

**NEATH PORT TALBOT COUNTY BOROUGH COUNCIL**  
**SOCIAL CARE, HEALTH AND WELLBEING COMMITTEE**

**REPORT OF THE HEAD OF COMMISSIONING AND SUPPORT SERVICES**

**A. THOMAS**

**8 February 2018**

**Matter for Information**

**Wards Affected: All**

**SOCIAL SERVICES, HEALTH & HOUSING –  
ADULT SOCIAL CARE STAFF SURVEY 2017**

**Purpose of the Report**

- a. To present the findings of the 2017 survey of the Adult Social Care and Business Support workforce.

**Executive Summary**

1. The report provides Members with information regarding the Adult Social Care Staff Survey that took place during June 2017 namely: -
  - a. Key themes and outcomes emanating from the survey
  - b. Actions taken to address any recommendations

**Background**

2. The Interim Head of Children and Young People Services and Adult Services along with the Head of Commissioning and Support Services wanted to capture information relating to staff retention and morale in Adult Services and highlight any factors which might have influenced these.

For consistency purposes, the survey template used was a like for like version of that used in Children & Young Peoples Services.

A self-completion questionnaire was made available via Objective, the Council's online consultation portal for input by staff. Where staff had limited access to IT (Reablement), paper copies were made available.

The survey started on Tuesday 2nd May and closed on Thursday 22nd June 2017.

A total of approximately 320 questionnaires were eligible for completion. A total of 150 completed or partially completed responses in total were received (46.8%).

A report of the findings of the survey and a copy of the questionnaire can be found in **Appendix A**.

A summary of progress against the actions can be found in **Appendix B**.

### **Financial Impact**

3. After consideration, this is not applicable.

### **Equality Impact assessment**

4. After consideration, this is not applicable.

### **Workforce Impacts**

5. Sustaining a sufficient, quality workforce is fundamental to the effective delivery of the Adult Social Care workforce. The survey offers an important opportunity for the voices of staff working within the service to be captured and considered as part of continuous improvement

### **Legal Impacts**

6. The Council has statutory duties to deliver effective social services functions. Sustaining the workforce is fundamental to the discharge of these legal duties.

## **Risk Management**

7. After consideration, this is not applicable.

## **Consultation**

8. No requirement to consult.

## **Recommendations**

9. That Members note the report.

## **Reasons for Proposed Decision**

N/A

## **Implementation of Decision**

N/A

## **Appendices**

10. Appendices listed as follows:

- a) Appendix A – Adult Services Staff Questionnaire Final Report July 2017**
- b) Appendix B - Progress report for Cabinet re: Adult Staff Survey**

## **List of Background Papers**

11. None

## **Officer Contact**

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