinet Spokesperson for Place Health & Adult Social Care, Barnsley Council

6.0 Possible Areas for Investigation

6.1 This report is presented for information only.

7.0 Background Papers & Useful Links

Overview & Scrutiny Committee's Health and Adult Social Care Workforce Task & Finish Group report:

<https://barnsleymbc.moderngov.co.uk/documents/s114562/Report.pdf>

8.0 Glossary

BMBC	Barnsley Metropolitan Borough Council
NHS	National Health Service
OSC	Overview and Scrutiny Committee
TFG	Task and Finish Group

9.0 Officer Contact

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15 July 2024