

Cyngor Bwrdeistref Sirol Pen-y-bont ar Ogwr Bridgend County Borough Council



Swyddfeydd Dinesig, Stryd yr Angel, Pen-y-bont, CF31 4WB / Civic Offices, Angel Street, Bridgend, CF31 4WB

**GYFRINACHOL – I'W HAGOR GAN
CYREIRIWDYD ATO UN UNIG / CONFIDENTIAL
TO BE OPENED BY ADDRESSEE ONLY**

Julie Morgan MS
Deputy Minister for Social Services
Welsh Government

Correspondence.julie.morgan@gov.wales

Cadeirydd y Pwyllgor Trosolwg a Chraffu Pwnc
(Gwasanaethau Cymdeithasol) / Chair of Subject
Overview and Scrutiny Committee 2 (Social
Services)

Deialu uniongyrchol / Direct line: (01656) 643515
Gofynnwch am / Ask for: Scrutiny

Ein cyf / Our ref: FB / Scrutiny
Eich cyf / Your ref:

Dyddiad / Date: 21 September 2023

Dear Deputy Minister

I am writing to formally put on record the concerns of our Subject Overview and Scrutiny Committee 2 which met on 18 September 2023 to consider the Director of Social Services Annual Report.

During discussions, the Committee was extremely concerned about the fragility of the workforce in the Social Services Directorate and the significant risk that this presents to the safeguarding of children and adults.

The Committee has been increasingly concerned about the challenges of recruitment and retention of Social Workers and Social Care staff, exacerbated by the lack of standardised Welsh National pay, terms and conditions and Bridgend's location along the M4 corridor with the potential to allow other competing local authorities to 'poach' staff and possible new recruits.

Whilst the Committee understand that all Welsh local authorities have signed a Memorandum of Understanding limiting the level of payment to agency staff, this is not legally enforceable and does not apply to non-agency workers.

I understand that the Deputy Leader and Cabinet Member for Social Services and Health and the Cwm Taf Morgannwg Regional Partnership Board have also expressed a need for Welsh National agreed terms and conditions in order to stabilise the market and to close the disparity between Local Government and Health colleagues.

The Committee has also had sight of Bridgend County Borough Council's response to the Welsh Government consultation, Rebalancing Care and Support Programme, and would support the representations made therein.

Ffôn/Tel: 01656 643643

Facs/Fax: 01656 668126

Ebost/Email: talktous@bridgend.gov.uk

Negeseuon SMS/ SMS Messaging: 07581 157014

[Twitter@bridgendCBC](https://twitter.com/bridgendCBC)

Gwefan/Website: www.bridgend.gov.uk

Cyfnwyd testun: Rhowch 18001 o flaen unrhyw un o'n rhifau ffon ar gyfer y gwasanaeth trosglwyddo testun

Text relay: Put 18001 before any of our phone numbers for the text relay service

Rydym yn croesawu gohebiaeth yn y Gymraeg. Rhowch wybod i ni os yw eich dewis iaith yw'r Gymraeg

We welcome correspondence in Welsh. Please let us know if your language choice is Welsh

The Committee requests that due consideration be given to the above and look forward to your response by return.

Yours sincerely,

A handwritten signature in black ink, appearing to read 'Freya Bletsoe'. The signature is fluid and cursive, with the first name 'Freya' written in a larger, more prominent script than the surname 'Bletsoe'.

Y Cyng / Councillor Freya Bletsoe
Cadeirydd y Pwyllgor Trosolwg a Chraffu Pwnc (Gwasanaethau Cymdeithasol) / Chair of
Subject Overview and Scrutiny Committee 2 (Social Services)