

2nd July 2012**Agenda Item 11****REPORT OF THE SERVICE DIRECTOR FOR JOINT COMMISSIONING,
QUALITY AND BUSINESS CHANGE****EXTENSION OF POSTS OF STRATEGIC PROGRAMME DEVELOPMENT
MANAGER (INCLUDING PROJECT SUPPORT) AND THE PROGRAMME
MANAGER (CHANGE)****Purpose of the Report**

1. The purpose of the report is to seek approval to extend 3 posts for a period of 18 months, to manage the authority's programme to develop and promote alternatives to residential care, specifically:
 - Strategic Development Programme Manager, to deliver the programme of change in relation to the council's retained residential homes for older people and development of extra care housing
 - Programme Manager, Change, to drive a number of other change work-streams to enable older people to live at home, including operational staff awareness, commitment and contribution to this agenda
 - Business Support Administrator post, to support the work of the Programme Managers.

Information and Advice

2. Nottinghamshire County Council has embarked on the development of a new flexible care and support services which will enable many older people to continue living comfortably and safely within their own homes for longer. The authority is broadening the scope of the Alternatives to Residential Care programme, bringing Extra Care developments into the work-stream, and extending its various projects under a new programme named 'Living at Home'. This project will enable the authority to offer a diverse range of community-based services tailored to people's individual circumstances and needs, including:
 - use of assistive technology such as monitoring systems
 - a night response service
 - a specialist service for older people with dementia or mental health problems and their carers

- further resources for reablement
 - streamlining the existing, highly valued handy person's adaptation service.
3. Overall, there will be a wider selection of care and support services available to support people to live at home, which will help to improve the quality of life for service users and their carers, and maintain personal dignity and respect.
 4. Nottinghamshire County Council has transferred six of its twelve residential care homes for older people to Runwood Homes; an Independent Sector organisation. The conditions of the transfer were that every resident would be able to remain living at their home and that all staff would transfer under TUPE, ensuring minimal disruption for both residents and staff.
 5. The authority will save revenue of £900,000 per year (i.e. £4.5m over 5 years) as a result of the transfer. This is in addition to the capital receipt of £2.5 million (which includes £600,000 being reimbursed to Health) which will be reinvested into services for older people. Runwood Homes is also committed to invest £3 million (£500,000 per home) in improving the homes for the benefit of residents and their visitors.
 6. Six of the Council's homes were not sold and further work is underway to explore the provision of additional services within those buildings (please see separate report on today's agenda – Aiming for Excellence – Retained Homes). Reablement approaches, short-term care, assessment beds and prevention including support to carers are opportunities for the authority to develop short-term services that promote independence, whilst optimising current resources and generating additional income.
 7. As a core part of its strategy to modernise services for older people, the Council is investing £12.650 million in extra care provision. A formal tender process is underway to facilitate phase 1 of the strategy, to deliver three new build extra care schemes on sites across the County:
 - Former Walker Street Schools site in Eastwood, Broxtowe
 - Former Elizabethan Lower School site in Retford, Bassetlaw
 - Skegby Lane, Mansfield.
 8. The extra care developments will provide a range of services and facilities on-site dependent on the size of the scheme, and may include a cafe, restaurant, fitness room, IT suite, flexible space that can be used for wellbeing clinics, hairdresser, chiropodist, and space for social events. These services and facilities will be available to people in the wider community.
 9. In addition to these services, tenants eligible for the extra care service will have access to care staff around the clock, so that their care needs can be met in the most appropriate way to maximise their independence.
 10. Phase 2 will include additional new-build schemes and the remodelling of existing accommodation will be considered, including joint working with district and borough councils.
 11. Work required for the 'Living at Home' programme will be substantial and includes:

- Developing the projects identified in paragraph 2
- Developing the project and implementation plan for the future of the authority's six unsold homes
- Comprehensive procurement exercises to develop new extra care housing schemes, with a potential value of £100 million
- Establishing new models of extra care housing services, e.g. outreach extra care housing and night response services
- Handling media and communications issues throughout the duration of the programme
- Delivering the programme within the budgetary limits agreed
- Co-ordinating all activity in relation to property, legal issues, finance, commercial matters and procurement to ensure the successful delivery of the programme.

Other Options Considered

12. The option of not filling the posts, or combining them with the duties of other posts, has been considered and ruled out due to the workload outlined in paragraph 11, and the need to retain the focus on this high-priority area of the authority's work. Ability to deliver the savings identified in this high governance project would be at risk if the posts are not extended.

Reason/s for Recommendation/s

13. In order to deliver the large and complex Living at Home programme, it is recommended that all of the posts be extended for 18 months from their current end date of 30th September 2012, to finish on 31st March 2014.

Statutory and Policy Implications

14. 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

15. The Strategic Development Programme Manager and Programme Manager, Change, posts have been evaluated at Hay Band E (£39,855-£44,276), and the project support officer post, grade 3 (£15,725-£17,161). The estimated additional costs arising from the extension of these posts are:

	2012/13 £	2013/14 £
Employees and other costs	66,850	133,700

The estimated additional costs will be met from within the 2012/13 and 2013/14 revenue budget allocations for the Adult Social Care and Health Committee.

Equalities Implications

16. Promoting greater equality of opportunity is a key driver for this programme. The Programme Managers will play a key part in the access to facilities by minority ethnic, older people and disabled people.

Human Rights Implications

17. The Human Rights Act has been considered and everyone has the right to respect for his/her private and family life and his/her home (Article 8 – right to respect for private and family life). The proposed changes create better opportunities for older people to remain at home, retain their privacy and maintain and preserve their family networks. The posts of Programme Manager will play a key part in the coordination of this process.

Human Resources Implications

18. The posts will ensure that the department has the capacity to implement the decision of the County Council (25th February 2010) in respect of the Council's homes for older people and extra care housing. Both Programme Manager posts will report to the Group Manager, Business Change and Support. Current post holders would continue to remain in post.

RECOMMENDATION/S

It is recommended that the following posts be extended for a fixed term for 18 months from 1st October 2012 to 31st March 2014 and based at County Hall:

- a) 1 fte (37 hours) Strategic Development Programme Manager, Band E, scp 47-52 (£39,855-£44,276) with approved car user status
- b) 1 fte (37 hours) Programme Manager, Band E, scp 47-52 (£39,855-£44,276) with approved car user status
- c) 1 fte (37 hours) Business Support Administrator, grade 3, scp 14-18 (£15,725-£17,161).

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Constitutional Comments (KK 15/06/2012)

19. The proposals in this report are within the remit of the Adult Social Care and Health Committee.

Financial Comments (RWK 19/06/12)

20. 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. County Council report of 25th February 2010 (previously published).

Electoral Division(s) and Member(s) Affected

All.

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