

RHONDDA CYNON TAF COUNTY BOROUGH COUNCIL

CABINET REPORT

28TH FEBRUARY 2023

RESIDENTIAL CARE HOMES FOR OLDER PEOPLE

REPORT OF INTERIM DIRECTOR OF SOCIAL SERVICES IN DISCUSSION WITH CLLR G CAPLE. CABINET MEMBER FOR HEALTH & SOCIAL CARE

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1. PURPOSE OF THE REPORT

1.1 The purpose of this report is for Cabinet to consider the outcome of the consultation on the preferred options on the future provision of accommodation for older people in each of the Council's nine residential care homes.

2. **RECOMMENDATIONS**

It is recommended that Cabinet:

2.1 Considers:

- the responses to the consultation on the modernisation of the Council's nine residential care homes for older people;
- the information provided in this report;
- the Equality Impact Assessment (including Socio-Economic Duty) and Welsh Language Impact Assessment; and
- the recommendations and comments of the Overview & Scrutiny Committee, following its meeting held on the 27th February 2023, where the Committee undertook pre-scrutiny of the preferred options on the future provision of the Council's accommodation for older people following the consultation [NOTE: this will be reported orally at the Cabinet Meeting].
- 2.2 Determines whether to proceed with the preferred option to retain the current service provision at the five Council residential care homes listed below:
 - Clydach Court, Trealaw
 - Pentre House, Pentre
 - Tegfan, Trecynon
 - Cae Glas, Hawthorn

- Parc Newydd, Talbot Green
- 2.3 Determines whether the Council should proceed with the preferred option to permanently decommission Ystrad Fechan residential care home and continue to explore with Linc Cymru and the Health Board the development of land near the existing care home to provide new accommodation with care provision, including 40 extra care apartments and 20 residential dementia care beds, along with other health and social care accommodation options depending on available development space and need, as set out in Section 7 of this report. Following a previous Cabinet decision Ystrad Fechan residential care home is currently temporarily closed and has no residents living there.
- 2.4 Subject to 2.3 above, agrees to a further report being presented to Cabinet setting out the investment proposals to provide new accommodation with care provision, including 40 extra care apartments and 20 residential dementia care beds in Treorchy.
- 2.5 Determines whether the Council should proceed with the preferred option to develop land near the existing Ferndale House residential care home to provide new accommodation with care provision, including 25 extra care apartments and 15 residential dementia care beds and decommission Ferndale House residential care home when the new proposed alternative accommodation with care for older people provision is developed, as set out in Section 7 of this report. NOTE: This would be an amendment to the preferred option consulted upon which was to provide new accommodation with care with 20 extra care apartments and 10 residential dementia care beds and would increase the care provision in the Rhondda Fach.
- 2.6 Subject to 2.5 above, agrees to a further report being presented to Cabinet setting out the investment proposal to provide new accommodation with care provision, including 25 extra care apartments and 15 residential dementia care beds in Ferndale.
- 2.7 Determines whether the Council should proceed with the preferred option to work with Linc Cymru to explore options to develop land near the existing Troedyrhiw residential care home to provide new accommodation with care provision, including 25 extra care apartments and 15 residential dementia care beds and decommission the Troedyrhiw care home when the new proposed alternative accommodation with care for older people provision is developed, as set out in Section 7 of this report.
- 2.8 Subject to 2.7 above, agrees to a further report being presented to Cabinet setting out the investment proposal to provide new accommodation with care provision, including 25 extra care apartments and 15 residential dementia care beds in Mountain Ash.

- 2.9 Determines whether the Council should proceed with the preferred option to redevelop Garth Olwg residential care home to provide alternative accommodation with care to support people with learning disabilities in adulthood and decommission Garth Olwg care home for older people when suitable alternative placements are found for existing residents in a home of their choice which meets their assessed needs, as set out in Section 7 of this report.
- 2.10 Subject to 2.9 above, agrees that the decommissioning of Garth Olwg residential care home be concluded by the end of May 2023 and will follow the good practice principles detailed below in paragraph 7.7 of this report and ensure comprehensive support is provided to residents, their families, and staff.
- 2.11 Subject to 2.9 above, agrees to a further report being presented to Cabinet setting out the investment proposal to provide alternative accommodation with care to support people with learning disabilities in adulthood on the Garth Olwg residential care home site.
- 2.12 Agrees that the Interim Director of Social Services and Director of Human Resources produce a workforce development plan to address the workforce issues raised by staff during the consultation in order to attract, retain and support the development of a stable, talented, and committed workforce to support the delivery of Council's residential care service. The workforce development plan would be shared with the recognised Trade Unions for views prior to any implementation.

3. REASONS FOR RECOMMENDATIONS

- 3.1 The Social Services and Wellbeing Act (Wales) 2014 imposes market shaping duties upon the Council and guidance provides that local authorities are required to ensure that there are sufficient, quality services available in the area and that these services are sustainable.
- 3.2 In line with these duties, Rhondda Cynon Taf Council continues to review the residential care home provision that it delivers internally and has consulted on preferred options for a future service delivery model. Officers consider that doing nothing is not a viable option and without re-designing the way that the service is provided, it will not be possible to meet people's changing expectations and needs within the resources available.
- 3.3 The Council is committed to investing in adult social care services and is already investing significantly in care accommodation for older and vulnerable people, making sure that investment is made in the best possible way.

3.4 The consultation undertaken on the preferred options together with the information provided in this report and associated impact assessments will assist Cabinet when considering the future service delivery model for the Council's residential care homes in accordance with the recommendations set out above.

4. BACKGROUND

- 4.1 The need to modernise and continually improve adult social care services is a key priority for Rhondda Cynon Taf and over the last six years the Council has transformed the way in which it delivers adult social care; with the focus shifting to supporting independence so that people are supported to remain in their own homes for as long as possible.
- 4.2 In <u>September 2017</u>, Cabinet approved a £50m investment plan to develop, in total, 300 extra care apartments across Rhondda Cynon Taf and to deliver modern accommodation options to meet the needs and changing expectations of the growing older population. At this meeting, Cabinet also approved a comprehensive review of residential care homes (and day care services) for older people to determine future improvement opportunities for service delivery in line with the Council's strategy for accommodation for older people.
- 4.3 The future of the Council's residential care homes for older people has been subject to ongoing review since September 2017. In December 2020, Cabinet agreed, following consideration of three separate stakeholder consultations, the future provision of the Council's residential care homes and to receive a further report setting out a comprehensive modernisation programme.
- In making their decision, the Cabinet considered the outcomes of the three stakeholder consultations, the rationale and drivers shaping the preferred options for the future provision of the Council's residential care homes for older people, and information relating to the capacity and demand. These are summarised below:
 - The Council's residential care homes have served their communities well and are popular homes with good standards of care, provided by committed staff.
 - There is a need to retain Council residential care homes to ensure that the Council meets its commitment to maintaining an in-house offer of provision in the local residential care home market.
 - The difficultly of existing Council's residential care homes to accept the range of referrals and complexity of need being presented

- unless the current facilities are upgraded to the modern standards identified for dignified care delivery.
- The demand for traditional residential care is decreasing and less residential care will be needed in the future, as more people will receive care in their own homes, including extra care housing and other supported housing schemes. This is consistent with national and regional priorities and the Council's aim of providing care and support to people in their own homes wherever possible.
- The over provision of residential care beds and sufficient alternative provision of the required type and quality in Rhondda Cynon Taf to meet current and forecast demands - less residential care will be needed in the future geographical market share across Rhondda, Cynon and Taf areas.
- The current and forecasted need is for more complex care (including dementia care), reablement, respite care or short breaks for carers and nursing care.
- The impact of older people exercising choice now on the occupancy levels in our care homes.
- 4.5 In <u>July 2022</u>, Cabinet agreed, following a further review of the Council's residential care home provision to address ongoing pandemic related issues and challenges, including reduced demand and low occupancy, staffing shortages and quality of care issues, to:
 - temporarily close Ystrad Fechan (Treorchy) and transfer the eight residents to Pentre House (Pentre) or another home of their choosing which meets their needs; and,
 - temporarily provide up to 10 new step up step down beds at Parc Newydd (Talbot Green), in partnership with Cwm Taf Morgannwg University Health Board, to support hospital discharge.
- 4.6 In <u>July 2022</u>, a copy of The Regional Market Stability Report (2022) was presented to Council. The report, which is based on regional analysis of current data and trends and the feedback from resident and stakeholder engagement carried out in 2021/22, highlighted that:
 - people are continuing to choose to live at home for longer and that people are entering care homes later in life and with more acute needs, which has resulted in a reduction in the demand for traditional residential care and an increased demand for nursing care and homecare.

- residential care home providers are reporting that they are now supporting people with more complex needs who would have previously had their needs met in a nursing home.
- current provision is unable to meet the increasing need for nursing with dementia care and respite care, particularly dementia care.
- 4.7 The above highlights from the Market Stability report reinforces the recent trends seen within Rhondda Cynon Taf and the Council's residential care home service and reflects on the trends in the national picture.
- 4.8 On 5th December 2022, Cabinet approved the following:
- 4.8.1 To initiate a public consultation, including consultation with current residents and their families and staff, on the preferred options set out below:
 - Option 1: Retain the current service provision at five current Council residential care homes. This includes - Clydach Court in Trealaw, Pentre House in Pentre, Tegfan in Trecynon, Cae Glas in Hawthorn and Parc Newydd in Talbot Green.
 - Option 2: New accommodation with 40 Extra Care apartments and 20 residential dementia beds in Treorchy. This development would be explored with Linc Cymru and the Cwm Taf Morgannwg University Health Board. It would be located on land near the existing Ystrad Fechan residential care home. The care home is currently temporarily closed with no residents living there and would be permanently decommissioned.
 - Option 3: New accommodation with 20 Extra Care apartments and 10 residential dementia beds in Ferndale. This development would be explored with Linc Cymru. It would be located on land near the existing Ferndale House residential care home. The care home would be decommissioned when the new accommodation is developed.
 - Option 4: New accommodation with 25 Extra Care apartments and 15 residential dementia beds in Mountain Ash. This development would be explored with Linc Cymru. It would be located on land near the existing Troedyrhiw residential care home. The home would be decommissioned when the new accommodation is developed.
 - Option 5: New accommodation with care to support people with learning disabilities in adulthood, in Church Village. This would be achieved by redeveloping the existing Garth Olwg residential care

home. The care home would be decommissioned when suitable placements are found for its residents, in a home of their choice which meets their assessed needs.

4.8.2 To receive a further report following conclusion of the proposed consultation, including an updated full Equality Impact Assessment ad Welsh Language Impact Assessment prior to any final decision being made in relation to the preferred options on the future provision of accommodation for older people in the Council's residential care homes.

5. <u>CURRENT RESIDENTIAL CARE HOME PROVISION IN RHONDDA</u> <u>CYNON TAF</u>

- There are currently 34 care homes for older people in Rhondda Cynon Taf, offering a total of 1308 registered beds. Of these, the Council operates 9 residential care homes offering 267 registered residential beds, which makes it one of the largest local authority providers of residential care in the country. The remaining 25 care homes are provided by independent providers contracted by the Council, offering 1041 registered residential and nursing beds.
- As previously reported, Rhondda Cynon Taf has had a surplus of care home beds for several years, across the Council's care homes and those in the Independent Sector, as shown in Table 1 below:

Table 1: Care home occupancy and vacancies

	Council care homes		Independent care homes	
	% Occupied	Vacancies	% Occupied	Vacancies
Nov 2022	60%	103	91%	81
May 2022	50%	145	86%	159
Sep 2021	55%	131	81%	206
Sep 2020	53%	157	79%	206
Feb 2020	69%	102	94%	63
Aug 2019	77%	71	96%	46
Mar 2019	79%	76	93%	81
Mar 2018	83%	57	88%	135
Mar 2017	89%	27	88%	67
Mar 2016	98%	8	95%	75

5.3 Whilst occupancy in the Council's residential care homes increased in November 2022, this was due to the previous Cabinet decision, mentioned in paragraph 4.5, to temporarily close Ystrad Fechan and temporarily provide up to 10 new step up step down beds at Parc Newydd, which reduced the overall number of beds available. Table 1 above shows that local demand is following national trends with a

period of decline in residential care home placements prior to the pandemic and thereafter. Occupancy across the independent sector, whilst still below pre-pandemic levels, has now started rising, primarily due to increased placements in nursing and dementia and the Council's decision in September 2022 to stop contracting with Pontypridd Nursing Home.

- 5.4 Lower levels of demand are expected to continue for an extended period. Research by the Institute for Public Policy Research found that there is a lower demand for residential care and that 1/3 of people are now less likely to seek residential care for an elderly relative, while 40% of over 65's are less likely to consider it for themselves.
- Over recent years, long term admissions to care homes has fallen in Rhondda Cynon Taf despite an expanding population. Conversely, demand for homecare services for people who live in their own homes and are aged 65 and over has been increasing.
- 5.6 Current vacancies, as of 1st November 2022, broken down by geographical area, market sector and care category are shown in Table 2 below.

<u>Table 2: Current care home vacancies, as of 1st November 2022, by geographical area, market sector and care category.</u>

Area	Sector	Res	Res Dementia	Nursing	Nursing Dementia	Total
la	Independent	0	10	2	4	16 (5%)
Rhondda	In-house	20	11	-	-	31 (34%)
R	Sub Total	20 (21%)	21 (13%)	2 (2%)	4 (22%)	47 (12%)
	Independent	23	11	8	3	45 (12%)
Cynon	In-house	29	0	-	-	29 (40%)
	Sub Total	52 (37%)	11 (13%)	8 (6%)	3 (4%)	74 (17%)
	Independent	6	2	11	1	20 (6%)
Taf	In-house	24	19	-	-	43 (45%)
	Sub Total	30 (18%)	21 (19%)	11 (7%)	1 (8%)	63 (14%)
a af	Independent	29	23	21	8	81 (8%)
Rhondda Cynon Taf	In-house	73	30	-	-	103 (40%)
R C	Total	102 (25%)	53 (15%)	21 (5%)	8 (7%)	184 (14%)

- 5.7 As shown in Table 2 above, there are still 184 bed vacancies as of 1st November 2022 in Rhondda Cynon Taf, despite previous decisions to temporarily reduce the Council's care home provision at Ystrad Fechan and Parc Newydd and stop contracting with Pontypridd Nursing Home, which resulted in several residents relocating into Council homes, amounting to 14% of total registered care home beds. This represents a significant oversupply of beds, especially in residential care 155 bed vacancies (20%) in all three geographical areas, as follows:
 - 41 bed vacancies (16%) Rhondda
 - 63 bed vacancies (28%) Cynon
 - 51 bed vacancies (18%) Taf
- 5.8 As a result, some care homes are carrying a high number of vacancies and in November 2022, 100% of the Council's Care Homes and 14% of the independent providers reported occupancy rates below 85%.
- The Council's nine residential care homes have the potential to offer 257 care home beds and currently 103 of these are vacant, this excludes the 24 beds from the temporary closure of Ystrad Fechan and new 10 bed step up step down facility at Parc Newydd. This represents a current occupancy level for the Council's Care Homes of still just 60%. Half of the Council's Residential Care Homes still have occupancy below 60% as shown in Table 3 below.

<u>Table 3: Current occupancy, as of 1st November 2022, in each of the Council's nine residential care homes</u>

Area	Care Home	Location	Bed Nos	Permanent Residents Numbers	Temporary Resident Numbers	Overall Occupancy %
	Clydach Court	Trealaw	35	22	4	74%
Rhondda	Ferndale House	Ferndale	26	11	1	46%
Rhor	Pentre House	Pentre	29	20	1	72%
	Ystrad Fechan	Treorchy		Temporarily closed		sed
on	Tegfan	Trecynon	46	25	4	63%
Cynon	Troedyrhiw	Mountain Ash	26	14	0	54%
	Cae Glas	Hawthorn	39	17	3	51%
Taf	Garth Olwg	Church Village	30	14	2	53%
	Parc Newydd	Talbot Green	26	14	2	62%
	Total		257	137	17	60%

- 5.10 The pandemic has had a profound impact on the market, in particular the Council's residential care homes and has increased the vacancy rate in the Council's homes. Inevitability, the prolonged high number of vacancies has affected the living environment and experience for residents, increasing the risk of a detrimental impact on their wellbeing.
- 5.11 While the pandemic has created considerable uncertainty about future demand for care home placements, there is still a lot more capacity available in the Council's residential care home market, and in addition to the extra care developments, there are sufficient residential care home places for people. As previously reported, there remains clear evidence that there is an over provision of care home beds in Rhondda Cynon Taf.
- 5.12 It is therefore important that the Council continues to review its current residential care home provision to ensure it addresses the ongoing challenges resulting from the recovery from the pandemic, including the greater demand for nursing and specialist care home placements and domiciliary care for people who wish to continue to live in their own homes.
- As Cabinet will be aware from previous reports, the Council's residential care homes are in dated buildings, and whilst the quality of the care provided by staff is very good, they were mostly built over 40 years ago and were not designed to meet the current expectations of care accommodation. However, the Council continues to maintain each home in accordance with normal industry practice and requirements and each home is routinely inspected by Care Inspectorate Wales who independently validate ongoing compliance with requirements.
- 5.14 As previously reported, modern purpose built care homes are designed to be dementia friendly and have a larger space standard to support mobility and hoisting needs. They also have en-suite facilities, so people are more able to toilet themselves or with support.
- 5.15 The Council's long term aim, subject to available funding, is to provide an environment where people living in a Council residential care home live in comfort and in a home where the design of the building, with support from staff, maintains someone's sense of dignity and independence.
- As Cabinet will be aware, the Council commissioned Quattro Design Architects "Quattro" to undertake an independent review of each of the Council's nine residential care homes to explore options for the refurbishment and new build of each home at their current location in line with modern fit for purpose standards.

- 5.17 In terms of design, Quattro were commissioned to create plans for the provision of high quality modern residential care homes, with up to 60 beds, to support people with dementia, including those requiring respite care by refurbishing or rebuilding each of the Council's nine care homes.
- 5.18 The Quattro review outcomes for the refurbishment of each of the Council's residential care homes concluded that none could be refurbished to meet the modern-day standards required of residential care in a way that represents value for money and this would leave the homes financially unsustainable in the longer term, because:
 - due to the age, size, and design of the Council's residential care homes, significant investment (at least approx. £30M) would be required to make each home fit for the future and in line with CIW new home standards
 - making the Council's residential care homes fit for the future reduce the number of places available due to different facility requirements, such as en-suites - six of the Council's nine residential care homes would have a new occupancy of below 20 registered beds.
 - reduced capacity would mean the Council's residential care homes would be more expensive to run. Good provision is already available which would not result in these additional on-going costs.
 - the Council's residential care homes would require major alternations resulting in residents and staff having to move to alterative accommodation for a considerable period while the refurbishment is completed.
- 5.19 The Quattro review outcomes for a new build option on the sites of the Council's existing residential care homes concluded that:
 - 3 of the 9 Council's care homes have the potential to be redeveloped to provide purpose-built care home facilities for older people with dementia - with one in each geographical area of Rhondda Cynon Taf, namely
 - Clydach Court in Trealaw (Rhondda)
 - Tegfan in Trecynon (Cynon)
 - Parc Newydd in Talbot Green (Taf)
 - In all the above options, it would be necessary for the current residents living in these homes to move to alternative accommodation on a temporary basis for a period of at least up to 18 months, whilst the building work was undertaken.

- Redevelopment of the above care homes will require significant capital investment to achieve the standard of care expected. There will also be a need for additional revenue funding to provide the day to day management and running of these larger home options.
- Whilst Garth Olwg in Church Village does not have the potential to be redeveloped as a sustainable residential care home in the longer term, the site has potential to be redeveloped into supported accommodation for working age vulnerable adults requiring care. This option would need to be further developed in a feasibility study, including potential opportunities to work in partnership with housing associations and service care providers.
- In terms of Ferndale House, Pentre House, and Troedyrhiw the existing locations and sites do not lend themselves to new purpose built care homes in a way that leaves any of those homes financially sustainable and fit for purpose in the longer term.
- Both Ystrad Fechan and Cae Glas care homes are in flood zones and any new care home development for vulnerable people would not be permitted.
- 5.20 As needs change the Council will need to continue to work with partners to ensure the development of accommodation with care and services that will meet these changing needs and the demands of the integrated health and social care system.

6. RESULTS OF THE CONSULTATION EXERCISE

- 6.1 The Let's Talk public consultation conducted in part by the Council's Consultation Team took place from 12th December 2022 to 27th January 2023 in order obtain as many views as possible from interested stakeholders to enable the Cabinet to make informed decisions on the preferred options for each home.
- 6.2 Practice Solutions Ltd, based in Abercynon, were commissioned to undertake an independent consultation on the preferred options with residents, their families and staff from each of the Council's residential care homes that are the subject of this report.
- 6.3 In addition, through co-production and support of Cwm Taf People First, an online information session and 15 face to face sessions were held across Rhondda Cynon Taf to gain views from people with a learning disability. Overall, there were a total of 74 easy read surveys completed.

- Detailed information about the consultation and feedback received, including key themes on the preferred options for change are set out in the consultation reports at Appendix 1 of this report.
- 6.5 In total 329 survey responses, 7 emails and 1 telephone call were received as part of the Let's Talk public consultation. This total includes those responses received through Cwm Taf People First. 2 petitions were also received relating to Garth Olwg Residential Care Home. 3 public "drop in" sessions were also held in Church Village, Ferndale, and Mountain Ash. In summary:
 - 43.6% of respondents to the questionnaire were members of the public, 22.6% were respondents to the Cwm Taf People First survey, 11.3% were relatives of the residents, 10.4% were staff, 7.6% were residents and 6.1% classified as others.
 - 42.3% responses relate to Garth Olwg, 20.2% to Ferndale House and 27.8% were not related to any home in particular.
- Table 4 summarises respondents' views on the preferred options using the 329 survey responses received. However, not all respondents provided answers on all options presented.

Table 4: Respondents' Views on the 5 preferred options

Option	Number of respondents	Yes (agree)	No (disagree)	Did not know
1	288	200 (69.4%)	63 (21.9%)	25 (8.7%)
2	277	147 (53.1%)	71 (25.6%)	59 (21.3%)
3	298	137 (46.0%)	88 (29.5%)	73 (24.5%)
4	273	127 (46.5%)	82 (30.0%)	47 (23.5%)
5	293	101 (34.5%)	148 (50.5%)	44 (15.0%)

Note: a common theme throughout the feedback analysis were views relating to Garth Olwg care home and disagreement with that proposal (preferred option 5). This continued through the other options in the comments provided.

6.7 The feedback received, which has been reviewed and analysed, has been summarised into key themes as set out at Appendix 2. The consultation responses have not identified any other viable options officers had not considered or otherwise discounted, such as doing nothing. Having considered the feedback, the response to each key theme is also set out at Appendix 2, alongside specific responses relating to the feedback and considerations for each preferred option below.

- 6.8 Preferred Option 1: Retain the current service provision at five current Council care homes. This includes: Clydach Court in Trealaw, Pentre House in Pentre, Tegfan in Trecynon, Cae Glas in Hawthorn and Parc Newydd in Talbot Green.
- 6.8.1 The majority of respondents (69.4%) agreed with preferred option 1, whereas 21.9% of respondents disagreed. Examples of feedback are included in Appendix 1.
- 6.8.2 Comments made through the consultation process regarding preferred option 1, mainly related to the Council's Strategy in terms of future need and the perceived need for less care homes now and in the future and the assumptions made.
- 6.8.3 Overall, through the consultation processes most people indicated broad support for the proposals set out in preferred option 1, subject to comments and themes raised above.
- 6.8.4 Officers have responded to the key themes collated from the consultation feedback in Appendix 2 and provided mitigation where possible. There were no concerns put forward that could not be mitigated.
- 6.8.5 The recommendation is to proceed with the preferred option to the retain the current service provision at five current Council care homes, namely: Clydach Court in Trealaw, Pentre House in Pentre, Tegfan in Trecynon, Cae Glas in Hawthorn and Parc Newydd in Talbot Green.
- 6.9 Preferred Option 2: New accommodation with 40 Extra Care apartments and 20 residential dementia beds in Treorchy. This development would be explored with Linc Cymru and the Cwm Taf Morgannwg University Health Board. It would be located on land near the existing Ystrad Fechan Care Home. The care home is currently temporarily closed with no residents living there and would be permanently decommissioned.
- 6.9.1 The majority of respondents (53.1%) agreed with preferred option 2, whereas 25.7% of respondents disagreed. Examples of feedback are included in Appendix 1.
- 6.9.2 Comments made through the consultation process regarding preferred option 2, mainly related to the:
 - Rationale for the closure of Ystrad Fechan Care Home
 - Impact on staff who may be affected by the proposed changes

- Council's Strategy in terms of future need and the perceived need for less care homes now and in the future and the assumptions made
- 6.9.3 The Council is satisfied that there is sound rationale supporting the proposals relating to the temporary closure of Ystrad Fechan set out in the Residential Services report to Cabinet on 18th July 2022 and proposed permanent closure set out in Section 5 of this report.
- 6.9.4 Whilst Ystrad Fechan Care Home is currently being used to provide emergency short term accommodation for young people, this has had, nor should have, any bearing on the decision to temporary close or the current preferred option to close permanently. The decision to consult on the preferred option is about making sure the Council invests its resources in the right way so that people get the right level of care for their needs, which is what the preferred option is recommending.
- 6.9.5 In addition, engagement with two of the residents who were relocated from Ystrad Fechan Care Home to Pentre House Care Home when it was temporary decommissioned in August 2022, indicated they were very happy with the care and support that they have received in Pentre House. Both residents explained they were happy to stay at Pentre House and wanted reassurance that whatever the decision made by Cabinet they could remain at Pentre House.
- 6.9.6 Overall, through the consultation processes most people indicated broad support for the new care accommodation proposals in Treorchy as set out in preferred option 2, subject to comments and themes raised above. The investment in the proposed new care accommodation in the local community was welcomed.
- 6.9.7 Officers have responded to the key themes collated from the consultation feedback in Appendix 2 and provided mitigation where possible. There were no concerns put forward that could not be mitigated.
- 6.9.8 The recommendation is to proceed with the preferred option to develop new accommodation with 40 Extra Care apartments and 20 residential dementia beds in Treorchy and permanently close Ystrad Fechan, which is currently temporarily closed with no residents living there.
- 6.10 Preferred Option 3: New accommodation with 20 Extra Care apartments and 10 residential dementia beds in Ferndale. This development would be explored with Linc Cymru. It would be located on land near the existing Ferndale House Care Home. The care home would be decommissioned when the new accommodation is developed.

- 6.10.1 The majority of respondents (46.0%) agreed with the preferred option 3, whereas 29.5% of respondents disagreed. Examples of feedback are included in Appendix 1.
- 6.10.2 Comments made through the consultation process regarding preferred option 3, mainly related to the:
 - Impact on staff who may be affected by the proposed changes
 - Impact on residents and their families who may be affected by the proposed changes
 - Council's Strategy in terms of future need and the perceived need for less care homes now and in the future and the assumptions made
- 6.10.3 There was strong preference from all stakeholder groups that any new provision proposed should be:
 - · run by the local authority and
 - bigger, offering more capacity than currently provided at Ferndale House, in particular residential dementia provision in order to meet future demand
- 6.10.4 During the consultation, Officers explained that the preferred site for the proposed development of the new care accommodation in Ferndale is the former Ysgol Gymraeg Llyn-y-Forwyn School site, although a final decision to progress this site would be subject to Cabinet approval following consideration of a detailed investment development proposal and then planning approval. The school is planned to move to its new site in Summer 2024 and it is estimated that construction of new care accommodation would take around 24 months to complete, subject to site surveys, tender and planning approval. Any decision to decommission Ferndale House, subject to agreement by Cabinet, would not commence, as proposed in the preferred option, until after the completion of the new care accommodation, estimated to be around Summer 2026 at the earliest.
- 6.10.5 Overall, through the consultation processes most people indicated broad support for the new care accommodation proposals for Ferndale set out in preferred option 3, subject to the comments and themes raised above. The investment in the proposed new care accommodation in the local community was welcomed.
- 6.10.6 Officers have responded to the key themes collated from the consultation feedback in Appendix 2 and provided mitigation where

- possible. There were no concerns put forward that could not be mitigated.
- 6.10.7 Taking into account the consultation feedback and a further needs analysis, the recommendation, subject to Cabinet agreement, is to amend the original preferred option proposal <u>and increase</u> the number of extra care apartments from 20 to 25 and the residential dementia beds from 10 to 15 at the proposed new care accommodation in Ferndale. Ferndale House care home would be decommissioned when the new accommodation is developed.
- 6.11 Preferred Option 4: New accommodation with 25 Extra Care apartments and 15 residential dementia beds in Mountain Ash. This development would be explored with Linc Cymru. It would be located on land near the existing Troedyrhiw Care Home. The home would be decommissioned when the new accommodation is developed.
- 6.11.1 The majority of respondents (46.5%) agreed with the preferred option 4, whereas 30% of respondents disagreed. Examples of feedback are included in Appendix 1.
- 6.11.2 Comments made through the consultation process regarding preferred option 4, mainly related to the:
 - Impact on staff who may be affected by the proposed changes
 - Impact on residents and their families who may be affected by the proposed changes
 - Council's Strategy in terms of future need and the perceived need for less care homes now and in the future and the assumptions made
- 6.11.3 There was strong preference, from staff, residents, and their families that any new provision should be run by the local authority.
- 6.11.4 During the consultation, Officers explained that the preferred site for the proposed development of the new care accommodation is land on Darren Road in Mountain Ash, owned by Linc Cymru, the Council's Development Partner, although a final decision to progress this site is subject to Cabinet approval following consideration of a detailed investment development proposal and then planning approval. It is estimated that construction of new care accommodation would take around 36 months to complete, subject to site surveys, tender and planning approval. Any decision to decommission Troedyrhiw, subject to agreement by Cabinet, would not commence, as proposed in the

- preferred option, until after the completion of the new care accommodation, estimated to be around Summer 2026 at the earliest.
- 6.11.5 Overall, through the consultation processes most people indicated broad support for the new care accommodation proposals in Mountain Ash set out in preferred option 4, subject to comments and themes raised above. The investment in the proposed new care accommodation in the local community was welcomed.
- 6.11.6 Officers have responded to the key themes collated from the consultation feedback in Appendix 2 and provided mitigation where possible. There were no concerns put forward that could not be mitigated.
- 6.11.7 The recommendation is to proceed with the preferred option to develop new accommodation with 25 extra care apartments and 15 residential dementia beds in Mountain Ash. Troedyrhiw care home would be decommissioned when the new accommodation is developed.
- 6.12 Preferred option 5: New accommodation with care to support people with learning disabilities in adulthood, in Church Village. This would be achieved by redeveloping the existing Garth Olwg Care Home. The care home would be decommissioned when suitable placements are found for its residents, in a home of their choice which meets their assessed needs.
- 6.12.1 The majority of respondents (50.5%) disagreed with the preferred option 5, whereas 34.8% of respondents agreed. 52.2% of respondents with a learning disability agreed with the preferred option. In addition, feedback from the Practice Solutions consultation event with residents and their families at Garth Olwg on 19th January 2023, also supported disagreement to this proposal. Examples of feedback are included in Appendix 1.
- 6.12.2 The overwhelming message from older people and their families can be simply summarised as wanting Garth Olwg care home to remain open. Comments made through the consultation process regarding preferred option 5, can be themed as:
 - Impact on residents who may be affected by the proposed changes, in particular concern about the stress of moving to another home.
 - Loss of local service to meet local need, allowing people now and in the future to maintain social connections with local friends and family and the impact on families in having to travel further to visit their relatives.

- Council's Strategy in terms of future need and perceived need for less care homes now and in the future and the assumptions made
- Quality of care now and in future / concern regarding independent care home market.
- Rational for replacing current provision for older people with accommodation for people with learning disabilities / concern regarding closeness to school.
- 6.12.3 Officers have responded to the key themes collated from the consultation feedback in Appendix 2 and provided mitigation where possible. There were no concerns put forward that could not be mitigated.
- 6.12.4 Whilst it is acknowledged that the majority of respondents to the consultation, and, in particular those directly impacted by the proposals, are not in favour of Garth Olwg care home decommissioning to create new supported accommodation for people with learning disabilities, the Council has to balance these views with other competing factors, highlighted in this report in order to make sure the Council invests its resources in the right way so that all residents of Rhondda Cynon Taf can get the right level of care to meet their needs now and the future.
- 6.12.5 The recommendation therefore is to proceed with the preferred option to redevelop Garth Olwg care home to provide alternative accommodation with care to support people with learning disabilities in adulthood and decommission Garth Olwg care home for older people when suitable alternative placements are found for existing residents in a home of their choice which meets their assessed needs.
- In addition, staff expressed their concerns about job losses and their considerable anxieties raised about job security due to the on-going review of the Council's Residential Care Homes and there was a strong belief these concerns needed to be considered by Cabinet alongside the preferred options for a future service model for the Council's Residential Care Homes.

7. PREFERRED OPTION - FUTURE SERVICE MODEL FOR THE COUNCIL'S RESIDENTIAL CARE HOMES

7.1 As previously reported to Cabinet, Officers consider that doing nothing is not a viable option. Without continuing to explore the potential for redesigning the way in which adult care is provided, it will not be possible to meet people's changing expectations and increasing demand within the resources available. It is imperative, within the context of the Social Services and Wellbeing Act (Wales) 2014, that the Council continues to reduce reliance on traditional services such as residential care

homes and moves to a model that is sustainable for the future, and effectively meets the needs of an ageing population with more complex needs, whilst focusing on preventative services, which promote choice, independence, and wellbeing.

- 7.2 Cabinet will recall however that it has previously agreed to:
 - retain a level of provision for residential care homes which were focused on providing complex care, short term residential reablement and respite; and
 - base the level of provision retained on a determination of the market share and need required in each of the Rhondda, Cynon and Taf geographical areas.
- 7.3 Having regard to the outcome of previous consultations and Cabinet decisions, and the further updated supporting information included in this report, the preferred options for the revised future service delivery model for the Council's residential care homes that were subject to the recent public consultation are outlined in Table 5 below, which is in line with current policy direction and current and future need in Rhondda Cynon Taf.

Table 5: Recommended preferred options (pre and post consultation) for the Council's residential care homes

Care Home	Recommended Preferred Option	Recommended Preferred Option	Rationale
	(pre-consultation)	(post-consultation)	
Clydach Court Trealaw	Retain and no change to existing service provision.	No change. Retain and no change to existing service provision.	 Site redevelopment potential Geographical presence Larger care home Higher level of current residents Dedicated dementia capacity
Pentre House Pentre	Retain and no change to existing service provision.	No change. Retain and no change to existing service provision.	 Geographical presence Higher level of current residents

Care Home	Recommended Preferred Option	Recommended Preferred Option	Rationale
	(pre-consultation)	(post-consultation)	
Cae Glas Hawthorn	Retain and no change to existing service provision.	No change. Retain and no change to existing service provision.	 Geographical presence Larger care home Higher level of current residents & dedicated dementia capacity
Tegfan Trecynon	Retain and no change to existing service provision.	No change. Retain and no change to existing service provision.	 Site redevelopment potential Geographical presence Larger care home Higher level of current residents & dedicated dementia capacity
Parc Newydd Talbot Green	Retain and no change to existing service provision.	No change. Retain and no change to existing service provision.	 Site redevelopment potential Step down to support hospital discharge Larger care home
Troedyrhiw Mountain Ash	Work with Linc Cymru to explore options to develop land near the existing Troedyrhiw care home to provide new accommodation with care provision, including 25 extra care apartments and 15 residential dementia care beds. Decommission Troedyrhiw care home when the new proposed alternative accommodation with care for older people provision is developed near the existing care home.	Work with Linc Cymru to explore options to develop land near the existing Troedyrhiw care home to provide new accommodation with care provision, including 25 extra care apartments and 15 residential dementia care beds. Decommission Troedyrhiw care home when the new proposed alternative accommodation with care for older people provision is developed near the existing care home.	 Building not of a standard of a modern care home Quattro conclude due to age & condition, that refurbishment, or redevelopment to achieve accommodation that is fit for purpose is uneconomical. New accommodation with care to be developed near existing home in lower Cynon, subject to approval Over supply of residential care beds and lack of extra care beds in lower Cynon

Care	Recommended	Recommended	Rationale
Home	Preferred Option	Preferred Option	
	(pre-consultation)	(post-consultation)	
Ferndale House Ferndale	Work with Linc Cymru to explore options to develop land near the existing Ferndale House care home to provide new accommodation with care provision, including 20 extra care apartments and 10 residential dementia care beds. Decommission Ferndale House care home when the new proposed alternative accommodation with care for older people provision is developed near the existing care home.	Amended preferred option. Work with Linc Cymru to explore options to develop land near the existing Ferndale House care home to provide new accommodation with care provision, including 25 extra care apartments and 15 residential dementia care beds. Decommission Ferndale House care home when the new proposed alternative accommodation with care for older people provision is developed near the existing care home.	 Building not of a standard of a modern care home Quattro conclude due to age & condition, refurbishment, or redevelopment of achieve fit for purpose accommodation that is uneconomical. New accommodation with care to be developed near existing care home in Rhondda Fach, subject to approval Residents & staff move once, once new accommodation developed. Over supply of residential care beds & lack of extra care beds in Rhondda Fach
Ystrad Fechan Treorchy	Permanently decommission care home. Continue to explore with Linc Cymru and the Health Board the development of land near the existing Ystrad Fechan care home to provide new accommodation with care provision, including 40 extra care apartments and 20 residential dementia care beds, along with other health and social care accommodation options depending on available development space and need.	Permanently decommission care home. Continue to explore with Linc Cymru and the Health Board the development of land near the existing Ystrad Fechan care home to provide new accommodation with care provision, including 40 extra care apartments an 20 residential dementia care beds, along with other health and social care accommodation options depending on available space and need.	Currently closed temporarily and has no residents living there Quattro conclude due to age and condition of the home, extensive refurbishment to achieve modern fit accommodation is uneconomical Home in flood zone Current over supply of residential care home beds and therefore capacity to meet need

Care	Recommended	Recommended	Rationale
Home	Preferred Option	Preferred Option	
	(pre-consultation)	(post-consultation)	
Garth Olwg Church Village	Redevelop Garth Olwg care home to provide alternative accommodation with care to support people with learning disabilities in adulthood. Decommission existing residential care home for older people when suitable alternative placements are found for existing residents in a home of their choice which meets their assessed needs.	No change. Redevelop Garth Olwg care home to provide alternative accommodation with care to support people with learning disabilities in adulthood. Decommission existing residential care home for older people when suitable alternative placements are found for existing residents in a home of their choice which meets their assessed needs.	 Building not of a standard of a modern care home Quattro conclude due to age & condition, that refurbishment, or redevelopment to achieve fit for purpose accommodation is uneconomical. Site size and location for development of supported accommodation Over supply of residential care beds and lack of modern supported accommodation in Taf. Increased need & demand for care accommodation for people with learning disabilities. Residents would be offered to transfer to two nearby Council residential care homes or another home of their choosing, which meets their needs. Staff will also be offered to transfer from the home to accompany residents and enhance staffing levels in other Council residential care homes.

7.4 Taking into account the outcome of the consultation, previous rationale to support the reported preferred options and the supporting information included in this report, it is recommended that the Cabinet agree the revised preferred model for the future service delivery model for the Council's residential care homes, as outlined in Table 5 in paragraph 7.3 above.

- 7.5 This preferred model would allow the Council to deliver a model that is sustainable for the future and enables people to maximise their independence, remain in their own home for longer and effectively meet the needs of an ageing population with more complex needs and the need of vulnerable adults, which are consistent with the priorities set out in relevant strategic intent and in line with the principles of the Social Services and Wellbeing (Wales) Act 2014.
- 7.6 There will be appropriate consultation and engagement with older people, people with a learning disability, carers, residents, and all other key stakeholders, subject to Cabinet approval, on the redevelopment proposals outlined in Section 2 above.

Next Steps

- 7.7 Any decisions taken by Cabinet will be communicated to all residents, their families, and staff. If a decision is taken to decommission one or more of the Council's care homes:
 - Adult Services will initiate the Council's Care Home Closure Protocol in relation to each home, and decommissioning will be approached in a planned and carefully managed way, in line with national best practice guidance. This would include the involvement of residents, families, friends and staff from the Care Home.
 - Adult Services will use its experience of supporting residents, their families and staff when individuals have needed to move to a new care setting, for example from a care home to a nursing home or where services have closed in the past.
 - Residents and families will be at the centre of discussions.
 - Staff in Adult Services will make themselves available to support families and care home residents to make informed decisions. This would take into account specific issues such as long standing friendships and transport links to any alternative home and the ability of carers to continue to visit their loved one will be important in any planning process. Where appropriate other care professionals including health staff and GPs would be involved. Staff will also work closely with residents, their families and, if relevant, any new care providers; facilitating visits to potential new homes where appropriate and developing up to date relevant information to support a seamless transition
 - Advocates will be arranged to support discussions were needed.
 - Discussions and decisions will be overseen by an Officer Group that will ensure a person-centred approach is taken with residents,

their families and advocates, if appropriate. Adult Services will also support people to move closer to their families, including those who may wish to move outside of Rhondda Cynon Taf or would like to consider any of the new developments in extra care that are being supported by the Council.

7.8 Staff in the Council's care homes will also have dedicated Human Resources support allocated to minimise the impact of any decisions in line with the Council's Management of Change Policy. Adult Services and Human Resources will also work closely with our Trade Union colleagues when implementing any decisions reached.

8. <u>EQUALITY AND DIVERSITY IMPLICATIONS / SOCIO-ECONOMIC</u> DUTY

- 8.1 The Council must satisfy its public sector duties under the Equalities Act 2010 (including specific Welsh public sector duties). Pursuant to these legal duties Councils must, in making decisions, have due regard to the need to (1) eliminate unlawful discrimination, (2) advance equality of opportunity and (3) foster good relations based on protected characteristics.
- 8.2 The Council's Equality Impact Assessment process ensures that due regard is paid to the above. It also ensures due regard is had to the Socio -Economic duty as it applies to public bodies in Wales.
- 8.3 An Equality Impact Assessment (EIA), informed by the consultation feedback, has been updated and has informed the final recommendations set out in this report. A copy of the EIA is included at Appendix 3. Cabinet should have regard to the assessment when reaching its final decision.
- 8.4 Subject to Cabinet's decision the Council would take account of the challenges people affected by the proposals, as highlighted in this report and EIA, may face and ensure that the impact of any changes are mitigated as detailed in the EIA, if they are to be implemented. Due to the nature of the people group, there would be a disproportionate impact on older people and people with a range of disabilities. The key potential impacts of the preferred options on people with protected characteristics particularly older people and carers are set out in the EIA. Alongside these, a number of mitigating actions have been proposed to address this.

9. WELSH LANGUAGE IMPLICATIONS

9.1 A Welsh Language Impact Assessment (WLIA) has been prepared and provides further detail in accordance with the requirements of the Welsh

- Language (Wales) Measure 2011. The outcome of this assessment is provided in Appendix 4.
- 9.2 A possible negative impact on the Welsh Language was identified in Stage 2 of the WLIA, as the closure of Garth Olwg Care Home will directly impact two Welsh-speaking residents who reside there (amongst other residents). They would be required to move, possibly to different settings where they would no longer have the opportunity to speak Welsh with other residents as they do with each other at present.
- 9.3 Whilst that potential negative impact is acknowledged, it should also be noted that Garth Olwg currently has no Welsh-speaking staff who can converse fluently with these residents, whilst other settings across the County Borough do employ Welsh-speakers at this time. Short of ensuring Welsh-speaking staffing capacity at Garth Olwg in the interim period, moving from Garth Olwg could possibly have positive impacts in the longer term for these Welsh-speaking residents, were they to move to another setting where Welsh-speaking staff are employed. As with all Council services however its vision is to increase the use of the Welsh Language across its workforce.
- 9.4 If agreed, all recommended proposals will comply with Mwy Na Geiriau 2022-2027 ('More than Just Words'), Welsh Government's strategic framework for improving and promoting Welsh language services in health, social services and social care.

10. FINANCIAL IMPLICATIONS

- 10.1 The proposals set out in this report have the primary focus of delivering improved quality of care and support outcomes for Rhondda Cynon Taf residents.
- 10.2 Notwithstanding this, the pandemic has had a significant financial impact on the Council's residential care home provision and continues to result in overall increased cost pressures for Adult Services and these proposals would provide more cost-effective solutions to the current arrangements and reduce cost pressures. Any potential financial contribution these proposals would make to the Council's Medium Term Financial Plan would be used to maintain these essential care and support services.
- 10.3 The capital funding requirements to deliver the proposals for investment in new facilities would be considered by Cabinet, if approved, in due course. This will include reviewing all opportunities to secure any available external (Welsh Government) sources of finance to support the timely delivery of the strategy.

11. <u>LEGAL IMPLICATIONS OR LEGISLATION CONSIDERED</u>

- 11.1 There is a requirement to publicly consult along with staff affected by proposals resulting in changes to current and future service provision.
- 11.2 Where consultation is undertaken it should be done when proposals are at a formative stage; give sufficient reasons for any proposal so that respondents can make an informed response and allow adequate time for consideration and response. Cabinet would then be required to give consideration to the outcome of the consultation process prior to any decision(s) being made on any proposals.
- 11.3 Any future provision of services would need to be considered in accordance with the Social Services and Wellbeing (Wales) Act 2014. Local Authorities have a general duty under the Act to promote wellbeing. This duty applies when considering decisions in respect of an individual but also when considering broader strategic issues that do not relate to an individual. In doing so, the overall purpose is to produce a sustainable and diverse range of care and support services to deliver better, innovative and cost-effective services and support and promote the wellbeing of every person, and carer, with the need of care and support. The recommendations made in Section 2 above and consideration of future options aims to deliver the highest standards of care and support and is consistent with the above duty.
- 11.4 In addition, the Social Services and Wellbeing (Wales) Act 2014 and accompanying Part 4 Code of Practice sets out that where an Authority has carried out an assessment which has revealed that the person has needs for care and support then the local authority must decide if those needs meet the eligibility criteria, and if they do, it must meet those needs. The recommendations in this report will allow the Council to ensure that going forward the Council can meet all eligible needs.
- 11.5 Any employment issues that arise would need to be considered in conjunction with Human Resources and in accordance with the Council's Management of Change Policy when making changes that affect staff.

12. <u>LINKS TO THE CORPORATE AND NATIONAL PRIORITIES AND THE WELL-BEING OF FUTURE GENERATIONS ACT.</u>

- 12.1 This report supports two of the Council's corporate priorities, namely:
 - People promoting independence and positive lives for everyone.
 - Living within our means where services are delivered efficiently to achieve value for money for the taxpayer.

12.2 The proposals in this report, subject to approval, would allow the Council to meet the requirements of the Social Services and Wellbeing (Wales) Act 2014 and the Wellbeing of Future Generations (Wales) Act 2015. They meet the needs of an ageing population, including those with more complex needs, are more sustainable and increases focus on wellbeing and independence, resulting in the wellbeing goals of a healthier Wales and more equal Wales being supported.

13. ELECTORAL WARDS AFFECTED

13.1 Subject to approval, the recommended preferred options set out in this report would directly impact the following wards:

Care Home	Electoral Ward
Clydach Court	Trealaw
Ferndale House	Ferndale and Maerdy
Pentre House	Pentre
Ystrad Fechan	Treorchy
Tegfan	Aberdare West and Llwydcoed
Troedyrhiw	Mountain Ash
Cae Glas	Hawthorn and Lower Rhydyfelin
Garth Olwg	Church Village
Parc Newydd	Llantrisant and Talbot Green

13.2 Although, the proposals will also most likely impact on residents, families and staff from across the County Borough.

14. CONCLUSIONS

- 14.1 Officers consider that doing nothing in respect of each proposal is not a viable option. Without exploring the potential for re-designing the way that adult care is provided, it will not be possible to meet people's changing expectations and increasing demand within the resources available. It is imperative, within the context of the Social Services and Wellbeing Act (Wales) 2014, that the Council continues to reduce reliance on traditional services such as residential care homes and moves to a model that is sustainable for the future, and effectively meets the needs of an ageing population with more complex needs, whilst focusing on preventative services, which promote choice, independence and wellbeing.
- 14.2 The extensive consultation exercise undertaken by the Council has demonstrated the strength of feeling from a range of people. The Council's residential care homes are clearly highly significant for the people who live in them. There is mixed support for Cabinet's preferred options for the future of the Council's residential care homes and to retain a level of residential care home provision, as set out in Section 7 of this report. The overwhelming message from older people and their families

can be simply summarised as wanting all Council residential care homes to remain open. However, it has been possible to respond to all concerns raised during the consultation and put forward by way of appropriate mitigation.

14.3 Taking into account the feedback received from the consultation and the supporting information included in this report, officers consider that the recommendations put forward in this report for the revised future service delivery model for the Council's residential care homes, as outlined in Section 7 of this report, alongside the ongoing successful delivery of the Council's extra care strategy would lead to the development of a more sustainable model of residential services providing the best possible care and support.

LOCAL GOVERNMENT ACT 1972

AS AMENDED BY

THE LOCAL GOVERNMENT (ACCESS TO INFORMATION) ACT 1985 RHONDDA CYNON TAF COUNTY BOROUGH COUNCIL

CABINET REPORT

28TH FEBRUARY 2023

RESIDENTIAL CARE HOMES FOR OLDER PEOPLE

REPORT OF INTERIM DIRECTOR OF SOCIAL SERVICES IN DISCUSSION WITH CLLR G CAPLE, CABINET MEMBER FOR HEALTH & SOCIAL CARE

Background Papers

Cabinet: September 2017; November 2019; December 2020; July 2022

Officer to contact: Neil Elliott, Interim Director of Social Services