

Cyflwynwyd yr ymateb i ymgynghoriad y [Pwyllgor Iechyd a Gofal Cymdeithasol](#) ar y [gweithlu Iechyd a Gofal Cymdeithasol](#)

This response was submitted to the [Health and Social Care Committee](#) consultation on [Health and Social Care Workforce](#)

HSC 08

Ymateb gan: | Response from: [Cartrefi Cymunedol Cymru](#) | [Community Housing Cymru](#)

Response

About Us

Community Housing Cymru (CHC) is the representative body for housing associations and community mutuals in Wales, which are all not-for-profit organisations. Our mission is to enable Welsh housing associations to be brilliant.

Our members provide around 165,000 homes and related housing services across Wales for around 10% of the population. In 2019 our members spent £1.3bn directly in the Welsh economy with 85p in every pound spent remaining in Wales.

Our 20-year vision is a Wales where good housing is a basic right for all. We have a simple ask: Put 'home' at the centre of your plans to support the people of Wales to live healthy, prosperous and connected lives. Housing associations stand ready to invest, partner and deliver with you.

Challenges

We would support an inquiry into the health and social care workforce. Workforce, in relation to recruitment and retention, is widely regarded as the most significant challenge facing the Welsh health and care system now and in the future. Pre-existing pressures have only been exacerbated by the pandemic.

The consequences of inadequate recognition and remuneration have been felt acutely throughout the pandemic. Recruitment and retention of staff continue to be huge challenges, as wages are far more attractive in the health service, in particular for nurses and health professionals who work in care homes. Staff in the sector are suffering burnout and fatigue, leading to increased sickness absence and - in some cases - the decision to leave the profession. Providers are struggling to find workers via agencies, which has historically been a well-used (albeit expensive) resource. Supermarket wages are more competitive than those care and support providers are able to offer, and these are work environments in which individuals are exposed to far less personal risk.

The delivery of social care services through its skilled workforce continues to be undervalued, particularly in comparison to partners in health. Due to the focus of social care funding being driven by cost, local authorities do not have the ability to ensure providers can appropriately remunerate the social care workforce for the vital, life-saving and enhancing work they do for some of the most vulnerable people in Wales.

Solutions



We will not be able to deliver the much-needed reorientation of care and support towards value - rather than cost - unless the care and support workforce is appropriately recognised and remunerated for their skilled work. All care workers in Wales should be paid at least the Real Living Wage, and have progression opportunities and pay differentials based on qualifications, skills and responsibilities.

Following sector coalition campaigns such as #PayThemFairly, we are heartened that the Social Care Fair Work Forum is working to establish a clear set of priorities for the sector and will be making recommendations to Ministers in the near future. We are keen to see this work progressed and implemented at pace.

Care must become an attractive place to work to deliver the personal outcomes and social value the people of Wales deserve.