

**12 March 2018****Agenda Item: 13****REPORT OF THE SERVICE DIRECTOR, DIRECT SERVICES AND NORTH  
NOTTINGHAMSHIRE****ESTABLISHMENT OF TEMPORARY DAY SERVICE SUPPORT ASSISTANT  
POSTS AT BROXTOWE DAY SERVICE****Purpose of the Report**

1. To seek approval to establish two temporary (35 hours) Day Service Support Assistant (Grade 3) posts at Broxtowe Day Service for a period of two years.

**Information and Advice**

2. An external support provider has given notice on the two 'one to one' support workers currently supporting a service user with complex needs and challenging behaviour to attend Broxtowe Day Service.
3. The present provider of one to one support has been unable to deliver the consistency in support required for this service user. Support staff have changed frequently with additional use of agency staff which has resulted in a breakdown in provision.
4. Committee approval is sought to appoint two temporary (35 hours) Day Service Support Assistants, initially for two years, to ensure that the posts can be recruited to and the service can be maintained by offering a consistent team of support to this service user. If after two years the service is to be continued a further report will be brought to Committee to request continuation of these posts.
5. The cost of two temporary Day Service Support Assistants will be £48,856 per year. This cost will be funded by the Rushcliffe Learning Disability Community Care Budget. This package of care is 50% funded by Health and therefore the cost to the Council is £24,428.

**Other Options Considered**

6. To continue to support this service user with current external support provider utilising relief and agency staff is unsatisfactory.
7. The Team has explored alternative providers without any success. This service user requires consistency and familiarity in order to reduce his anxiety levels and thus reduce behaviours.

## **Reason/s for Recommendation/s**

8. The temporary appointment of two Day Service Support Assistants will ensure that the one to one support is delivered from a consistent well-trained workforce and provide a better outcome for the service user.

## **Statutory and Policy Implications**

9. This report has been compiled after consideration of implications in respect of crime and disorder, data protection and information governance finance, human resources, human rights, the NHS Constitution (public health services), the public sector equality duty, safeguarding of children and adults at risk, service users, smarter working, sustainability and the environment and where such implications are material they are described below. Appropriate consultation has been undertaken and advice sought on these issues as required.

## **Financial Implications**

10. The cost of two temporary Day Service Support Assistant posts will be £48,856 per year. This cost will be funded by the Rushcliffe Learning Disability Community Care Budget.
11. The funding for the package of care and support for the service user is 50% funded by Health and therefore the cost to the Council is £24,428.

## **Human Resources Implications**

12. Should the one to one service cease within the two year period it is proposed that temporary posts be utilised within the establishment at Broxtowe Day Service to assist in holiday and absence cover reducing the use of agency staffing within this service.

## **Safeguarding of Children and Vulnerable Adults Implications**

13. The recruitment of this “one to one” support team at Broxtowe Day Service ensures that there is skilled and consistency of care for a vulnerable adult.

## **Implications for Service Users**

14. The service user will have continuity of care and support from a regular staff team.

## **RECOMMENDATION/S**

- 1) That the establishment of two temporary (35 hours) Day Service Support Assistant (Grade 3) posts at Broxtowe Day Service, for a period of two years, be approved.

**Ainsley MacDonnell**

**Service Director, Direct Services and North Nottinghamshire**

**For any enquiries about this report please contact:**

Jane McKay  
Group Manager, Day and Employment Services  
T: 0115 8040537  
E: [jane.mckay@nottsc.gov.uk](mailto:jane.mckay@nottsc.gov.uk)

**Constitutional Comments (LM 21/02/18)**

15. The Adult Social Care and Public Health Committee Is the appropriate body to consider the contents of the report.

**Financial Comments (AGW 23/02/18)**

16. The financial implications of these recommendations are contained in paragraphs 10 and 11 of this report.

**HR Comments (SJJ 16/02/2018)**

17. These posts will be recruited to on a fixed term basis.

**Background Papers and Published Documents**

None.

**Electoral Division(s) and Member(s) Affected**

All.

ASCPH535