

THE FIFE COUNCIL - EDUCATION AND CHILDREN'S SERVICES, HEALTH AND SOCIAL CARE SCRUTINY COMMITTEE – REMOTE MEETING

16th November, 2021

10.00 a.m. – 1.05 p.m.

PRESENT: Councillors Tony Miklinski (Convener). Ian Cameron, Altany Craik, Andy Heer, Zoe Hisbent, Kathleen Leslie, Carol Lindsay, Mary Lockhart, Karen Marjoram, Lea McLelland, David Ross, Jonny Tepp, and Ann Verner.

ATTENDING: Nicky Connor, Director of Health and Social Care; Fiona McKay, Divisional General Manager (Interim), Health and Social Care; Shelagh McLean, Head of Education and Children's Services (Early Years and Directorate Support), Kathy Henwood, Head of Education and Children's Services (Children and Families and Criminal Justice Services); Gordon Mole, Head of Business and Employability, Economy, Adam Dunkerley, Opportunities Fife Partnership Manager, Economy, Planning and Employability Services; Planning and Employability Services; Lindsay Thomson, Head of Legal and Democratic Services, Helena Couperwhite, Manager - Committee Services and Wendy MacGregor, Committee Officer, Legal and Democratic Services.

ALSO ATTENDING: Paul Dundas Fife Chair, Care Scotland and Audrey McFarland, Managing Director, Oran Home Care.

APOLOGIES FOR ABSENCE: George Haggarty and William Imlay, Religious Representatives.

61. DECLARATIONS OF INTEREST

Councillor Ann Verner declared an interest in Item 4 (para. 63) - Employability Activity in Fife: No One Left Behind Programme and Next Steps - as she was a Fife Council appointed member on the Opportunities Fife Partnership.

62. MINUTE

The Committee considered the minute of the meeting of the Education and Children's Services, Health and Social Care Scrutiny Committee of 14th September, 2021.

Decision

The Committee agreed to approve the minute.

63./

63. EMPLOYABILITY ACTIVITY IN FIFE: NO ONE LEFT BEHIND PROGRAMME AND NEXT STEPS

This Committee considered a report by the Head of Business and Employability providing an update from the Opportunities Fife Partnership on employability activity in Fife delivered through Employability Pathway activity, No One Left Behind and Fife Council's internal delivery.

Decision

The Committee:-

- (1) considered and noted the employability pathway activity being delivered throughout Fife, across the different funding strands;
- (2) recognised the direction of travel regarding employability delivery in line with emerging national frameworks;
- (3) considered and noted the roll out of Employment Recruitment Incentives in line with the Fife Job Contract single portal approach, which would explore the inclusion of additional jobs and apprenticeships within the Fife Council jobs market and those of partner organisations such as the NHS and Third Sector; and
- (4) agreed that a report providing an update on Employability Pathway activity - No One Left Behind would be submitted to a future meeting of the Scrutiny Committee.

Councillor Lockhart left the meeting during consideration of the above item.

64. SOCIAL CARE WORKFORCE: ANALYSIS, CURRENT PRESSURES AND MITIGATING ACTIONS

The Committee considered a report and accompanying presentation by the Chief Officer, Health and Social Care Partnership providing an update on work within Fife Health and Social Care Partnership to understand the range of complex factors impacting on the social care workforce, analysis of pressures and the identification of opportunities to address issues and mitigate risk working with our partner agencies.

Presentations were also provided by representatives from two organisations providing private care, Audrey McFarland, Managing Director, Oran Home Care and Paul Dundas, Fife Chair of Care Scotland. A discussion followed on the challenges the organisations faced in relation to staff recruitment, provision of care packages and the comparison of staff terms and conditions between Fife Council and private care establishments.

Decision/

Decision

The Committee:-

- (1) considered and noted the content of the report and presentation and acknowledged that future investment from the Scottish Government for social care would assist with challenges in the workforce and service delivery but because of the lead in time to implement improvements, benefits would not be noticed immediately;
- (2) considered and acknowledged the range of factors impacting upon workforce capacity across adult social care;
- (3) thanked the representatives from Oran Home Care and Scottish Care for their presentations and acknowledged the challenges private care organisations faced in recruiting staff and providing care packages; and
- (4) agreed that a report providing a factual summary on the National Terms of Reference would be submitted to the Scrutiny Committee meeting on 8th February, 2022.

Councillors Heer and Verner left the meeting during consideration of the above item.

The meeting adjourned at 11.45 a.m.

The meeting reconvened at 11.50 a.m.

65. NATIONAL CARE SERVICE - CONSULTATION RESULTS

The Committee considered a report by the Head of Strategic Planning, Performance and Commissioning Services providing feedback from the consultation event held as part of the National Care Service with the Education and Children's Services, Health and Social Care Scrutiny Committee on 1st October, 2021, which allowed members to communicate their views on the consultation.

Decision

The Committee noted the content of the report and feedback from the consultation event, concerns were raised by members on many aspects of the National Care Proposals, which would be included as part of the response from Fife Council on the National Care Consultation and submitted to the Scottish Government.

66. EDUCATION AND CHILDREN'S SERVICES, HEALTH AND SOCIAL CARE FORWARD WORK PROGRAMME

The Committee noted the Education and Children's Services, Health and Social Care Scrutiny Committee Forward Work Programme.
