

Cabinet

20 October 2026

Adult Social Care Workforce Strategy 2025 - 2028 – Addendum Report

1. Health and Adult Social Care Overview and Scrutiny Committee
 - 1.1. The report was previously considered by the Health and Adult Social Care Overview and Scrutiny Committee on 13 October 2026. The draft minutes of this discussion and officer response to a recommendation made by the Committee are set out below.
2. Draft Minutes extract
 - 2.1. **Discussion:**
 - 2.1.1. The Head of Transformation and Improvement presented the draft Adult Social Care Workforce Strategy, which had been developed as part of the Adult Social Care improvement journey and in response to actions in the improvement plan.
 - 2.1.2. A Member asked about the target for reducing agency staffing, the potential financial effect, and gaps in workforce skills. In response, the Assistant Director for Adult Social Care explained that the service had 442.7 full-time-equivalent established posts, of which 32.8 were occupied by locums. This represented a significant reduction, with locum staffing at just over 8%. It was acknowledged that it was unlikely the service would operate with no locum staff, but that reducing the figure further would be positive. Officers undertook to provide the financial implications separately.
 - 2.2. **Decision:**

The Committee noted the report and recommended the draft Adult Social Care Workforce Strategy to Cabinet for approval.

Lead officer contact

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