

6 October 2014

Agenda Item: 7

REPORT OF THE SERVICE DIRECTOR, ACCESS AND PUBLIC PROTECTION

FRAMEWORK DEVELOPMENT TEAM PRIORITIES

Purpose of the Report

1. The purpose of the report is:

- to advise committee members of current and future work priorities for the Adult Social Care, Health & Public Protection (ASCH&PP) Framework Development Team
- to request temporary funding and recruitment of:
 - a) 2 FTE Technical Specialists
 - b) 1.5 FTE Reports Specialists.

Information and Advice

2. Over the next 12-24 months, with the implementation of the Care Act and other priorities, the workload of the ASCH&PP Framework Development Team will increase significantly. Current and future developments of the team are outlined below.

<i>Priority</i>	<i>Comment</i>
Upgrade of the Framework system to the new 'Mosaic'	<ul style="list-style-type: none"> • Significant developments required in advance including removal of duplicate records and automatic allocation of retention dates
Home Based Services	<ul style="list-style-type: none"> • 'Portal' for providers to complete support plans • Implementing the new electronic monitoring system
Care Act	<ul style="list-style-type: none"> • Ability to calculate and charge interest on Deferred Payments • Improved online advice • Statement of needs • Prescription of services • Carers' Assessment and support plans which meet Care Act requirements • New national eligibility criteria and consideration of the Resource Allocation System (RAS) • Financial Assessment calculations • Online needs self-assessment, and process or system to

	triage <ul style="list-style-type: none"> • Online financial self-assessment • Citizen portal
Other priority projects include integration of NHS numbers, Short Breaks allocation calculator and carers' assessment, review of Occupational Therapy assessment form, contact form redevelopment, Community Care Assessment and Support Plan (CCASP) changes, Systems Review implementation, Promoting Independence workflow, Mobilisation, Organisational Redesign, contracting, Transitions, and review of Deprivation of Liberty Safeguards (DOLS) forms, and a range of reporting requirements.	

3. Consideration has been given to the resource gap within the Framework Development Team and the ability to deliver numerous changes within required timeframes. The current staffing of the Framework Team consists of a number of positions with varying roles and responsibilities. It is envisaged that a significant number of future developments will require a high level of technical specialist resource and subsequent report writing specialist skills. Both of these areas are where limited resource is available within the current staffing establishment.
4. It therefore proposed that the department recruit to 2 x fte Technical Specialists and 1.5 x fte Reports Specialists on a temporary basis to work alongside the current establishment so priority changes and developments can be delivered within the required timeframes.

Other Options Considered

5. Discussions have taken place with performance and ICT colleagues to understand whether the required levels of the necessary technical skills exist currently that could be utilised to support the Framework Development Team's current resource and help deliver proposed developments and changes to the Framework system. Unfortunately there is insufficient capacity of the appropriate level of technical knowledge and skills.

Statutory and Policy Implications

6. This report has been compiled after consideration of implications in respect of crime and disorder, finance, human resources, human rights, the NHS Constitution (Public Health only), the public sector equality duty, safeguarding of children and vulnerable adults, service users, sustainability and the environment and ways of working 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

7. 2 x fte Technical Specialists Band C scp 39 – 44, £144,754 at top of scale including on costs for 18 months funded from departmental reserves.

1.5 x fte Reports Specialist Band B scp 34 – 39, £95,550 at top of scale for 18 months funded from the SALT implementation money and transformation fund.

Total salaries of the 3.5 fte additional posts requested - £240,304 including on costs.

Human Resources Implications

8. The posts will be subject to the vacancy control protocol and appointed to on an 18 month fixed term contract.

Implications for Service Users

9. The work required in relation to the Care Act aims to provide improved access for our citizens to county council services through the use of technology based improvements, of which a high percentage relate to the development of the Frameworki system.

RECOMMENDATION/S

It is recommended that the Adult Social Care, Health and Public Protection Committee:

- i) notes the contents of this report
- ii) approves the funding and recruitment of:

2 x fte Technical Specialists Band C scp 39 – 44, £144,754 at top of scale including on costs for 18 months, from departmental reserves

1.5 x fte Reports Specialist Band B scp 34 – 39, £95,550 at top of scale including on costs for 18 months, from Short and Long Term Care (SALT) data collection implementation funds and transformation fund.

Total salaries of the 3.5 fte additional posts requested - £240,304 over 18 months.

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Constitutional Comments (LM 16/09/14)

12. The Adult Social Care and health Committee has delegated authority within the Constitution to approve the recommendations in the report.

Financial Comments (KAS 24/09/14)

13. The financial implications are contained within paragraph 7 of the report.

Background Papers and Published Documents

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.

- 'None'.

Electoral Division(s) and Member(s) Affected

- 'All'.

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