

Cyngor Sir CEREDIGION County Council

REPORT TO: Cabinet

DATE: 5 September 2023

LOCATION: Council Chamber/Hybrid

TITLE: Recruitment Challenges in Through Age Wellbeing Services

PURPOSE OF REPORT: To provide feedback from the Healthier Communities Overview and Scrutiny Committee meeting held on 3 July 2023

BACKGROUND:

Committee Members received a detailed report regarding the recruitment challenges in the Through Age Wellbeing Service as requested by Members at a previous Committee meeting.

Following a lengthy discussion, Members considered the following recommendations:

1. To note the current position about the important use of agency workers within our social care services.
2. To note the activity already taking place in responding to the challenge of recruitment in this sector.
3. To provide feedback and suggestions of any other possible solutions to the recruitment challenge.
4. To endorse Officers working with partners including HDUHB to explore creative and innovative opportunities to provide longer term solutions.

RECOMMENDATIONS:

Members agreed to recommend that Cabinet:

1. Committee Members agreed to note recommendation 1 and 2 above,
2. The Committee supports ongoing discussions with Welsh Government for a fully funded National pay scale for Social Care staff, and,
3. That the authority considers greater collaboration with academic institutions including Bangor University, to develop training and work placements with a particular regard to training bilingual Social Workers.

Councillor Caryl Roberts
Chairman of the Healthier Communities Overview and Scrutiny Committee