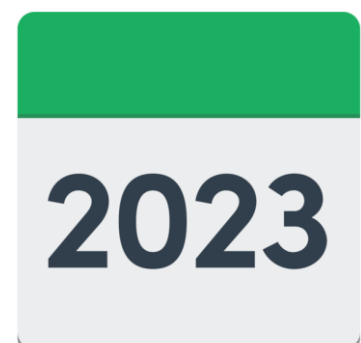
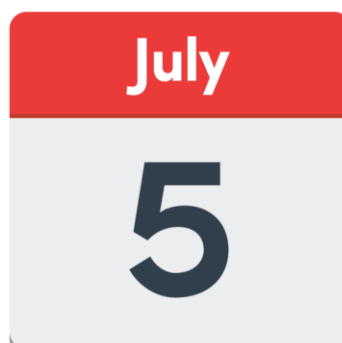
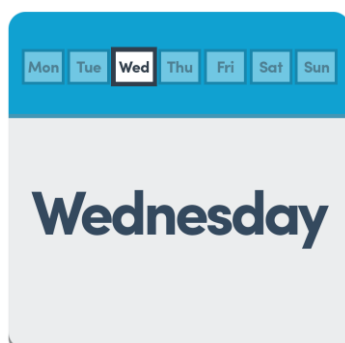


# HYS Meeting Minutes



What we talked about on





# Welcome



Hello and welcome



Meeting rules



Linda Tuthill CEO, joined HYS to look back at the work HYS has done this year.



Presentation showing the work we have done.



# HYS questions



**Linda said:** HYS is about 2 things

1. Checking how TAG works. Things like what is working well, what could be better and what changes you would like to see.



2. Campaigning to bring about change in the wider community.



You have done both of these things in the last 6 months and the amount of work is amazing. You should all be very proud of what you have achieved.



HYS felt were happy with what has been achieved and how HYS is running at the moment.



# HYS questions



**HYS said:** It would be good to get more members. It can be hard as not everyone is interested.

**Gayle said:**

Evaluation results showed that

- not everyone is interested in being involved
- some people do want to be involved
- Some people want to be involved sometimes and In a way that is right for them
- Some people felt unsure



We have welcomed some new members and we will keep working to find more.



**Linda said:** It has been a tough few years so some people want to enjoy getting back to a normal life, having fun and getting out and about.



# HYS questions



It is possible that some people do not know about HYS. It can be good to keep looking to see if there is more that can be done on this.



**HYS said:** There are also events such as the AGM where we can let people know about HYS.



**Linda said:** We are looking at how the AGM will work this year and will let you know what will be happening as soon as possible.



**HYS said:** Sometimes there can be a lot of speaking up events and you can't do them all. Things like People First, The Assembly etc.



# Staffing Crisis Questions



**HYS said:** More staff are going on holiday at the moment and support is being reduced as there is no staff to cover. This is frustrating



**Linda said:** We still do not have enough staff at the moment due to the staffing crisis. It is hard to know when it will end.



Finding new staff in Edinburgh is getting better.



Finding new staff in East Lothian, Midlothian, West Lothian and Falkirk is still very hard.

It can even be hard to get agency staff now as they too are short of staff.



# Staffing Crisis Questions



**Gayle asked :** Would looking at how your support is funded give people more choice about their support?



**Linda said :** Self directed funding does offer more flexibility. Things like getting a cleaner or attending a class than helps you to reach your outcomes.



It would still be hard to find staff as this is a problem across the UK.



**HYS said:** staff do not get paid enough.



Can we look at fundraising to make this better?



**Linda said:** Fund raising can be great in a lot of ways but wouldn't work for staff wages because of things like



- There are a lot of staff so you would need to raise a lot of money each year
- Fundraising can cost a lot to run things like paying for insurance, staff to run it etc This has to be taken off the money you raise.





**Linda said:** Low wages can be a reason that staff leave.



We will continue to ask the Government for more money.



The Government have given out a lot of money so wages can go up for teachers, NHS staff, bin men etc

This has not left a lot of money in the pot for social care which is frustrating.



**Gayle said:** We will be planning in new HYS meeting topics. If people wanted we could look at ways we can help staff get better wages things like campaigning.



# Staffing Crisis Questions



**HYS asked:** How do TAG decide what team new staff work in?



**Linda said:** There can be a lot of reasons why someone is added to a particular team, things like:

- area where staff can easily travel to
- What skills they have
- times and days they can work

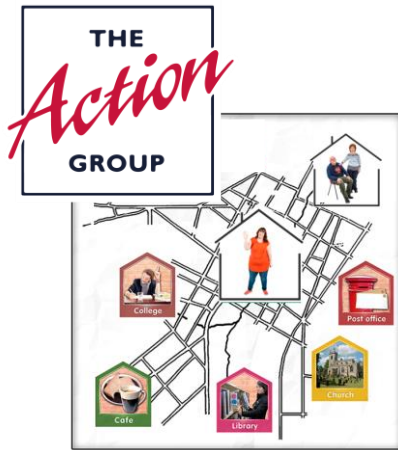
Asking these questions helps us to match staff to the right team.



Some people have to have to have support all the time to stay safe. This means sometimes we may need to offer staff to these services first.



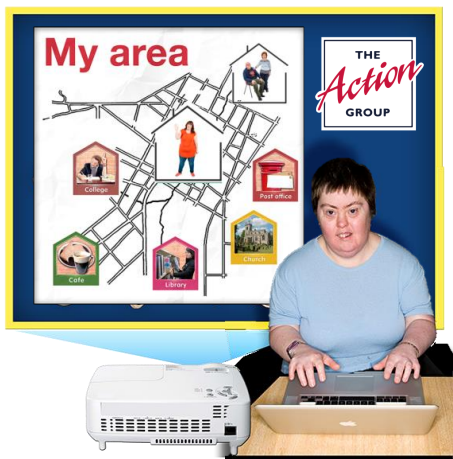
# Staffing Crisis Questions



**Linda said:** Senior managers are looking at how teams work and if we can use where people we support and staff live to organise teams in a better way.



**Linda said:** Myself and the board do not know what the plan is yet. We will check the plans when they are ready to see what will work best before making any changes.



As soon as any decisions are made we will let everyone know what is happening.



# Other business

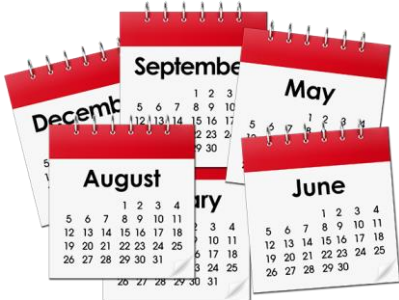


## Reviews:

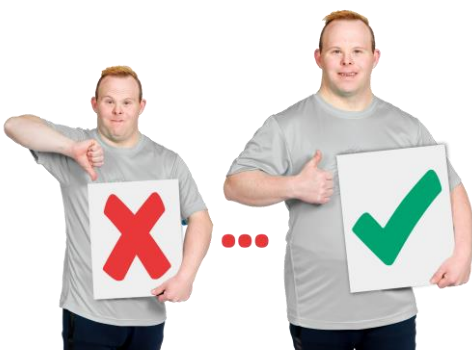
**Linda said:** to make reviews better they have been made compulsory. This means managers must make sure they happen.



We will use Access to record and check that this is happening.



Making sure everyone is getting a review every 6 months is most important.



Once we get this right we will then look at what else we can do to make reviews better



# Other business



**HYS said :** Care Charges are going up and we think they should stop.



TAG as an organisation can not campaign against care charges.



**Linda said:** I will share a newspaper article about a care charges court cast as it is an interesting read.



The Assembly are doing a lot of work on this and are worth contacting if this is something that is important to you.

Not everyone has to pay care charges.



## Other business



Members of HYS from Team 1.11 had quite a few questions about how their service is running things like reduced support and rota changes.



**Gayle said:** We can speak with Team Managers and plan in a time to talk about these.



Thank you for coming to the meeting today.