

## CABINET

11 JANUARY 2022

### MEDWAY PEOPLE STRATEGY 2021-2025 – ADDENDUM REPORT

Portfolio Holders: Councillor David Brake, Portfolio Holder for Adults' Services  
Councillor Mrs Josie Iles, Portfolio Holder for Children's Services  
(Lead Member)

Report from: Dr Lee-Anne Farach, Director of People (Statutory DCAS)

Author: Jon Pitt, Democratic Services Officer

#### Summary

This addendum report sets out the comments and recommendations to Cabinet made by the Health and Adult Social Care Overview and Scrutiny Committee, which considered the Medway People Strategy 2021 – 2025 on 9 December 2021.

#### 1. Background

- 1.1. Members considered a report regarding a proposed People Strategy which set out an ambition for all those who lived, worked, and learned in Medway.
- 1.2. The following issues were discussed:
- 1.3. **Monitoring of the Strategy** – with regard to how progress would be reported and monitored, the Director of People advised that there would be an annual report. The Strategy was deliberately high level, written to be understandable and underpinned by additional supporting strategies and plans. The Strategy was intended to drive progress and the Director was confident the targets would be met either fully or almost fully.
- 1.4. In response to a question whether staff understood the Strategy, Members were assured that staff were aware of it.
- 1.5. **Direct payments** – in response to a concern that direct payments did not always meet people's needs, the Assistant Director – Social Care commented that there could often be confusion around direct payments but there were many examples where needs had been met. How direct payments were delivered was being reviewed.

- 1.6. **Partners** – whether the Council’s partners would relate to the Strategy was queried. The Director of People consider that the Strategy was broad enough to be meaningful to partners.
- 1.7. **Young People’s Mental Health** – a suggestion was made that an indicator for this be added to the Strategy. The Director of Public Health advised that a decision had been taken not to include every issue which was measured, and many more indicators were included in action plans which sat beneath the Strategy. Choosing one indicator to reflect all the activity on young people’s mental health would be very difficult.
- 1.8. **Staff recruitment** – noting the difficulties in recruiting staff, how the Strategy helped with this and how local people could be encouraged to train to work in social care was queried. Members were advised that the Council was attempting to address these issues through the Skills Board.

## 2. Recommendations

### 2.1. The Committee agreed to:

- a) recommend that Cabinet:
  - i) approve Medway’s new People Strategy, as set out at Appendix 1 to the report.
  - ii) approve the governance and delivery model set out in Section 4 of the report.
  - iii) delegate authority for delivery to the Director of People (Statutory DCAS) in consultation with the Portfolio Holder for Children’s Services (Lead Member) and the Portfolio Holder for Adults’ Services, to make any minor amendments needed to the strategy and finalise the key performance indicators in Appendix A of the Strategy document before its final publication.
- b) note that the Health and Wellbeing Board will monitor the key themes to ensure strategic oversight for Medway.

### Lead officer contact

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