

<b>REPORT TITLE:</b>	<b>Discharge of Roles and Responsibilities since the last meeting of the Council</b>
<b>REPORT AUTHOR:</b>	<b>Councillor Fenton-Glynn</b>
<b>AREA OF RESPONSIBILITY:</b>	<b>Adult Services and Wellbeing</b>
<b>DATE:</b>	27 July 2022

This is our first regular full council meeting since the new council year, which also marks a year of me in the post. The first thing to say is that I couldn't have done as much as I have in the past year without the support of the director of adult services Iain Baines who retires this week. In retiring he brings to an end a career in social care that started at 17 as a care home assistant. His time in Calderdale has seen our service rise through the rankings to be one of the best in the country. He guided us through covid and continued pressures on recovery. From keeping control of the largest budget in the council, to understanding the ever shifting regulatory environment that frames social care this council is stronger because of Iain's dedication and talent.

## Charging reform

In the past couple of weeks, the Government have released more details of their charging reform agenda. This is largely focused on older people and looks at how it is funded and who by. While the initial intention of the reform was to stop people losing their homes because of the price of care, it is likely that it won't achieve that completely. We as a council will have to do some considerable work to make sure our IT systems and is set up for the proposed changes.

## Pay for care staff

At the last Cabinet meeting, I brought forward a paper that will see Calderdale become the first council in West Yorkshire to pay care staff a full living wage from this April. This commitment seeks to recognise the work of our front line workers who throughout covid and hot weather are there to protect some of our most vulnerable workers. It also helps us address the 28% staff turnover rate in care staff. While care is a rewarding and important job, at a time of a cost of living crisis it's not sustainable to have a market where staff can earn more working for a supermarket. Care work is skilled work, and it needs to be valued and rewarded as such or we won't have a future.

Alongside the commitment to work with our providers to improve pay we will also be investing in training and other support for care staff. These moves will allow us to

sign up to Unison's Ethical Care Charter and GMB's Ethical Care Commissioning Charter the gold standards for employers in care.

### **Visiting our services**

I have visited a number of our services and providers since the start of this municipal year as part of my ongoing work to make sure the service is working at its best and we are building back stronger from the pandemic. This has included visiting Clement Court extra care facility to look at ongoing improvements being made. I have also visited some of our day services which are currently being reorganised including Higgins Close and Lower Edge. Part of getting out there is to hear first-hand how we can improve things for residents and staff. I am always staggered by the quality and commitment of Calderdale's workforce and proud to be the cabinet member with responsibility for this area.

### **Recruitment**

I was involved in the recruitment of Iain's successor, and we have happily been able to appoint Cath Gormally, a candidate whose knowledge of care shone through. I am confident she will do a good job in leading our adult services for the coming years. I was struck during the interview process by how all the candidates saw Calderdale as a place with strong values, highlighting our commitment to kindness in vision 2024. I would also like to put on record my appreciation for Calderdale's fantastic HR team who helped recruit a field of very good candidates and a strong recruitment process.

### **Dementia centre of excellence**

Among Calderdale's current priorities is to become a dementia centre of excellence and use some of the best practice from around the country to make sure residents with dementia and their families are given the support they need.

This will include the reimagining day care work listed above, as well as helping people learn to use assistive technology early so they can remain safely supported in their own homes for longer.

### **Buildings**

In May we opened the refurbished Westgarth centre in Elland which allows respite care for disabled adults. The centre can house up to 12 residents with various levels of support needs.

In July we have finally been able to bring residents into Railway Bridge View a 64 unit Extra Care facility for older people. It has been built to help create a community for retired people and includes a café, shop and spa as well as wellbeing gardens. Twelve of the apartments are specially adapted for people with dementia and will help with our work to become a centre of excellence.

We have had less good news about Mytholm Meadows which has been delayed. We will continue to work with Together Housing to ensure it is delivered and residents are supported.

## **Commissioning**

We continue to look at improving our commissioning of services. I am aware that sometimes our services aren't reflective of the community we seek to support. I continue to meet with our procurement team to look at how we can make all our provision is appropriate and if necessary sometimes develop specialist services for people irrespective of race religion, gender or sexuality.

## **Responding to CQC**

As we come out of Covid CQC inspections have returned. We continue to work with providers to make sure we support all care settings meet a high standards. In issues where they have fallen behind, we have worked with providers and CQC to make sure we can ensure necessary improvements are made.