

35198

Q1. How many vacancies are there in the;

a. public sector social care workforce

See below table for response to question 2.

b. private sector social care workforce

c. voluntary sector social care workforce engaged in the delivery of Council social care contracts?

For questions 1B and 1C, unfortunately, we are unable to provide you with the information requested because it is not held by the Council, as it is not collected by the Council.

Please note that this letter constitutes a notice under section 17 of the Freedom of Information (Scotland) Act 2002.

Q2. How do these number compare to 2019/20?

2019/20	2022
72	147

Please note that it is not possible to provide all vacancies for 2019/20 due to service area changes.

Q3. What additional measures is the Council taking to recruit social care staff?

- Local social media focused recruitment campaign run by EHSCP from October 2021 to mid Dec 2021 to compliment and build on the annual Scottish Government Care to Care campaign which ran in Nov 2021.
- Establishment of EHSCP landing page on Myjobscotland to promote vacancies and opportunities for employment in adult social care – “one stop shop” approach to make it easier for people interested in working in this sector to see what opportunities are available across all organisations (Public, Third and Independent sector employers) delivering adult social care services in Edinburgh.
- Plans for further recruitment activity and broader range of approaches from January 2022, starting with additional social media advertising in early January 2022 and expanding on activity throughout the first half of 2022.
- Engagement with Edinburgh College and Scottish Care to establish Skill Boost courses for both care at home and care home support workers. Individuals who successfully complete the 3 week course and relevant employment checks are guaranteed employment with preferred provider identified at start of the course. Next course to be delivered will be for care homes late Feb/early Mar 2022.
- Engagement with Edinburgh College and NHS Lothian to establish a student bank that provides flexible employment opportunities and building of practical skills and knowledge relevant to course being studied, for students wishing to pursue a career in social care. Number of students indicated interest with progressing opportunity during Dec 2021 and will be progressed to employment with the bank and relevant training delivered during Jan/Feb 2022. Ambition for it to become the normal expectation that course is linked with employment opportunities that complement and enhance learning and readiness to move onto a career in adult social care on completion of qualification.

- Current activity to commission new contract for homebased support services has significant focus on fair working practices and sustainability for organisations, to enable investment in staff development to improve not only recruitment but more importantly long term retention of workforce within the Sector. The co-production and design of the new contract will continue to be developed collaboratively with homebased support employers during 2022 and ultimately will be reflected in the contract terms and conditions that accompany any tender process.

Q4. Have staff shortages in your council area had an impact on care at home packages being reduced?

As a result of staff shortages, some care at home providers have worked with those they care for, their families and carers to prioritise essential visits on a temporary basis.