

Objectives from Moray Carers Strategy 2023 - 2026	Ref	Activities	Ref	Actions	Target Achievement Date	Reference To Separate Project Plan	Associated Risks (see Risk Log for detail on Med and High Risks) Low , Medium, High	Lead Person(S)	Supported by/Additional Resources Required	Progress Notes	Status - (Completed, In Progress, Not Started)	Reference to Carers (Scotland) Act 2016	Reference to National Carers Strategy	Reference to Strategic Plan Health & Social Care Moray "Moray Partners in Care 2022- 2032"
Priority 1 – Recognition for carers - To raise the profile of all carers of all ages in Moray, and support individuals to both recognise carers, and be recognised as carers, as early as possible in their caring role as the first step to support.														
We want carers to be able to say, 'I can identify as a carer. I am able to access the information and advice I need as a carer and I know and understand my rights'.	1.1	Develop and deliver an awareness raising programme to NHS staff, Adult Social Care, Children's Social Care, Schools and UHL, wider Moray Council and NHS staff, third sector and other community/business providers across Moray	1.1.1	Provide a programme of information/awareness to Social Work Teams and Home Care Teams in Adult Services, highlighting carer issues, the referral process to the commissioned service, and the supports available, as well as the statutory requirements under the Carers (Scotland) Act 2016	Year 1			Adult Carers Officer	Assistant Adult Carers Officer, Commissioned Carers Service, Staffing Information, materials, Online Campaigns, Promotion & Marketing		Not Started			
			1.1.2	Provide a programme of information to MIDAS and MADP members, highlighting carer issues, the referral process to commissioned services, and the support available, as well as statutory requirements under the Carers (Scotland) Act 2016	Year 1			Adult Carers Officer	Assistant Adult Carers Officer, Commissioned Carers Service, Staffing Information, materials		Not Started			
			1.1.3	Provide a programme of information to Social Work Teams in Children's Services, highlighting carer issues, the referral process to the commissioned service, and the supports available, as well as the statutory requirements under the Carers (Scotland) Act 2016	Year 1			Young Carers Officer	Assistant Young Care Officer, Commissioned Carers Service, staffing information and associated materials		Not Started			
			1.1.4	Provide a programme of information/awareness to GP practice staff, highlighting carer issues, the referral process to the commissioned service, and the supports available, as well as the statutory requirements under the Carers (Scotland) Act 2016	Year 1			Adult Carers Officer/Young Carers Officer	Assistant Adult Carer Officer, Assistant Young Carer Officer, Commissioned Carers Service, Staffing information and associated materials		Not Started			
			1.1.5	Provide a programme of information/awareness to colleges/universities highlighting carer issues, the referral process to the commissioned service, and the supports available.	Year 2			Adult Carers Officer/Young Carers Officer	Assistant Adult Carer Officer, Assistant Young Carer Officer, Commissioned Carers Service, Contacts within college/university, information and awareness materials		Not Started			
			1.1.6	Support and promote the creation of Carer Champions in colleges/universities	Year 2			Adult Carers Officer/Young Carers Officer	Assistant Adult Carer Officer, Assistant Young Carer Officer, Commissioned Carers Service, resources within colleges/universities, Carer Champion Role Documentation, Support Materials		Not Started			
			1.1.7	Include Young Carer Awareness sessions in PSE lessons in schools	50% of schools within Year 2, 100% of schools by end Year 3			Young Carers Officer	Assistant Young Carer Officer, Commissioned Carers Service, Young Carer awareness resources/pack for school use		Not Started			
			1.1.8	Promote and encourage, with a view to establish Carer Champions in schools in Moray	50% of schools within Year 2, 100% of schools by end Year 3			Young Carers Officer	Assistant Young Carer Officer, Commissioned Carers Service, Young Carer awareness resources/pack for school use		Not Started			
			1.1.9	Facilitate a programme of carer awareness for third sector and business/community providers in Moray, highlighting the needs of carers, the referral process to the commissioned service, and the supports available	Year 1 and 2			Adult Carers Officer/Young Carers Officer	Assistant Adult Carer Officer, Assistant Young Carer Officer, Commissioned Carers Service, Third Sector Provider contacts, appropriate information and awareness materials.		Not Started			
			1.1.10	Consider and research the introduction of a Carer Passport scheme to support awareness, understanding and recognition of carers across our communities in Moray	Year 3	To be developed		Adult Carers Officer/Young Carers Officer	Assistant Adult Carer Officer, Assistant Young Carer Officer, Commissioned Carers Service, Development of a working group to progress.	Use learning from implementation of Hospital Carer Passport	Not Started			
	1.2	Embed Turas Carer Aware training in the core skills requirement for all NHS staff	1.2.1	Include online Carer Aware training in induction for all new NHS staff	Year 1	Hospital Project		Adult Carers Officer			In Progress			
			1.2.2	Include online Carer Aware training in ongoing professional development programmes for all existing NHS staff	Year 2	Hospital Project		Adult Carers Officer			In Progress			

	1.3	Support take-up of the Carer Positive award in HSCM, Moray Council and NHS Grampian provision in Moray	1.2.3	Establish Carer Champions in NHS public facilities: hospital wards, out-patient clinics, A&E, to enable regular circulation of carer aware information for staff, patients and carers	Year 2	Hospital Project		Adult Carers Officer		Carer Champion identified in Stephen Hospital	In Progress		
			1.3.1	Identify a lead to progress Carer Positive within Moray Council	Year 1	Carer Positive Project		Adult Carers Officer	Lead (to be determined)		Not Started		
			1.3.2	Achieve Level 2 Carer Positive in Moray Council	Year 3	Carer Positive Project		Adult Carers Officer	Carer Positive Lead, Assistant Adult Carers Officer, HR, promotional materials,		Not Started		
			1.3.3	Identify a lead within HSCM to support the progress of Carer Positive in all hospitals in Moray	Year 1	Carer Positive Project		Adult Carers Officer	Lead (to be determined)		Not Started		
			1.3.4	Complete - see "completed actions"							Completed		
			1.3.5	Complete - see "completed actions"							Completed		
			1.3.6	Carers Team (Moray Council) to support NHS Grampian in achieving Level 2 (established) Carer Positive Award in hospitals within Moray	Year 3	Carer Positive Project		HSCM Hospital Carer Positive Lead (to be determined)	To be determined		Not Started		
	1.4	Enable easy referral and registration for carers to the commissioned Carer Support service, including online, in-person and paper processes	1.4.1	Review and enable online, in-person and paper-based referral processes within the commissioned Carer Support Service	Year 1 and 2	N/A		Adult Carer Officer, Young Carer Officer	Commissioned Carer Service, Unpaid Carers Social Worker, Assistant Adult and Young Carer Officers, IT		In Progress		
			1.4.2	Promote commissioned Carer Support Service referral processes widely across Moray and all stakeholders	Year 2	N/A		Adult Carer Officer, Young Carer Officer	Commissioned Carer Service, Unpaid Carer Social Worker, Assistant Adult and Young Carer Officers, IT, Communications, PR		Not Started		
	1.5	Develop and make easily available a carers ID card, recognised across Moray	1.5.1	Establish an application, recording and issuing process for carer ID cards in Moray	Year 2	To be developed		Adult Carer Officer, Young Carer Officer	Commissioned Carer Service, Assistant Adult and Young Carer Officers, Carers Voice Group, Card machine Blank cards Staffing/admin		Not Started		
			1.5.2	Promote the Carer ID card initiative widely across Moray, to carers, communities, businesses and service providers	Year 2	To be developed		Adult Carer Officer, Young Carer Officer	Commissioned Carer Service, Unpaid Carer Social Worker, Assistant Adult and Young Carer Officers, PR, Comms, Social Care Teams		Not Started		
			1.5.3	Secure discounts and other benefits for carers in Moray linked to the Carer ID card	Year 3	To be developed		Adult Carer Officer, Young Carer Officer	Assistant Adult and Young Carer Officers, PR, Comms,		Not Started		
			1.5.4	Support carers to obtain a Carer ID card	Year 2	To be developed		Adult Carer Officer, Young Carer Officer	Commissioned Carer Service, Unpaid Carer Social Worker, HSCM Social Care Teams		Not Started		
	1.6	Support carers during periods of transition: age and circumstance related	1.6.1	Enable early identification and support for YC transitioning from Secondary School to higher/further education	Year 2	To be developed		Young Carers Officer	To be determined		Not Started		
			1.6.2	Enable early identification and support for YC making choices about employment – link to Developing the Young Workforce and other initiatives able to provide targeted support	Year 3	To be developed		Young Carers Officer	To be determined		Not Started		
			1.6.3	Review and enable early identification and support for carers of someone moving, or considering moving, into residential or nursing care	Year 2	To be developed		Adult Carer Officer	Assistant Adult Carer Officer, Unpaid Carer Social Worker, Commissioned Carer Service, HSCM Social Care Teams		Not Started		
			1.6.4	Enable early identification and support for carers in work, to support decisions in relation to balancing work and caring, and the potential for reducing or ceasing work	Year 2	To be developed		Adult Carer Officer	Assistant Adult Carer Officer, Unpaid Carer Social Worker, Commissioned Carer Service, HSCM Social Care Teams		Not Started		
			1.6.5	Review and enable early identification and support for carers wishing to return to work, to support decisions in relation to balancing work and caring	Year 2	To be developed		Adult Carer Officer	Assistant Adult Carer Officer, Commissioned Carer Service, Unpaid Carer Social Worker		Not Started		
			1.6.6	Enable early identification and support for parent carers of disabled children approaching adulthood/independent living	Year 2	To be developed		Adult Carer Officer	Assistant Adult Carer Officer, Commissioned Carer Service, Unpaid Carer Social Worker, HSCM Social Care Teams		Not Started		
			1.6.7	Review and enable early identification and support for former carers on the death of the person they care for or if their caring role reduces suddenly because the cared-for has moved into long term care.	Year 2	To be developed		Adult Carer Officer	Assistant Adult Carer Officer, Commissioned Carer Service, Unpaid Carer Social Worker, HSCM Social Care Teams		Not Started		
			1.6.8	Research, develop & facilitate peer support groups for carers whose caring role has ended or significantly reduced for different reasons.	Year 2	To be developed		Adult Carer Officer	Assistant Adult Carer Officer, Commissioned Carer Service, Carers Voice Group.		Not Started		

Theme 1 - Building Resilience, Objective 2 - Value and Support Unpaid Carers

	1.7	Improve identification and support for carers of family members who have an alcohol and/or drug dependence, recognising the sensitivities around identifying as a carer and the impact of cared for non-engagement.	1.7.1	Enable and encourage family members to explore their role and its impact on them, in the context of the Carers (Scotland) Act 2016 and their rights to support as a carer	Year 1	To be developed		Adult, Carer Officer, Young Carer Officer,	Assistant Carer Officers, Commissioned Carer Service, Unpaid Carer Social Worker, Specialist Service Providers,		In Progress		
			1.7.2	Involve carers of people who have an alcohol and/or drug dependency in the review of the ACSP template and process, to ensure relevance and accessibility for their circumstances	Year 2	To be developed		Adult Carer Officer	Assistant Carer Officers, Commissioned Carer Service, Specialist Service Providers, Working Group consisting of Carers with experience.		Not Started		
			1.7.3	Enable early identification and support for children of those with an alcohol and/or drug dependence, who may be taking on a caring role that isn't recognised or acknowledged within the family	Year 2	To be developed		Young Carer Officer	Assistant Young Carer Officer, Commissioned Carer Service, Specialist Service Providers, Education, GP's		Not Started		
			1.7.4	Create targeted materials for use with carers and family members of people who have an alcohol and/or drug dependence, to help improve understanding of the caring role	Year 2	To be developed		Adult Carer Officer, Young Carer Officer	Assistant Carer Officers, Commissioned Carer Service, Specialist Service Providers, Education, GP's, PR, Comms		Not Started		
Priority 2 – Valuing carers - To involve, respect and listen to carers in planning the care and support of the person they care for, and themselves													
We want carers to be able to say, 'I am listened to and valued as an equal and expert partner by people working in health and social care. I am involved in the planning and delivery of services and support for myself and for the person/s I am caring for'.	2.1	Support the development of appropriate Carer Voice opportunities for carers of all ages, enabling effective feedback on strategic outcomes progress and carer experience in Moray	2.1.1	Establish a Carers Voice Group enabling engagement by adult carers in regular discussion and decision making linked to implementation of the Carers Strategy and ongoing identification and prioritising of carer unmet needs	Year 1	N/A		Adult Carer Officer	Assistant Adult Carer Officer, Commissioned Carers Service, HSCM Carer Team, PR, Comms	Promotion and Invitations to join first meeting taking place in and around Carers Week in June. Initial meeting Mid July	In Progress		
			2.1.2	Support and promote the developing Young Carer Reference Group initiated by the commissioned service, enabling young carer engagement in regular discussion and decision making linked to the implementation of the Carers Strategy and ongoing identification and prioritising of carer unmet need	Year 2	N/A		Young Carer Officer	Assistant Young Care Officer, Commissioned Carers Service, Young Carers, Education, PR, Comms		In Progress		
			2.1.3	Enable targeted feedback opportunities for all carers, with specific focus on parent carers, Young Adult Carers, older carers, carers of adults in recovery from/dependence of alcohol and/or drugs, carers of Long Term Conditions, carers of adults in residential/nursing care, and other such groups as may be identified by carers themselves, enabling ongoing identification and prioritising of carer unmet need	Year 3 but commencing from Year 1	N/A		Adult Carer Officer	Assistant Adult Carer Officer, Commissioned Carers Service, PR, Comms, Carer Voice Groups.		Not Started		
			2.1.4	Provide admin/co-ordination to enable effective two-way communication between Carer Voice activity and appropriate platforms – e.g. IJB, Carers Steering Group, and others that may be developed during the lifetime of this strategy	Year 1	N/A		Adult Carer Officer, Young Carer Officer	Assistant Adult Carer Officer, Assistant Young Carer Officer		Not Started		
	2.2	Build on the Test of Change work in hospitals in Moray, to seek Carer Champions on wards and easy links to the commissioned Carers Support Service	2.2.1	Identify a Lead for the hospital project, as well as resources and support required.	Year 1	Hospital Project		Adult Carer Officer			In Progress	Section 28	
			2.2.2	Establish a dedicated staff presence in all hospitals in Moray, enabling early identification of carers and easy access to the full range of supports available.	Commencing Year 1	Hospital Project					Not Started	Section 28	
			2.2.3	Develop and support a network of Carer Champions in hospitals, able to promote carer awareness amongst staff, and maintain information displays for carers in wards and clinics	Year 2	Hospital Project				Carer Champion identified in Stephen Hospital	In Progress	Section 28	
			2.2.4	Offer regular staff information sessions in hospitals, to maintain carer awareness and support early identification and referral	Year 1, 2 and 3	Hospital Project					Not Started	Section 28	
			2.2.5	Develop carer information packs for wards and clinics, ensuring carers are able to access relevant and timely information as easily and quickly as possible	Year 1	Hospital Project				Information Pack in progress of being pulled together	In Progress	Section 28	
	2.3	Introduce the Carer Passport process in Moray hospitals, to aid carer access and information when the cared for is admitted	2.3.1	Initiate a Carer Passport scheme in Moray hospitals	Year 2	Hospital Project				Passport work commenced 2022. Draft prepared - currently under further review and amendment	In Progress	Section 28	
	2.4	Adopt the Triangle of Care to support carers of people with poor mental health	2.4.1	Consider extending the Carer Passport scheme to other areas of life in Moray, including employment and education	Year 3	Hospital Project					Not Started		
			2.4.2	Deliver Triangle of Care awareness sessions to NHS and HSCM staff involved in the care and support of people with poor mental health	Year 2	Hospital Project				Need to ascertain current position as Triangle of Care approach apparent in Muirton Ward, Buckie.	In Progress		
			2.4.3	Seek endorsement of the Triangle of Care principles within mental health support providers in Moray	Year 3	Hospital Project				As above	In Progress		
Theme 1 - Building Resilience, Objective 2 - Value and Support Unpaid Carers													

			2.4.4	Consider the role of a Carer Passport scheme in improving carer awareness and engagement in support for people with poor mental health	Year 3	Hospital Project					In Progress		
	2.5	Ensure carers have access to skills development and training/awareness opportunities linked to the condition of the person they care for, to help them best support their care	2.5.1	Collate data from ACSPs and YCSs to inform carer access to condition-specific awareness sessions to help increase understanding and confidence	Year 2	To be developed		Adult Carer Officer, Young Carer Officer	Social Worker Unpaid Carers, Assistant Adult and Young Carers Officer, Commissioned Carers Service		Not Started		
			2.5.2	Engage a wide range of condition-specific providers in awareness raising opportunities for carers of all ages	Year 2	To be developed		Adult Carer Officer, Young Carer Officer	Assistant Carers Officers, Commissioned Carers Service, Relevant Providers across Moray		Not Started		
			2.5.3	Evaluate provision and access to training/awareness linked to conditions of the cared for person to inform future development and commissioning needs	Year 3	To be developed		Adult Carer Officer, Young Carer Officer	Assistant Carers Officers, Commissioned Carers Service, Social Worker Unpaid Carers		Not Started		
	2.6	Improve carer access to self-management support in their role	2.6.1	Provide skills development and information opportunities to carers of all ages that meet the self-management needs identified via ACSP/YCS	Year 2	To be developed		Adult Carer Officer, Young Carer Officer	Assistant Carers Officers, Commissioned Carers Service, Social Worker Unpaid Carers		Not Started		
Priority 3 - empower carers to manage their caring role, to enable them to look after their own health and wellbeing, and maintain a life of their own alongside caring. For young carers, provide support to learn, develop and thrive, and where appropriate maintain an appropriate caring role													
We want carers to be able to say, 'I am able to manage my caring role and reduce any negative impact on my health and wellbeing. I can access the support and services which are right for me. I am able to take a break from my caring role when I need to. I am not disadvantaged because I am a carer. I am able to achieve my own goals and maintain my education and/or employment'.	3.1	Provide a fully accessible Information and Advice service for carers of all ages	3.1.1	Establish the parameters and arrangements for the Adult and Young Carers Contract from April 2023 and subsequent contract tendering process which is responsive to local need/risks and statutory requirements.	April 2023	N/A		Carers Service Commissioning Officer, Service Manager	Adult Carer Officer, Young Carer Officer, Social Worker Unpaid Carers, Assistant Adult and Young Carer Officers, Commissioned Carers Service		In Progress		
			3.1.2	Ensure relevant, timely and accessible information is available to carers of all ages in a variety of formats, and is widely promoted	Year 2			Adult Carer Officer, Young Carer Officer	Commissioned Carers Service, Assistant Adult and Young Carer Officers	See Risk Log			
			3.1.3	Maintain social media and online communications that are flexible and responsive, to ensure carers have easy access to the most up-to-date information	Year 2			Adult Carer Officer, Young Carer Officer	Commissioned Carers Service, Assistant Adult and Young Carer Officers	See Risk Log			
			3.1.4	Enable face to face information and advice sessions for carers, in response to direct enquiry or collation of unmet need via ACSP/YCS	Year 1			Adult Carer Officer, Young Carer Officer	Commissioned Carers Service, Assistant Adult and Young Carer Officers	See Risk Log			
			3.1.5	Create effective referral pathways to Welfare Rights support and other financial management/life event services	Year 1			Adult Carer Officer	Commissioned Carers Service, Assistant Adult Carer Officer	See Risk Log			
	3.2	Review and improve the Adult Carer Support Plan and Young Carer Statement templates and process to best support identification of carer support needs and services/support required to achieve personal outcomes	3.2.1	Complete a desktop review of a sample group of ACSPs completed in the last 12 months, the support enabled as a result, and any review monitoring, to establish the accuracy of ACSP data gathering in relation to outcomes sought and achieved	Year 2	To be developed		Adult Carer Officer	Assistant Adult Carer Officer, Social Worker Unpaid Carers, Commissioned Carers Service		Not Started		
			3.2.2	Engage adult carers from a variety of caring circumstances and demographics in a review process to identify areas for improvement/change in the ACSP template and process	Year 2	To be developed		Adult Carer Officer	Assistant Adult Carer Officer, Social Worker Unpaid Carers, Commissioned Carers Service		Not Started		
			3.2.3	Refresh the ACSP template and process, and test with a sample group of adult carers, seeking feedback on the experience to inform the final model	Year 2	To be developed		Adult Carer Officer	Assistant Adult Carer Officer, Social Worker Unpaid Carers, Commissioned Carers Service		Not Started		
			3.2.4	Implement any revised ACSP template and process, ensuring appropriate data recording and reporting for local stats and Carers Census input	Year 2	To be developed		Adult Carer Officer	Assistant Adult Carer Officer, Social Worker Unpaid Carers, Commissioned Carers Service		Not Started		
	3.3	Provide practical support to help carers manage the impact of their caring role	3.3.1	Provide counselling for adult carers	Year 2			Adult Carer Officer	Commissioned Carer Service	See Risk Log			
			3.3.2	Enable peer support for carers of all ages and circumstances	Year 1			Adult Carer Officer, Young Carer Officer	Commissioned Carer Service	See Risk Log			
			3.3.3	Provide targeted support to Young Adult Carers	Year 2			Adult Carer Officer, Young Carer Officer	Commissioned Carer Service	See Risk Log			
			3.3.4	Provide targeted support to Parent Carers	Year 2			Adult Carer Officer	Commissioned Carer Service	See Risk Log			
			3.3.5	Provide targeted support to carers in specific circumstances/roles as indicated by unmet need in ACSP/YCS	Year 1			Adult Carer Officer, Young Carer Officer	Commissioned Carer Service	See Risk Log			
			3.3.6	Provide Young Carer Groups in schools	Year 2			Young Carer Officer	Commissioned Carer Service	See Risk Log			
			3.3.7	Provide easy access to breaks that help prevent the breakdown of the caring relationship	Year 1			Adult Carer Officer	Commissioned Carer Service, Social Worker Unpaid Carers	See Risk Log			
	3.4	Ensure carers of all ages are supported to plan for the future (their own and that of the person they care for), by identifying them and working together to consider long term needs and preferences	3.4.1	Support carers to plan for emergencies	Year 1			Adult Carer Officer, Young Carer Officer	commissioned Carer Service, Social Worker Unpaid Carers	See Risk Log			
			3.4.2	Provide support for working carers, to help them stay in work and, where necessary, make informed decisions about their employment	Year 2			Adult Carer Officer	Commissioned Carer Service, Social Worker Unpaid Carers	See Risk Log			

		3.8.9	Establish membership and Terms of Reference for a Carer Strategy Review Group	October 2023	N/A		Service Manager	Carers Voice Group, Strategy Implementation Group members, Social Worker for Unpaid Carers, Commissioned Carers Service,		Not Started			
		3.8.10	Review and refresh Moray Carers Strategy 2023-2026 on an annual basis	January 2024, January 2025, January 2026,			Service Manager	Carers Voice Group, Carer Strategy Review Group, Strategy Implementation Group members, Social Worker for Unpaid Carers, Commissioned Carers Service, IJB		Not Started			
		3.8.11	Establish a process and actions for the development and consultation of the Moray Carers Strategy 2026 - ?	To Commence July 2025. Completion date March 2026 for launch April 2026	To be developed		Adult Carer Officer, Young Carer Officer	Carers Voice Group, Carer Strategy Review Group, Service Manager, Strategy Implementation Group members, Commissioned Carer Service, IJB,		Not Started			

Action Ref No.	Risk Description	Impact	Overall Impact	Overall Probability	Countermeasures	Status	Deadline	Owner
1.1.1, 1.1.4, 1.1.5, 1.1.9, 1.4.1, 1.4.2, 1.5.1, 1.5.2, 1.5.4, 1.6.1, 1.6.2, 1.6.3, 1.6.4, 1.6.5, 1.6.6, 1.6.7, 1.6.8, 1.7.3, 2.1.2, 2.5.2, 2.5.3, 2.6.1, 3.1.2, 3.1.3, 3.1.4, 3.1.5, 3.3.1,	Lack of a substantive Carer Support Service contract.	Carer service provision does not deliver Carer support that is required or compliant. HSCM failure to meet legislative requirements. Increase of Carers in "crisis". Increase in Carer unmet need. Unable to meet increases in referrals or demand for services. Inability to contribute to the progression of Carer Strategy outcomes. Unable to recruit within carer service. Satisfaction with Carer support decreases. Increase in complaints. Reduced ability to provide early help and intervention.	High	High	Commissioning team liaising with Senior Management Team			

3.3.2, 3.3.3, 3.3.4, 3.3.5, 3.3.6, 3.3.7, 3.4.1, 3.4.2, 3.6.1, 3.6.3, 3.6.4, 3.8.7, 3.8.10, 3.8.11								
	Current Social Care crisis	More unpaid carers requiring practical and emotional support. Increase in carers reaching "crisis". Increase in referrals to Commissioned Carer Support Service. Increase in urgent referrals to Social Work for emergency respite. Decrease in available respite or long term care provision.			Tender Specification for the Carer Support Service to be updated and made fit for purpose. Focus on early help and crisis prevention and include this in future tendering of Carer Support Service. Development of short break provision (Respitality), develop flexible and creative Carer SDS. Carers Team to provide support and represent unpaid carers in HSCM workforce planning. Unpaid Carers to be recognised as equal partners in care.			

1.1.3, 1.1.4, 1.1.5, 1.1.6, 1.1.7, 1.1.8, 1.1.9, 1.1.10, 1.4.1, 1.4.2, 1.5.1, 1.5.2, 1.5.3, 1.5.4, 1.6.1, 1.6.2, 1.7.1, 1.7.3, 1.7.4, 2.1.2, 2.1.4, 2.5.1, 2.5.2, 2 5 2	Young Carers Strategy Officer and Assistant Young Carer Officer posts currently vacant.	Impact of the caring role may lead to young carers not achieving their full potential at school, entering further education or work. Aims to embed Young Carer Statements into both adult and children's services have ceased. Activities and actions identified in the Carer Strategy will not be completed. Strong links with Health and Education have ceased to be explored and progressed. Awareness raising for the support and identification of hidden young Carers is unable to progress within Moray and within HSCM. Non compliance with the young Carer aspects of the Carer legislation. Young Carers will not be represented in the review and development of the Carer Strategy or Carer Support Service contract. Development for Young Carer breaks, Young Carer transition support is not achieved.	High	High	Business case for funding has been submitted to fill the Young Carer Officer and Assistant Young Carer Officer vacancies on a permanent contract.			
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2.5.5, 2.6.1, 3.1.2, 3.1.3, 3.1.4, 3.3.2, 3.3.3, 3.3.5, 3.3.6, 3.4.1, 3.6.1, 3.6.2, 3.6.4, 3.6.5, 3.6.6, 3.7.1, 3.7.2, 3.8.1, 3.8.3, 3.8.4, 3.8.5, 3.8.6, 3.8.7, 3.8.8, 3.8.9, 3.8.10, 3.8.11								
3.8.8	Backlog in processing ACSPs due to Unpaid Carer Social Worker capacity leading to unpaid carers having unmet need.	Unpaid carers with unmet need unable to look after own health an wellbeing. Potential for unpaid carers to reach crisis point	High	High	Monitoring workload as early indications are that the volumes require additional resource. Review processes and structure of the unpaid carers team within HSCM.			
3.6.5, 3.6.6	SDS budget allocation of £300 for those eligible for further support is not in line with the SDS legislation	HSCM are not meeting their legal duties under the act to identify a personal budget. Not able to fully deliver on the SDS legislation or offer all 4 options of SDS	High	High	Ascertain a true SDS Carers Budget. Review and develop Carer SDS provision in line with SDS Legislation.			

	Carers of people who are Palliative patients are to have assessments and plans all processed in 14 days. Unknown carer status if not triaged.	Failure to meet Carers Act legislation.	High	High	Mitigation - to look at each case as it comes in. Look at capacity within Commissioning review and future tendering of Carer Support Service.			
1.3.1, 1.3.2, 1.3.3, 1.3.6	Carer Positive Award progression to Level 2 within Moray Council. No lead identified.	Actions to progress to level 2 Carer Positive award will not be achieved without a Carer Positive Lead within the Council. Moray Council will fail to demonstrate how it is committed to valuing and supporting staff who have an unpaid caring role outside of work. Retention and recruitment of staff may be negatively affected.	Medium	Medium				
1.2.1, 1.2.2, 1.2.3, 2.2.1. 2.2.2, 2.2.3, 2.2.4, 2.2.5, 2.3.1, 2.4.1, 2.4.2, 2.4.3, 2.4.4,	Progression of the Hospital project - no lead, resources or support identified.	Carers Act Legislation not met. Staff not provided with the training and awareness to support carers appropriately. Increase in Carer "Crisis". Negative experience of carers within hospital environments. Objectives within Carer Strategy not achieved.	High	High	Work underway to identify a Lead within NHS			

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