

Report



meeting

SOCIAL SERVICES SELECT COMMITTEE

date

4th April 2006

agenda item number

REPORT OF THE DIRECTOR OF SOCIAL SERVICES

LEARNING DISABILITY DAY SERVICE MODERNISATION

1. Purpose of Report:

- 1.1 The purpose of the report is to inform the Social Services Select Committee on the proposals to modernise Learning Disability Day Services.

2. Information and Advice

2.1 Background to Modernisation

- 2.1.1 The Valuing People White Paper (2001) required local authorities to provide services to learning disabled people to promote their rights, independence and choice.
- 2.1.2 Specifically Valuing People made reference to the modernisation of day services, establishing targets to have modernisation plans in place by 2003 and for local authorities to have completed modernisation of services by 2006.
- 2.1.3 In March 2003, the Learning Disability Partnership Board agreed the County Council modernisation plan "No More Broccoli".
- 2.1.4 The Social Services Select Committee received an updated report in January 2006 on the modernisation of the day services following the Cabinet report in May 2005.
- 2.1.5 Whilst many of the recommendations contained in the Cabinet report have been or are being implemented, the requirement to develop a locally based person centred service requires a fundamental review of staffing structures and delivery processes.
- 2.1.6 The inspection of Learning Disability Services by the Commission for Social Care Inspection (CSCI) in July 2005 recognised this, commenting, "Day Services staffing levels had not been reviewed since the 1980's and, although

progress was being made on the development of more community based services, day centres were still at the heart of the service.

2.2 Context

- 2.2.1 Demands on Learning Disability Services are increasing with people living longer and more people with complex care needs requiring social care.
- 2.2.2 This increased demand on services has resulted in significant year on year target pressures, resulting in a 120% growth in the learning disability budget over the last four years. In 2006/07 this will equate to over £5m of projected cost increase.
- 2.2.3 Value for money assessments completed in 2004/05 showed Nottinghamshire County Council expenditure on day services to be over £2m higher than the County average. This placed the County in the lower quartile of all authorities with regard to expenditure per head of population.
- 2.2.4 Expenditure in day services has increased by 40% over the last four years.

2.3 Current Proposals

- 2.3.1 The Learning Disability Day Services Modernisation Proposal Document (attached) seeks consultation on two issues:
 - (a) the locality model of service
 - (b) the proposed staffing structures.
- 2.3.2 The document asks for responses by the 21st March 2006, following which a further proposal document will be produced. Consultation is ongoing with staff and Trades Union representatives and a summary document and easy read document have been produced for consultation with carers and service users respectively. Copies of the full document have been made available to those carers who wished to view this, and the time frame for comments has been extended to the 28th March to allow carers more time for consideration of the proposals. In addition the proposals have been disseminated to key partners on the learning disability partnership board and the learning disability programme board as well as to advocacy and support groups.
- 2.3.3 The locality model of service confirms the existing direction of travel toward smaller local services which will promote social inclusion and increase independence for individual service users.
- 2.3.4 The focus of services will be to empower people to engage with their local communities, enhance people's social and living skills and provide a choice of activities in which people can participate within mainstream community facilities.

- 2.3.5 The model also creates a discrete employment development resource which will develop appropriate opportunities for people to develop the skills, expertise and confidence to undertake work based activity.
- 2.3.6 The document also proposes to extend the day service co-ordinator role (currently operating in Rushcliffe) across all day services. The role of the co-ordinators will be to act as brokers for service users, liaising with Community Learning Disability Team (CLDT) day services and community agencies to promote person centred planning, individual budgets and service user rights as described in the white paper “Your Health, Your Care, Your Say.”
- 2.3.7 All changes to staff roles and functions will be subject to approval through the delegated decision process.
- 2.3.8 The move toward smaller local bases raises the question of whether day services should continue to provide a full cooked meals service.
- 2.3.9 In a number of localities (Rushcliffe, Newark, Retford) meal provision is provided via a cafeteria style service where service users and staff can purchase hot or cold food.
- 2.3.10 The provision of a cafeteria style service has a number of advantages:
- (a) allows for services users to be involved in an employment development activity within the cafés – potentially leading to the development of a social liaison within the next few years
 - (b) enhances the socially inclusive nature of services, providing more “ordinary” environments
 - (c) provides a financial saving to the service through the sale of food at cost price as opposed to subsidised meal provision.
- 2.3.11 The proposal also recommends the removal of the existing custom and practise of providing a “free” meal to staff who supervise service users over mealtime periods.
- 2.3.12 The proposed staffing structures are founded on the locality model of service. To this end, staff are based within districts rather than within individual day centres.
- 2.3.13 The proposed structures allow for more operational whilst reducing the number of managerial posts.
- 2.3.14 Overall, there are 12 fewer posts within the proposed structure. However, these reductions are being made within the management tiers and in the catering services, with increased numbers of day service officers and day service assistants. Therefore there are more staff able to work in dispersed/community services.

2.3.15 Revised job descriptions will allow for a more flexible service through a revision to current accountabilities and an alteration to existing terms and conditions to allow for the delivery of services led by individual need rather than the needs of the service.

2.3.16 Key to the delivery of services based on individual need is the further development of Person Centred Plans for service users. The CSCI Inspection report highlighted the low numbers of people currently receiving learning disability services with person centred plans. Whilst the report also commented on the high quality of plans for those people who have one, the Commission were concerned about the time it may take before the majority of service users would benefit from a person centred plan, and the separation of the person centred planning process from the care management process. These proposals aim to provide more capacity for the development of person centred plans within day services, and the new day service co-ordinator role will act as a key linkage to the care management teams in this regard.

3. Conclusion

3.1 The Learning Disability Day Service Modernisation proposals build on existing policy and practice.

3.2 The pace of change presently being delivered is not consistent with national or local priorities. The proposals currently out for consultation will enable the County Council to deliver modernised services within an appropriate time frame.

3.3 The proposals will assist the authority to manage the current and future budget pressures placed on the learning disabilities service.

4. Recommendations

4.1 It is recommended that members comment on the report.

5. Director of Resources Financial Comments (DW 09/03/06)

5.1 The proposals contained within this report form part of the Social Services Savings Plan for 2006/07. At this stage it is anticipated that the proposals will save £200,000 in 2006/07 rising to £350,000 in 2007/08.

6. Background Papers Available for Inspection

6.1 Proposals to Modernise Learning Disability Day Services February 2005.

6.2 "No More Broccoli" – Day Services Modernisation report – March 2003.

6.3 Day Services Modernisation Study Group – Progress Report – Select Committee Report 10th January 2006.

6.4 Commission for Social Care Inspection Report – July 2005

6.5 Commission for Social Care Inspection Report – July 2005 Action plan

7. Electoral Divisions Affected

7.1 All electoral areas affected equally.

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(Comm/Select/SCSS209)