

Topic: Care work as a career			
Background to the issue (what is it and why is it being considered for scrutiny)	On 14 February 2019, Council agreed the following Notice of Motion: <i>"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."</i> The Council discussion highlighted that it is important to boost the self-worth of care workers and emphasise the importance of care workers' role. 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. 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.		
	Terms of reference		
	To investigate: <ul style="list-style-type: none">• How the Council can promote and develop care work as a career• How the existing care workforce can be better supported and celebrated		
Suitability for scrutiny. Which of the following criteria does it meet?			
Is the issue a priority area for the Council?	Yes	Does it examine a poorly performing service?	Yes (recruitment and retention)
Is it a key issue for local people?	Yes	Has it been prompted by new Government guidance or legislation?	National issue
Will the scrutiny have a clear impact on services?	Yes	Will it result in improvements to the way the Council operates?	Yes?
Are improvements for local people likely as a result?	Yes		

Scope of scrutiny (what issues will it cover and what won't it cover)	To find out: <ul style="list-style-type: none"> • What roles are classed as care work? • What the Council can do to promote and develop care work as a career? • How can the existing care workforce be better supported and celebrated? • What are the issues with recruitment and retention of care workers and how can the Council and partners improve this? • How the Council liaises with education and training providers to develop skills and promote care work as a career? • How agencies support care workers in particular those used by the Council? • What has worked well elsewhere? For example use of social media, creation of homecare co-operatives, links with education and training providers, value-based recruitment and saturation marketing, use of apprenticeships, establishment of a social work/carers academy <p><i>N.B. O&S has committed to ensure that the following are considered in all scrutiny reviews as appropriate</i></p> <ul style="list-style-type: none"> • equality and diversity issues • commissioning • localism
Advantages to conducting scrutiny & Indicators of success (ie how will you know a good scrutiny has been done?)	Recruitment and retention of care workers improves.
Has anyone else examined the issue?	Yes – it is a national issue.
Any disadvantages or pitfalls to conducting this scrutiny?	It will be important to check what other work is taking place to avoid duplication and target the value of scrutiny resources.
INFORMATION NEEDS	
Key Documents, Reports & Data required	Overview of care work – the roles and skills involved, numbers involved in Worcestershire, local issues and problem local areas National research Examples of what has worked well elsewhere
Is an expert adviser needed?	Unsure
Possible interviewees	Cabinet Members with Responsibility for Adult Social Care / Health and Wellbeing Director of Adult Services, Director of Public Health Care Sector representatives Education and Training sector representatives Clinical Commissioning Groups? Care workers?

Is this an issue that young people would be interested in? If so, ask Youth Cabinet for evidence.	Yes
Site Visits	As appropriate
Types of meeting/ consultation needed? (eg workshops/ focus groups/ public meetings/ questionnaires etc)	Task Group meetings, visits, questionnaire
Any meetings to be held outside of County Hall?	Possibly
Media & publicity needs?	Yes
OUTLINE TIMETABLE	
Proposal to OSPB	March 2019
Evidence Gathering	OSPB to determine
Scrutiny Report to OSPB	
Scrutiny Report to Cabinet	