

26th November 2012**Agenda Item: 8****REPORT OF THE SERVICE DIRECTOR FOR PERSONAL CARE AND
SUPPORT – YOUNGER ADULTS****EXTENSION OF A TEMPORARY PROJECT MANAGER, DISABLED
PARENTS AND YOUNG CARERS POST****Purpose of the Report**

1. The purpose of this report is to seek approval for the extension of a temporary Project Manager post managing the Young Carers and Disabled Parents project.

Information and Advice

2. In September of this year Committee approved the extension of the temporary young carers Community Care Officer posts to ensure that the current support to young carers could continue. Committee members are now being asked to approve an extension to the project management support which supports these posts and evaluates their work.
3. The post of temporary Project Manager was established to implement the County Council's young carers' strategy, develop the operational and commissioning activity in relation to young carers and raise awareness of support for young carers and disabled parents throughout the Council and in partnership with voluntary organisations. This post has been successful in implementing processes and procedures and encouraging the take up of services.
4. The existing post is due to end on 31st December 2012 and it has been identified that further work is required to oversee the work, publicise the positive work with young carers and to extend and develop links with schools and other young person's services. By the end of this financial year, a total of £1.7m of additional services will have been commissioned over the last two financial years (2011/12 and 2012/13). The post has already drawn together managers and staff from across departments to consider the needs of young carers. The importance of supporting young carers to improve their life chances and reduce the negative impact of caring is being recognised. Young carers already known to the department are benefiting from the support offered through Direct Payments and wider awareness of the issues affecting young carers.
5. Since January 2012 the following objectives have been achieved:

- a. Setting up Personal Budgets for young carers to meet their needs. This has allowed young carers to purchase items of equipment and participate in mainstream educational and leisure activities.
 - b. Identification of 125 young carers in families where a parent with a disability is receiving support or has received a community care assessment.
 - c. Arranging support for 58 families with disabled parents so that young carers are not undertaking care tasks that are inappropriate for their age.
 - d. Raising awareness of the needs of young carers externally with partners, independent organisations and health colleagues. Arranging publicity through internal and external publications and a media campaign.
 - e. Contacting schools and local community organisations to encourage young carers to receive support and have a carers' assessment and in so doing reduce the stigma felt by young carers.
 - f. Working closely with Family Action's 'Young Carers Service' and commissioning personal budgets for young carers.
 - g. Liaising with children's workers in Social Care and Targeted Support so that the needs of the young person and the family are being met.
 - h. Commissioning a parenting programme to support parents with learning disabilities, mental health needs or experiencing difficulties with substance misuse.
 - i. Working in partnership with the 'What About Me' organisation to be a trusted assessor to conduct young carers' assessments on behalf of the Council.
6. The extension of the post is required to:
- Continue raising awareness in relation to young carers; working with external organisations, partner agencies and schools
 - Provide an induction for the new temporary 'community care officers - young carers' in the community mental health teams, in children's services and one physical disability team
 - Provide support for all temporary community care officers working with young carers and develop peer support networks
 - Ensure all adult social care and children's social care staff work with families to meet the needs of young carers
 - Embed the arrangements across all adult and children's services to ensure continued support for young carers
 - Manage the core children's services contract which delivers a parenting programme until May 2013

- Monitor and report on budgets and the effectiveness of the services
 - Evaluate the effectiveness of interventions using results from the University of Nottingham's questionnaires.
7. Alongside the continued work to implement the Young Carers and Disabled Parents strategy, it is anticipated that the post holder will work across Adult Social Care, Health and Public Protection and the Children, Families and Cultural Services departments to support the operational changes to transitions work highlighted to this committee in September of this year. Having already established sound working relationships across the two departments the post holder will be able to assist in the further development of joint working practices.
 8. In addition, the department has identified that the transfer of the Independent Living Fund to local authorities, as proposed by Government in September, will require a project manager to oversee and co-ordinate activity between the Council and the Fund. The Fund currently supports 208 disabled adults within the County with sums amounting to £3.6m annually. It is, therefore, proposed that the current project manager for the Young Carers and Disabled Parents work be asked to co-ordinate the department's response to this transfer and act as a point of liaison with the Independent Living Fund to ensure a successful transfer of funding and care management responsibility.

Other Options Considered

9. In relation to the Young Carers project management work, it is recognised that the benefits of continuing to utilise existing knowledge, experience and expertise developed over the last 12 months in relation to young carers outweighs alternative ways of managing the service. The additional tasks in relation to transitions work and the Independent Living Fund can be undertaken by the post holder as an extension to their current workload. It is anticipated that over the course of the next 6 to 12 months, the young carers work should be embedded within practice and become business as usual, whilst the independent Living Fund work will develop over this period as the transfer of funding becomes clearer. The alternative would be to seek additional management capacity to take on this work, however at this stage the department believes that the work can be contained within the current post

Reason/s for Recommendation/s

10. This report seeks to put in place arrangements to continue to deliver effective arrangements and to work across partner agencies to ensure continued support for young carers, together with ensuring a smooth transfer of funding responsibilities between the Independent Living Fund and the authority.

Statutory and Policy Implications

11. 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

12. The cost of this proposal is £42,784.00 including on-costs, approved car user status, to be met from the Disabled Parents and Young Carers budget.

Human Resources Implications

13. The human resources implications are contained in the body of the report.

14. The trade unions have been consulted on the content of this report and UNISON support the proposals but would prefer that the post is permanent.

RECOMMENDATION/S

It is recommended that the Committee approve

- 1) the extension of 1 fte (37 hours) temporary Project Manager (Young Carers and Disabled Parents) within Joint Commissioning, Quality and Business Change, Pay Band B, scp 34-39 (£28,636 - £32,800 pro rata per annum) from 1st January 2013 to from 1st January 2014 and the post continue to be allocated approved car user status.

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For any enquiries about this report please contact:

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Constitutional Comments (GS 08/11/2012)

15. The Adult Social Care and Health Committee is responsible for approving relevant staffing structures and is the appropriate body to consider the content of this report. The Employment Procedure Rules set out in the Constitution state that the report should include the required advice and HR comments / implications.

Financial Implications (NDR 12/11/2012)

16. The financial implications are set out in paragraph 12 of 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. Support for disabled parents and young carers – protocol dated July 2011.

- b. Business Case 'Disabled Parents and Young Carers' v1.1 dated 28th September 2011.
- c. Young Carers Strategy for Nottinghamshire dated May 2011.
- d. Delegated Decision – Extension of the Project Manager, Disabled Parents and Young Carers AH/2012/00005 - dated 11th January 2012.

Electoral Division(s) and Member(s) Affected

All.

ASCH66