

1st October 2012**Agenda Item: 10****REPORT OF SERVICE DIRECTOR FOR PROMOTING INDEPENDENCE AND
PUBLIC PROTECTION****THE SOCIAL CARE REFORM GRANT****Purpose of the Report**

1. To recommend proposals for the intended use of the remaining Social Care Reform Grant as part of embedding personalisation.

Information and Advice

2. The Social Care Reform Grant is a ring-fenced national grant introduced as part of Putting People First. The Grant has been provided as part of additional temporary support to effect the major changes required by the Putting People First initiatives. It is proposed that the remaining grant will be used to fund temporary staff to meet the priorities of Think Local, Act Personal (TLAP) - the Coalition's response to personalisation, including personal budgets for people in long-term care, delivering cost effective ways of delivering social care, developing the market and developing community capacity.
3. The report provides a brief context for each area and makes recommendations for the use of the Social Care Reform Grant over the next two years.

Reablement Service: Promoting Independence

4. In line with Think Local, Act Personal, the aim is to enable people to remain as independent as possible and reduce or avoid the need for long-term support.
5. The service aims to provide support to people that will enable them to regain or maintain their independence wherever possible, to avoid unnecessary hospital admissions and support people home from hospital, and to avoid the need for long-term care. To this end, the department is promoting flexible ways of working across the County to provide an effective multi-disciplinary reablement service through a range of services in a variety of community settings, including intermediate care and home-based services.
6. The Short-Term Assessment and Reablement Team (START) works with people to help them regain the skills and confidence to live as independently as possible. It helps with personal care and domestic care tasks. START staff may suggest doing things differently to how they have been done in the past, offer small items of equipment to make tasks easier and inform people about other kinds of help they could receive. This support normally lasts

for up to six weeks. During this time support needs are constantly reviewed to see if people will require any long-term personal support.

7. It is proposed that 3 fte Community Care Officers are recruited to a pilot community broker service for those people coming out of reablement.
8. A broker helps people plan and organise any support they need to be independent and ensure any support is value for money. Their role will be to enable people with ongoing needs coming out of reablement to receive support in a timely and responsive way. For people who no longer require support, they will access low level support to help maintain independence and wellbeing. Brokers will support social care workers in reablement to ensure an efficient throughput and that people receive a responsive service at the end of a period of reablement.
 - a. 3 fte (111 hours) Community Care Officers (Reablement), Grade 5, scp 24-28 (£20,858 - £23,708) and the post be allocated approved car user status. Funding to be available from 1st October 2012 – 31st March 2014.

Total funding £140,000 (including on-costs and travel for until 31st March 2014)

Reviews

9. The Council has a responsibility to carry out an annual review of service users needs.
10. To provide additional capacity, dedicated reviewing teams were established on a temporary basis until September 2012 to move people onto a personal budget. The workers also ensure that the Council was meeting the needs of service users in the most cost effective way. Since April 2011, over 3,000 reviews have been completed. This has enabled the Council to move people onto a personal budget and at August 2012 this has resulted in over a £5.2 million overall saving.
11. It is proposed to extend the reviewing teams until March 2014 to provide additional capacity meet the priority of TLAP that all service users in a residential setting need to be moved onto a personal budget. The workers will also continue to ensure users and carers needs are met and to achieve efficiencies for the Council through reviews of support packages. There are nearly 3,000 older adults in long-term care that require a review. Whilst it is not anticipated that many service user will be in a position to use their personal budget in a different way, the emphasis of the reviews will be to enhance the personal plans to meet people's needs and consequently to continue in our attempts to drive up care standards in residential and nursing care settings.
12. It is proposed that three teams continue until March 2014 with additional specialist reviewing in mental health services.
13. It is recommended funding is approved for:
 - a. 3 fte (111 hours) Team Managers (Reviewing), Pay Band D, scp 42-47 (£35,403 - £39,855) and the posts to carry approved car user status. Funding to be extended from 1st October 2012 to 30th September 2014. Total £179,482.

- b. 40 fte (1480 hours) Community Care Officers (Reviewing), Grade 5, scp 24-28 (£20,858 - £23,708) and the posts to carry approved car user status. Funding to be extended from 1st October 2012 to 30th September. Total £1,422,480.
- c. 2 fte (74 hours) Business Support (Reviewing), Grade 3, scp 14-18 (£15,725 - £17,161). Funding to be extended from 1st October 2012 to 30th September. Total £51,483.
- d. 3 fte (111 hours) Community Care Officer (Mental Health Reviewing), Grade 5, scp 24-28 (£20,858 - £23,708) and the posts to carry approved car user status. Funding to be extended from 1st October 2012 to 30th September 2014. Total £17,781.

Total funding required until 30th September 2014 - £1.6 million.

Personalisation

- 14. The modernisation of social care and the development of personalisation has been led by a project team.
- 15. It is proposed to extend the project team until March 2014 to continue to deliver personalisation; deliver cost effective ways of delivering social care through improved processes and better use of resources; shape the market and develop community capacity. Part of the work will be to develop a single information directory on providers. This will be subject to a separate committee report in October 2012.
- 16. It is recommended that funding is approved until 31st March 2014 to extend the current programme staff as previously agreed by delegated authority (AH/2012/00030).
 - a. 1 fte (37 hours) Project Manager (Think Local, Act Personal), Pay Band D, scp 42-47 (£35,430 - £39,855 per annum) and the post be allocated approved car user status
 - b. 6.5 fte (240.5 hours) Commissioning Officers (Think Local, Act Personal), Pay Band C, scp 39-44 (£32,800 - £37,206 per annum) and the posts be allocated approved car user status
 - c. 1 fte (37 hours) Project Administrator (Think Local, Act Personal), Grade 4, scp 19-23 (£17,802 - £20,198 per annum) to support the Putting People First programme
 - d. 1 fte (37 hours) Adult Access Team Leader (Think Local, Act Personal), Pay Band A, scp 29-34 (£24,646 - £28,636, per annum) and the post be allocated approved car user status.
 - e. 0.8 fte (29.6 hours) Project Manager (Support with Confidence), Pay Band C, scp 39-44 (£32,800 - £37,206) and the post be allocated approved car user status.

- f. 1 fte (37 hours) Business Support Administrator (Think Local, Act Personal), Grade 3, scp 14-18 (£15,725 - £17,161) to support the pre-payment cards in Adult Care Financial Services.

Total funding for programme staff required until 31st March 2014 is £500,000 (including on-cost, travel and admin expenses).

17. In addition, it is recommended that funding is approved until 31st March 2013 for the following additional posts:

- a. 1 fte (37 hours) Business Support Administrator (Personalisation), Grade 3, scp 14-18 (£15,725 - £17,161) to support the pre-payment cards in Adult Care Financial Services team. Total £8,580
- b. 1 fte (37 hours) Community Care Officer (Pre-planned Admissions), Grade 5, scp 24-28 (£20,858 - £23,708) and the post to carry approved car user status. Total £11,854
- c. 1 fte (37 hours) Commissioning Officer (Dementia), Pay Band C, scp 39-44 (£32,800 - £37,206). Total £18,603

Total funding required until 31st March 2013 £50,000 (including on-costs)

Capacity Building and Market Development

18. In order to develop capacity in the market for direct payments and self-funders including the development of micro providers, direct payment support providers, peer brokerage and support to the user led organizations it is recommended that the following post is extended:.

- a) £40,000 for a Co-ordinator post for Micro providers.

19. In addition, it is recommended that the following expenditure is authorised:

- b) £20,000 to increase and further develop Micro providers to meet the needs of users and carers through providing small start up grants.
- c) £42,000 to support the existing User Led Organisation (ULO). A ULO is an organisation that is run by people who use support services such as disabled people and older people. The ULO will also be able to support co-production such as peer support planning in particular with a view to implementing 'Making it Real'.

Total funding for capacity building and market development is £102,000.

Telecare

20. Telecare consists of various sensors placed around the home linked to a home unit and monitored 24 hours a day, 365 days a year by a monitoring centre, allowing action to be taken should an incident occur.

21. Through the use of telecare and assistive technology, the Council can help maintain or improve the independence of service users and support carers. In Nottinghamshire, the plan is to extend access to telecare to service users who are at risk of needing long-term support in the future if there is any further decline in their health or wellbeing. Telecare can help to reduce the risk of such a decline and it is therefore important that it is provided as preventative service to maintain independence at home. Key target groups, would include people receiving the START reablement service, people returning home from a hospital stay and carers to enable them to continue to care.
22. To deliver the programme of telecare it is recommended to extend the following posts until 31st March 2014:
- a. 1 fte (37 hours) Project Manager (Telecare), Pay Band D, scp 42-47 (£35,430 - £39,855) and the post be allocated approved car user status
 - b. 2 fte (74 hours) Project Administrator (Telecare) Grade 4, scp 19-23 (£17,802 - £20,198) and the post be allocated approved car user status
 - c. 1 fte (37 hours) Commissioning Officer (Telecare), Pay Band C, scp 39-44 (£32,800 -£37,206) and the post be allocated approved car user status.

Total funding for programme staff required until 31st March 2014 is £150,000 (including on-costs).

Other Options Considered

23. The changes identified in the report and additional temporary resources required are as a result of national requirements. The options considered are related to the pace of change and detailed implementation.

Reason/s for Recommendation/s

24. This report requests approval for the intended use of the remaining social care reform grant as part of Putting People First to achieve the changes required as part of the national agenda for Think Local, Act Personal and Members aspiration to prevent people needing long-term support and to increase people's choice and control through Personal Budgets.

Statutory and Policy Implications

25. This report has been compiled after consideration of implications in respect of finance, equal opportunities, human resources, crime and disorder, human rights, the safeguarding of children, sustainability and the environment and those using the service 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

26. Summary:

	£
Reablement	140,000
Reviewing Team	1,600,000
Think Local Act Personal	500,000
Personalisation	50,000
Capacity Building and Market Development	102,000
Telecare	150,000
Total	2,542,000

27. The expenditure will be funded in the first instance from the remaining Social Care Reform Grant Reserve for which the uncommitted balance is estimated at £2.1m, with the balance of up to £442,000 from earmarked Departmental Reserves.

RECOMMENDATION/S

It is recommended that the Adult Social Care and Health Committee approves for the intended use of the remaining social care reform grant and departmental reserves to deliver Think Local Act Personal as outlined in the report and listed below:

1) Reablement Services: Promoting Independence:

- a. 3 fte (111 hours) Community Care Officers (Reablement), Grade 5, scp 24-28 (£20,858 - £23,708) and the post be allocated approved car user status. Funding to be available from 1st October 2012 – 31st March 2014.

Total funding £140,000 (including on-costs and travel for until 31st March 2014).

2) Reviews:

- b. 3 fte (111 hours) Team Managers (Reviewing), Pay Band D, scp 42-47 (£35,403 - £39,855) and the posts to carry approved car user status. Funding to be extended from 1st October 2012 to 30th September 2014. Total £179,482.
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Total funding required until 30th September 2014 - £1.6 million.

3) Personalisation:

It is recommended that funding is approved until 31st March 2014 to extend the current programme staff as previously agreed by delegated authority (AH/2012/00030).

- f. 1 fte (37 hours) Project Manager (Think Local, Act Personal), Pay Band D, scp 42-47 (£35,430 - £39,855 per annum) and the post be allocated approved car user status
- g. 6.5 fte (240.5 hours) Commissioning Officers (Think Local, Act Personal), Pay Band C, scp 39-44 (£32,800 - £37,206 per annum) and the posts be allocated approved car user status
- h. 1 fte (37 hours) Project Administrator (Think Local, Act Personal), Grade 4, scp 19-23 (£17,802 - £20,198 per annum) to support the Putting People First programme
- i. 1 fte (37 hours) Adult Access Team Leader (Think Local, Act Personal), Pay Band A, scp 29-34 (£24,646 - £28,636, per annum) and the post be allocated approved car user status.
- j. 0.8 fte (29.6 hours) Project Manager (Support with Confidence), Pay Band C, scp 39-44 (£32,800 - £37,206) and the post be allocated approved car user status.
- k. 1 fte (37 hours) Business Support Administrator (Think Local, Act Personal), Grade 3, scp 14-18 (£15,725 - £17,161) to support the pre-payment cards in Adult Care Financial Services.

Total funding for programme staff required until 31st March 2014 is £500,000 (including on-cost, travel and admin expenses).

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- m. 1 fte (37 hours) Community Care Officer (Pre-planned Admissions), Grade 5, scp 24-28 (£20,858 - £23,708) and the post to carry approved car user status. Total £11,854
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Total funding required until 31st March 2013 - £50,000 (including on-costs)

4) Capacity Building and Market Development:

It is recommended that the following post is extended:.

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In addition, it is recommended that the following expenditure is authorised:

- p. £20,000 to increase and further develop Micro providers to meet the needs of users and carers through providing small start up grants.
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Total funding for capacity building and market development is £102,000.

5) Telecare:

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Total funding for programme staff required until 31st March 2014 is £150,000 (including on-costs).

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For any enquiries about this report please contact:

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Constitutional Comments (SLB 20/09/2012)

28. Adult Social Care and Health Committee is the appropriate body to consider the content of this report. It is responsible for promoting choice and independence and, in accordance with the Council's Financial Regulations, for monitoring and controlling budget.

Financial Comments (RWK 20/09/2012)

29. The financial implications are set out in the report.

Background Papers

Except for previously published documents, which will be available elsewhere, the documents listed here will be available for inspection in accordance with Section 100D of the Local Government Act 1972.

- a. [LAC \(DH\) \(2009\) 1 – Transforming Adult Social Care](#).
- b. [Think Local Act Personal](#) – A sector-wide commitment to moving forward with personalisation and community-based support.

Electoral Division(s) and Member(s) Affected

All.

ASCH32