

Risk and Controls Progress (incl JT) - Homecare Workforce

<u>Risk Ref</u>	<u>Risk Description</u>	<u>Corporate Priority</u>	<u>Corporate Category</u>	<u>Current Risk Score</u>	<u>Risk owner</u>	<u>Progress Update - Risks</u>	<u>Control Measure</u> <u>Owner - Status - Target Date</u>	<u>Progress Update - Controls</u>	<u>Target Risk Score</u>
HCS0010	<p>If there is a continuing inability to attract the required number of Homecare work force in line with the Adult Care Services Workforce Strategy, there is an increasing risk of non compliance and a reduction in the ability to provide safe and appropriate care in users own homes which may lead to impacts on their health and wellbeing.</p> <p><i>Created: 26/05/2015</i></p> <p>Opportunity to be Healthy and Safe</p>	Severe	40	Probability: Almost Certain 5 Impact: High 8	Frances Heathcote Assistant Director, Adult Care Commissioning	Review Summary: Risk reviewed at ACS Management Board and subsequently revised by new owner 5th July. The wording has been amended to focus on the Homecare Workforce. In the light of the new focus of the risk and the current inability to attract the required workforce, the risk owner has increased the probability of the risk. The score overall has therefore increased. Reviewed on 11/07/2017	HCS0010/001 Workforce Strategy being reviewed for 2018/19, project group in place including Hertfordshire Care Providers Association (HCPA) Frances Heathcote - In Progress / Taking Effect - 30/04/2018 HCS0010/007 Contingency plan in place for closure of care providers under Prevention of Providers Failure policy Frances Heathcote - In Place / Embedded - HCS0010/008 All Lead Providers of Home Care are now required to have a recruitment and retention strategy Frances Heathcote - In Place / Embedded - HCS0010/009 Ensure sustainable pay rates for care sector providers are within budget parameters and being reviewed on an annual basis Frances Heathcote - In Place / Embedded - HCS0010/010 Evaluating impact of 2018/19 increase in pay to be completed by September 2017 Frances Heathcote - In Progress / Taking Effect - 30/09/2017	HCS0010/001 Review Summary: Control reviewed by risk owner in July 2017, amendments made to reflect changes. Reviewed on 11/07/2017 HCS0010/007 Review Summary: Control reviewed by risk owner in July 2017, amendments made to reflect changes. Reviewed on 11/07/2017 HCS0010/008 Review Summary: Control reviewed by risk owner in July 2017, no change required. Reviewed on 11/07/2017 HCS0010/009 Review Summary: Control reviewed by risk owner in July 2017, amendments made to reflect changes Reviewed on 11/07/2017 HCS0010/010 Review Summary: New control raised July 2017. Reviewed on 11/07/2017	Material 8 Probability: Unlikely 2 Impact: Medium 4