

PKHSCP 3 YEAR WORKFORCE PLAN - update as at December 2022

Priority Levels:
 1. Critical
 2. Necessary
 3. Dependent on Others

Red	Not on track with major issues	Amber	On track minor issues
Green	On track	Blue	Completed

Pillar	Action	Update as at December 2022	Priority	Area	Responsible Officer	Deadline
ADULT SOCIAL WORK & SOCIAL CARE						
Attract	Review model of CAH provision for rural areas in Perth and Kinross and amend to improve recruitment and retention	<p>The CAH Resiliency Project was completed as planned in October 2022. further work is ongoing such as:</p> <ul style="list-style-type: none"> - The Living Well Care Team has commenced in the North locality but further recruitment is required for the South. - Avenue Care Project has started in both the North and South localities - Additional recruitment to HART has commenced - increased hourly rate for providers - New Alliance Model of contracting is underway <p>These developments require time to embed and have had to contend with wider challenges around the Cost of Living crisis and recruitment competition from other sectors. Further evaluation and transformation work is required to continually review our model of care at home to ensure it meets the needs of our population</p>	1	ASWSC	Head of Adult Social Work & Social Care	31/10/22
Attract	Review opportunities to enhance our benefits package to improve recruitment & retention in social care	Independent sector already offer a variety of incentives for example a £1000 golden hello in some areas. Ongoing discussion about internal services around the realms of equity and possibility.	2	ASWSC	Head of Adult Social Work & Social Care	31/03/23
Attract	Promoting Social Care as a rewarding career	National and local campaign running. P & K campaign for 3 months (digital boards, bus sides, bus stops, bin lorries and social media)	3	ASWSC	Head of Adult Social Work & Social Care	31/03/24
Attract	Use digital marketing techniques to increase response to vacancies	Online recruitment events have taken place and more planned. A mixed response in attendee numbers.	2	ASWSC	Head of Adult Social Work & Social Care	31/07/22
Attract	Implement a learn to work in Adult Care programme	This has not been taken forward in the current period due to low level of interest. This will be kept under review and promoted across partners where the requirement to redeploy staff arises.	3	ASWSC	Head of Adult Social Work & Social Care	31/03/24
Attract	Develop recruitment and retention pathways into care EG, work placements for students and shadowing programmes, developing the young workforce through secondary schools, Perth College UHI and Youth Services, offer more work placements through foundation apprenticeships and work experience.	Established links and pathways with employability, Youth Services, School Coordinators and college. Three earning levels of care have been developed, including pre learning.	3	ASWSC	Head of Adult Social Work & Social Care	31/03/24
Attract	Develop and roll out local recruitment campaigns in line with national campaigns	National and local campaign running. P&K campaign for 3 months (digital boards, bus rears, bus stops, bin lorries and social media)	2	ASWSC	Head of Adult Social Work & Social Care	31/03/23