

**County Council Meeting – 8 December 2022****Question to Councillor Jessel  
Cabinet Member for Health and Care****By Councillor Pardesi**

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**Question**

Care staff and care packages prevent hospital admissions, minimise stays in hospital, free up beds and reduce ambulance waiting times.

In order to recruit and retain care staff, one of the easiest solutions is to offer staff better pay. Why is this not happening?

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**Reply**

Adult social care is about so much more than reducing pressure on hospitals: it helps thousands of people with care and support needs in Staffordshire achieve a decent quality of life.

The sector employs around 22,000 staff in the county and like everywhere in England has been struggling with recruitment and retention. Most staff are satisfied with their jobs but have stressed the importance of ensuring adequate pay and benefits, training and progression, and recognition of their roles.

The vast majority of care staff are employed by independent companies who determine their own rates of pay. The Council increased fees in 2022/23: for home care by 12% and for care homes by an average of 6.24%. The Government has promised additional funding for adult social care in 2023/24 and we will review fees again when this is confirmed in order to recognise the rising cost of providing services.

The Council is also developing a strategy for a future care workforce in Staffordshire that describes how we will work with the sector and partners to sustain and grow the workforce.

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