



Adults and Safeguarding Committee

20 September 2018

Title	Members' Item in the name of Councillor Paul Edwards
Report of	Head of Governance
Wards	All
Status	Public
Urgent	No
Key	No
Enclosures	None
Officer Contact Details	Naomi Kwasa, Governance Officer Email: naomi.kwasa@Barnet.gov.uk Tel: 020 8359 4144

Summary

The report informs the Committee of a Member's Items and requests instructions from the Committee.

Officers Recommendations

1. That the Committee's instructions in relation to the Member's items are requested.

1. WHY THIS REPORT IS NEEDED

- 1.1 A Member of the Committee has requested that the items tabled below are submitted to the Adults and Safeguarding Committee for consideration and determination. The Committee are requested to provide instructions to Officers of the Council as recommended.

Adults & Safeguarding Committee, 20 September 2018

Member's Item: Cllr Paul Edwards

Adults Social Care staffing

Since 2010, social care spending in England has shrunk by £7bn. In London it is estimated that, by the end of the decade, the social care funding gap could be in the region of £300 million.

On top of such root and branch cuts imposed by Central Government, we see in Barnet further cuts to spending on Adult Social Care as a result of Barnet Council's mismanagement of its finances.

In Barnet the first quarter accounts sent to Councillors, Adults Services contribution to these cuts will be achieved by freezing 40 staff vacant posts.

Adult Social care is about making sure we as a Council not only look after people with profound and increasingly complex needs, but that we also need to help many of our residents transform their lives and live independently in their own homes. We know that this is what residents want.

The freezing of 40 posts in Adult Social Care is a significant reduction in the resources available to address these complex needs and will inevitably have an impact on supporting an ageing population as demand increases.

Skills for Care has predicted that there is a need to see a 44% rise in the number of additional social care jobs by 2030.

The Adults and Safeguarding committee requests a report on the current social care staffing environment, where are the pressures on staffing and what are the causes of these pressures? The committee also needs to be appraised of the associated risks assessments carried out in the freezing of the above 40 posts and how these risks will be managed. The risk assessments need to include not only those employed directly by the Council, but also those employed by external day and residential care service providers.

This report should include, but not be limited to:

- *The number of established posts and job titles.*
- *The total number of vacant posts by job titles.*
- *How many of these are frozen posts?*
- *Levels of agency staff used, broken down by department*
- *Staff turnover*
- *Skills shortages reported when recruiting staff*
- *Insight into staff satisfaction measures*

- *Risks to current staffing and recruitment levels, i.e. Colindale move, competition for staff from other boroughs, reduced immigration*
 - *What is being done to address & manage these risks*

2. REASONS FOR RECOMMENDATIONS

- 2.1 No recommendations have been made. The Committee are therefore requested to give consideration and provide instruction.

3. ALTERNATIVE OPTIONS CONSIDERED AND NOT RECOMMENDED

- 3.1 Not applicable.

4. POST DECISION IMPLEMENTATION

- 4.1 Post decision implementation will depend on the decision taken by the Committee.

5. IMPLICATIONS OF DECISION

5.1 Corporate Priorities and Performance

- 5.1.1 As and when issues raised through a Member's Item are progressed, they will need to be evaluated against the Corporate Plan and other relevant policies.

5.2 Resources (Finance & Value for Money, Procurement, Staffing, IT, Property, Sustainability)

- 5.2.1 None in the context of this report.

5.3 Social Value

- 5.3.1 None in the context of this report.

5.4 Legal and Constitutional References

- 5.4.1 The Council's Constitution (Members of the Council, Article 2) states that a Member, including appointed substitute Members of a Committee or Sub-Committee may have one item only on an agenda that he/she serves. Members' items must be within the term of reference of the decision making body which will consider the item.

5.5 Risk Management

- 5.5.1 None in the context of this report.

5.6 Equalities and Diversity

- 5.6.1 Members' Items allow Members of a Committee to bring a wide range of issues to the attention of a Committee in accordance with the Council's Constitution. All of these issues must be considered for their equalities and diversity implications.

5.7 Corporate Parenting

5.7.1 None in the context of this report.

5.8 Consultation and Engagement

5.8.1 None in the context of this report.

5.9 Insight

5.9.1 None in the context of this report.

6 BACKGROUND PAPERS

6.1 None.