

ADULT SOCIAL CARE WORKFORCE STRATEGY 2023 - 2025**Report of the Director of Adult Social Care****1. INTRODUCTION**

- 1.1 The way social care is structured and provided is in a period of transformation in England. A new integrated care system model approach with new ways of working has been developed to meet the increasing demands for services. Adult Social care includes '18yrs to end of life' focussing on those 'in need' or 'at risk', as well as an increasing older and complex disability population, increasing acuity in the post covid period. This has led to unprecedented increased demand for services, which impact on, both the adults in receipt of social care support and the staff employed to provide or support it. The extent of the challenge to our workforce is highlighted in this strategy as well as a vision to overcome those challenges.
- 1.2 To meet these challenges, we will need a social care workforce, which is agile and focussed upon putting the person at the heart of all we do. We need to be able to work across services and partners, ensuring local people receive the best quality care and value for money services.

2. PURPOSE OF REPORT

- 2.1 The purpose of this plan is to provide a framework for a robust highly functioning and fully staffed social care workforce, that achieves a regulatory standards to meet the needs of people with care and support needs in Stockport. Our locality social care highly skilled workforce should be appropriately mobilised, trained and prepared and drive the delivery of good quality services for local people.
- 2.2 Recruitment has reached an unprecedented challenge. This plan will outline initiatives and solutions to address this and to ensure we reduce our agency workforce and have stability for our colleagues, partners and the people of Stockport.
- 2.3 Personal, professional and career development planning with clear and achievable career pathways, is at the heart of retaining a high performing and satisfied workforce. Quality and strengths-based supervision builds the foundation and integrity of the services delivered. Also, having a strong and stable leadership, and clear organisation structures and accountabilities which centre on driving quality of care in an efficient way will support the achievement of our vision.
- 2.4 We will work with colleagues across the Council to ensure we find the best, most efficient solutions to workforce challenges, together this will ultimately support the delivery of Stockport Council's Mission, Vision and Council Plan. We will also work with colleagues across One Stockport, Stockport Provider Forum, Greater

Manchester Health and Social Care Partnership and ADASS to support the achievement of the strategy.

3. RECOMMENDATION

- 3.1 The Adult Social Care and Health Scrutiny Committee is recommended to comment on and note the report.

BACKGROUND PAPERS

There are none

Anyone wishing to inspect the above background papers or requiring further information should contact Sarah Morgan on telephone number 07800618926 or alternatively email sarah.morgan@stockport.gov.uk