



To: Joint Consultative Board (Non-Teaching)

On: 11th November 2020

Report by: Operations Manager, Care at Home Services, Renfrewshire Health and Social Care Partnership (RHSCP)

Heading: Care at Home - Staff Rest Break Facilities and Uniform Provision (Update)

1. **Summary**

This report outlines the work which has taken place in response to COVID-19 pandemic and provision of staff rest break facilities and uniforms.

2. **Recommendations**

- 2.1. The JCB is asked to note the content of the report and the work taken which has taken place in relation to support staff breaks and uniform provision.
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3. **Background**

Rest Breaks and Facilities

- 3.1. COVID-19 pandemic has had a significant impact on all front facing services across Renfrewshire. Our understanding of the virus has developed since March 2020.
- 3.2. In March 2020, response to the pandemic led to an unprecedented national lockdown, meaning all shared public spaces were limited and almost all public

amenities were closed. At time of writing, the majority of public amenities remain closed and local measures are in place across Renfrewshire.

- 3.3. Historically, Home Care workers have accessed community amenities for rest breaks throughout their working day with no formal provision of such facilities. Prior to March 2020 a network of resources was available through the use of Internal RHSCP care homes, Extra Care and Sheltered Housing provisions. Due to lockdown measures, these resources moved to no access for non-essential visitors, meaning they were unavailable for Home Care worker use.
- 3.4. RHSCP explored a number of alternative resources for rest break facilities to support staff whilst in the community. Facilities identified for use based on their availability, proximity, accessibility, infection control and cleaning arrangements available were:
 - o Renfrew Day Centre
 - o Montrose Day Centre
 - o Johnstone Day Centre
- 3.5. These core facilities can be accessed between 08:00 and 21:00, 7 days per week, for comfort breaks.
- 3.6. In addition to the core facilities identified, a further three facilities were developed and made available August 2020:
 - o Ralston Community Centre
 - o Elderslie Village Hall
 - o Hunterhill Community Centre
- 3.7. Care at Home services are working closely with Communities, Housing and Planning Services to utilise space within Rowan Court, Housing Development, for staff rest breaks in the longer term. This facility requires renovation to take place which has been commissioned.
- 3.8. This development will support the Lochfield area for Care at home services and the service will continue to review and develop opportunities for further resources during this period of local measures and restrictions.
- 3.9. Longer term, the current resources identified will remain and core resources through Care Homes, Extra Care and Sheltered Housing will be re-established when measures and restrictions permit. In addition, RHSCP operated Care at Home services is undergoing a review which addresses both the service delivery model and the supporting operational and management structure as part of the Older People Service Review Programme.

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- 3.10. As part of this review, Care at Home services are currently working towards an implementation of a Scheduling and Monitoring system which will support ensuring that planned breaks are in place for all staff and that resources are accessible within proximity of their working location. The target for this phase of work to be completed is June 2021.

Home Care Worker Uniform Provision

- 3.11. Care at Home services have been working with their designated uniform supplier to ensure that appropriate levels of uniforms are readily available for staff.
- 3.12. Uniform stock has recently been received and staff who had no uniforms were prioritised for provision. Further stock requests have been placed with delivery expected by the end of October 2020. Provision of additional jackets and trousers to split shift workers has been carried out, with this allowing staff to change uniforms between shifts as required.
- 3.13. The health, safety and wellbeing of our staff is paramount and RHSCP will continue to ensure that appropriate uniform provision is in place.
- 3.14. Home Care workers will also be supplied with torches and snow grips as we approach winter and decreased hours of daylight. Distribution of these items are currently underway.

Implications of the Report

1. **Financial** – None
2. **HR & Organisational Development** – None
3. **Community Planning** – None
4. **Legal** - None
5. **Property/Assets** – None
6. **Information Technology** – None
7. **Equality & Human Rights** – None

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8. **Health & Safety** – None
 9. **Procurement** –None
 10. **Risk** - None
 11. **Privacy Impact** – None
 12. **COSLA Policy Position** - None

List of Background Papers

N/A

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