

OVERVIEW AND SCRUTINY PERFORMANCE BOARD 22 JUNE 2020

DRAFT SCRUTINY REPORT: CARE WORK AS A CAREER

Summary

1. The Overview and Scrutiny Performance Board (OSPB) is asked to consider and approve the attached draft scrutiny report on Care Work as a Career.

Background

2. At its meeting on [14 February 2019](#), the Council agreed the following 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."

3. The Cabinet Member with Responsibility (CMR) for Adult Social Care suggested a Scrutiny Task Group be established with the Terms of Reference set out below. The Overview and Scrutiny Performance Board (OSPB) agreed at its meeting on [28 March 2019](#) that a Scrutiny Task Group would be set up to scrutinise this issue, led by Councillor Liz Tucker. The Scrutiny Task Group commenced its work in October 2019.

Terms of Reference

4. The terms of reference for the Scrutiny were 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

Update report

5. Members will recall that an update report was considered by OSPB on 29 January 2020, a meeting which was attended by the Leader of the Council. Owing to the timings of the Council's budgetary process, the Task Group had wished to make two recommendations for consideration in advance of its final report. The recommendations concerned resources being identified for the promotion of the care worker role and for an Apprenticeship Programme. The Task Group had suggested that if the Board was content with the recommendations, they should be presented to Cabinet on 30 January 2020 as part of the OSPB's Budget Scrutiny proposals and comments.

6. At the meeting, the Leader thanked the Task Group's Lead Member for highlighting the recommendations and confirmed that he was supportive of their sentiment and, if accepted by the Cabinet Member, given that the financial amounts involved were not significant enough to affect the budget policy, they could be dealt with in-year. In light of this, there was no requirement for the Task Group's proposals to be included in the OSPB's Budget Scrutiny proposals to Cabinet.

7. Since January, the Task Group has concluded its work. However, the situation in relation to COVID-19, has meant a delay in being able to present the report to OSPB for consideration. A final draft report has now been produced and is attached as Appendix 1.

OSPB's Role

8. One of OSPB's roles is to monitor the quality of scrutinies that are carried out to ensure that scrutiny reports are robust and evidence based, and that they follow the terms of reference agreed by the OSPB.

9. To help with this, the Task Group's lead has provided the OSPB with regular verbal updates on the progress of the scrutiny.

Next Steps

10. Once the Board is content, the Scrutiny Report will be considered by Cabinet at its meeting on 25 June 2020.

Purpose of the Meeting

11. The OSPB is now invited to consider, comment on and approve the attached Scrutiny Report.

Supporting Information

Appendix 1- Draft Scrutiny Report: Care Work as a Career

Contact Points

Alyson Grice and Samantha Morris, Overview and Scrutiny Officers, 01905 844962/844963, scrutiny@worcestershire.gov.uk

Background Papers

In the opinion of the proper officer (in this case the Democratic Governance and Scrutiny Manager (Interim Monitoring Officer) the following are the background papers relating to the subject matter of this report:

- Agenda and minutes of the OSPB meetings on 28 March 2019 and 29 January 2020 – available [here](#).

[All agendas and minutes are available on the Council's website here.](#)