

## **OVERVIEW AND SCRUTINY PERFORMANCE BOARD 28 MARCH 2019**

### **SCRUTINY PROPOSALS**

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#### **Summary**

1. The Overview and Scrutiny Performance Board (OSPB) is asked to consider the following scrutiny proposals:

- (a) Quality Assurance of Care Homes
- (b) Care work as a Career

#### **(a) Quality Assurance of Care Homes**

2. Quality Assurance of Care Homes (residential and nursing) and how Worcestershire County Council carries out this role in the County has been identified as a priority for the Adult Care and Well-being Overview and Scrutiny Panel through its work planning process.

3. The suggested terms of reference are to investigate how the Council carries out and monitors quality assurance of care homes in Worcestershire.

4. It is proposed that Juliet Brunner, Chairman of the Adult Care and Wellbeing Overview and Scrutiny Panel be asked to lead this Task Group. A Scrutiny Proposal is attached at Appendix 1.

#### **(b) Care work as a Career**

5. On 14 February 2019, Council agreed the following Notice of Motion:

"Council acknowledges and respects the 15,000 Worcestershire residents who work in the care industry. Many more residents are dependent upon their care. Council asks the Cabinet Member Responsible to consider ways in which their work can be celebrated and encouraged and how more people can consider care work as a viable career option."

6. The Council discussion highlighted that it is important to boost the self-worth of care workers and emphasise the importance of care workers' role.

7. Council needed to break down the negative perception of care workers as being low paid, unskilled with limited career opportunities and promote care work as a career with justifiable rewards. A recent survey of care workers indicated that they were proud of their work and found it rewarding but expressed concerns about a lack of support from employers and heavy workloads.

8. The CMR has suggested a Scrutiny Task Group to look at how to develop the career pathway for care workers, and to promote care work as a career with justifiable rewards. The CMR suggested that the Council needs to find a way to develop a career pathway for carers i.e into social work or management and not just accepting care work as a role for life.

9. The terms of reference are to investigate:

- How the Council can promote and develop care work as a career
- How the existing care workforce can be better supported and celebrated

10. It is proposed that Juliet Brunner, Chairman of the Adult Care and Wellbeing Overview and Scrutiny Panel be asked to lead this Task Group. A Scrutiny Proposal is attached at Appendix 2.

### **Issues Suitable for Scrutiny**

11. The OSPB agreed to use a set of criteria (listed below) to help determine its scrutiny programme. A topic does not need to meet all these criteria to be scrutinised, but they are intended as a guide for prioritisation.

- Is the issue a priority area for the Council?
- Is it a key issue for local people?
- Will it be practicable to implement the outcomes of the scrutiny?
- Are improvements for local people likely?
- Does it examine a poor performing service?
- Will it result in improvements to the way the Council operates?
- Is it related to new Government guidance or legislation?

### **Next Steps**

12. Other points which need to be taken into account when considering whether to review a particular issue are:

- is the subject specific? – to ensure that task groups understand exactly what they are scrutinising; and
- is it achievable within a realistic timescale?

13. Members are asked to take into account issues raised above and:

- (a) determine whether they wish to set up a scrutiny task groups to look at the Quality Assurance of Care Homes and Care work as a Career and if so,
- (b) to consider, comment on and agree the terms of reference and scrutiny proposals and the timing of the Task Groups.

### **Supporting Information**

Appendix 1 – Scrutiny Proposal: Quality Assurance of Care Homes

Appendix 2 – Scrutiny Proposal: Care work as a Career

## **Specific Contact Points for this Report**

Alyson Grice and Samantha Morris, Overview and Scrutiny Officers, 01905 844962/844963, [scrutiny@worcestershire.gov.uk](mailto:scrutiny@worcestershire.gov.uk)

## **Background Papers**

In the opinion of the proper officer (in this case the Head of Legal and Democratic Services) the following are the background papers relating to the subject matter of this report:

- Agenda and minutes of the Council meeting on [14 February 2019](#)
- [All agendas and minutes are available on the Council's website here.](#)