



**12<sup>th</sup> November 2018**

**Agenda Item: 6**

**REPORT OF THE CORPORATE DIRECTOR, ADULT SOCIAL CARE AND  
HEALTH**

**PROPOSALS FOR ALLOCATION OF ADDITIONAL NATIONAL FUNDING  
FOR ADULT SOCIAL CARE - ADDENDUM**

**Purpose of the Report**

1. This report is an addendum to agenda item 6 (proposals for allocation of additional national funding for adult social care). It provides more detail and costs with regard to the allocation of this funding (£3.527m).

**Information**

2. In response to the criteria set by the government, the department has identified a number of priority areas for use of the funding, whilst also ensuring there is equity of care and support provision across the county. As required the department has shared and discussed the proposals with health partners, within a tight timescale. The costs set out in the table in **Appendix 1** will be managed within the financial envelope of the grant.
3. The Council is awaiting the detail of the monitoring that will be required by the Department of Health and Social Care. The intention is to measure and assess the impact of the additional funding for elected members, health partners and the national return once this is confirmed. This will include (but is not restricted to):
  - the number of assessments and reviews completed
  - the number of care packages provided
  - the average number of hours per package and the average cost of the package
  - the number of people who receive a reablement service
  - the number of people who complete the reablement input
  - the number of people still independent after 91 days
  - the number of people supported by the Home First Response Service.

**Other Options Considered**

4. There are no other options for consideration.

## Reason/s for Recommendation/s

5. The Committee is asked to approve the department's proposals for how the additional temporary funding should be allocated, in order to meet the required criteria.

## Statutory and Policy Implications

6. This report has been compiled after consideration of implications in respect of crime and disorder, data protection and information governance, finance, human resources, human rights, the NHS Constitution (public health services), the public sector equality duty, safeguarding of children and adults at risk, service users, smarter working, sustainability and the environment 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. The financial implications are listed in the table in **Appendix 1**. This outlines the use of the additional £3.527m of national funding until the end of March 2019. The Shared Lives Co-ordinator post will be funded by departmental reserves from April 2019 to December 2019 at a cost of £9,330.

## Human Resources Implications

8. The Human Resource implications are listed in the table in **Appendix 1**, and in the recommendations below. Recruitment to these temporary posts will be undertaken in line with the Council's policies. It will be necessary to use a combination of recruitment to short-term fixed contracts, agency staffing and current staff undertaking additional hours.
9. In addition to this the funding will be used for agency staffing to undertake additional Deprivation of Liberty Safeguards assessments, and to cover the costs of the Data Input Team staff and the Adult Care Financial Services staff that have been agreed through previous approval processes.

## RECOMMENDATION/S

- 1) That Committee approves the proposals presented in this addendum for the allocation of the additional funding to support adult social care. The table below shows the maximum number of posts that are requested to the end of March 2019 unless stated otherwise. (As identified above in paragraph 8, additional staffing capacity will be a flexible combination of short-term fixed contracts, agency staffing and current staff undertaking additional hours.)

Post title and grade	Number of posts (full-time equivalent)
Community Care Officers (Grade 5)	13
Social Workers (Band B)	8

Approved Mental Health Practitioners (Band C)	2
Occupational Therapists (Band B)	15
Extension of OT contract from Jan-March 2019	1
Reablement Support Workers (Grade 2) / Peri Reablement Support Workers (Grade 3)	16.2
Reablement Support Co-ordinator (Grade 4)	1
Community Partnership Officer (Band A)	2
Team Manager (Band D)	0.5
Programme Officer (Workforce) (Band B)	1
Care and Support Centre Senior Care Assistants (Grade 3)	2
Care and Support Centre Care Assistants (Grade 2)	2
Shared Lives Placement Co-ordinator (Grade 5) (for 12 months)	0.5

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#### **Constitutional Comments (LM 08/11/18)**

10. The Adult Social Care and Public Health Committee is the appropriate body to consider the contents of the report.

#### **Financial Comments (KAS 08/11/18)**

11. The financial implications are contained within **paragraph 7** of the report and **Appendix 1** details how the £3.527m Winter Pressure Money will be spent to March 2019.

#### **HR Comments (SJJ 07/11/18)**

12. Trade Union colleagues will be informed of the proposals at the Joint Consultative & Negotiating Panel for Adult Social Care and Health. All proposed temporary posts are positions that currently exist in the structure and do not require evaluation to determine a grade.
13. All other HR Implications are identified in **paragraphs 8 and 9**.

#### **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.

Adult Social Care And Health – changes to the staffing establishment: report to Adult Social Care and Public Health Committee on 10<sup>th</sup> September 2018

Proposals for allocation of additional national funding for adult social care: report to Adult Social Care and Public Health Committee on 12<sup>th</sup> November 2018

**Electoral Division(s) and Member(s) Affected**

All.

ASCPH601 addendum final

## Appendix 1

<b>Priority 1 Increased social care staffing to enable effective hospital discharge planning, including provision of seven day services and support for people with mental health needs leaving hospital</b>			
<b>Proposal</b>	<b>Description</b>	<b>Benefit/ outcome</b>	<b>Cost</b>
Additional staffing in Approved Mental Health Practitioner (AMHP) Team	To provide 2 additional AMHPs in the countywide team.	Enables team to help people in mental health crisis to avoid hospital admission, to facilitate discharge from hospital and avoid delays in this process.	£58,000
Additional Occupational Therapy (OT) staffing (Hospital based)	To provide 3 FTE OT posts to be based in each acute hospital to screen referrals to START Reablement and Home First Response Service.	Ensure referrals are made appropriately, and social care capacity is used effectively as well as increasing the service across 7 days.	£86,250
Additional Social Worker staffing in district community mental health teams to support mental health discharge planning	To provide 3.5 FTE Social Workers across the county.	Complex discharges that require sourcing of specialist placements will benefit from additional resources to facilitate timely discharge. Additional social work capacity in the teams will allow for early engagement and reduce use of short term care to facilitate discharge.	£100,640
Additional Social Worker (SW) and Community Care Officer (CCO) staffing to support increased demand for assessment and discharge planning during the winter period.	To provide 4.5 FTE Social Workers (Band B) and 2 FTE Community Care Officers (Grade 5) to provide cover across the county where it is required. Temporary CCO posts to cover Mansfield and Ashfield have been	Resources will meet increased demand for care and support assessments resulting from additional hospital beds and number of people in the health and social care system.	£92,660

	requested in the staffing report on the November committee agenda. This is in addition to additional staffing requested for the Short-Term Independence Services under priority 3 below.		
Additional staffing to undertake Deprivation of Liberty Safeguards (DoLS) assessments	To allocate funding to purchase additional agency staffing to undertake mental capacity assessments and reviews, including for people in hospital settings.	Additional capacity will help to speed up the assessment process to ensure people are receiving the service and response that is appropriate to their needs, and to support prompt discharge from hospital.	£200,000
Increased capacity to improve and develop integrated discharge arrangements	To provide additional project capacity at NUH to improve and develop integrated discharge	Increased senior and strategic oversight will support effective integrated working to improve discharge arrangements and reduce length of stay.	£50,000
Additional staffing to support the commissioning of care and support packages	To provide 6 additional staff in the Data Input Team which undertakes the timely commissioning of care and support packages.	This team releases capacity for front line social care staff to undertake assessments, reviews and safeguarding activities.	£51,170

<b>Priority 2</b> <b>Increased intermediate care to provide short-term care to support people to remain at home or when leaving hospital.</b> <b>This support can also be used to avoid admission to hospital where appropriate</b>			
<b>Proposal</b>	<b>Description</b>	<b>Benefit/ outcome</b>	<b>Cost</b>
Additional staffing in Care and Support Centres to support short-term care beds	To provide temporary additional staffing to support up to 20 additional short term care beds for hospital discharge or	Supports people to leave hospital promptly with a view to returning home	£87,140

	community step up to avoid hospital admission.	Provide beds to avoid hospital admission.	
Short-term assessment beds	This is to provide additional accommodation-based beds for short term assessment and reablement across the county.	Will support people leaving hospital where a further period of assessment is required.	£600,000
Additional staffing in Shared Lives service	To provide 1 part-time Shared Lives Co-ordinator to facilitate Shared Lives carers to support people in their homes following discharge from hospital.	Provision of an alternative option (in the homes of Shared Lives carers) for people in need of support on discharge from hospital.	£16,000 (12 months) £6,670 for 4 months

### Priority 3

**Expansion of Reablement provision – a range of short-term services are focused on supporting people to regain their skills and confidence, and helping them to live as independently as possible.**

Proposal	Description	Benefit/ outcome	Cost
Additional Occupational Therapy and Community Care Officer capacity (Short –Term Independence Service)	To provide 2 OT (Band B) and 8 additional Community Care Officers (Grade 5) and a part time Team Manager (Band D) within the Short-term Independence services across the county to undertake assessments of increased number of people expected in the health and care system over winter.	To ensure people move through short-term rehabilitation and reablement services appropriately and create capacity in these services.	£156,510
Additional investment in the Council's Short Term Assessment and Reablement service (START)	To provide funding for a range of additional staffing capacity across the county's START services. These will include Reablement Support Workers, and OTs. It is expected that this will be a combination of existing staffing working additional hours and agency staff.	To enable service to support more people across the winter period, to cover 7 day working and to respond more quickly to hospital discharge requirements.	£216,910

Increased investment in assessment flats	This is 2 additional assessment flats at Gladstone House until March 2019.	To increase capacity for assessment and reablement opportunities to support people's independence.	£50,000
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**Priority 4**  
**Ensuring adequate brokerage services – this helps people to arrange care and support services quickly and efficiently, and is available to self-funders and people who are eligible for social care from the Council**

<b>Proposal</b>	<b>Description</b>	<b>Benefit/ outcome</b>	<b>Cost</b>
Additional capacity to provide brokerage support	To provide 2 Community Partnership Officers based in hospitals (in addition to one currently in post) to provide this support across the county.	To work with providers to help facilitate care packages and speed up discharges.	£26,600
Additional capacity to support people to manage the costs of social care services	To provide additional staffing to the Council's Adult Care Financial Services team to support implementation of a new policy with regard to people's contribution to their care and support (for 3 months).	Increased support available to undertake financial assessments for contributions to care and support, to maximise people's income through eligible benefits and to help people to understand the costs to them.	£35,100

**Priority 5**  
**Expansion of capacity in the County's available community-based care provision, such as home care and prevention services**

<b>Proposal</b>	<b>Description</b>	<b>Benefit/ outcome</b>	<b>Cost</b>
Increased funding for community equipment provision	To increase capacity to meet additional winter demand and need, and support work focused on supporting people with one carer rather than two.	Use of equipment to support hospital discharge and avoidance of hospital admission Release capacity in home care through use of equipment instead of care provision where appropriate	£250,000



Increase capacity in Home First Response Service	To secure additional staff for the service over the winter period.	Expansion of service available - which provides short-term support (up to 14 days) for people leaving hospital, and support to remain at home as well as a carers' crisis response service.	£500,000
Additional resources to undertake reviews	To provide 3 additional Community Care Officers across the county to undertake reviews of people who will require care packages during the winter period, e.g. following hospital discharge.	Will release homecare capacity in the care system through review of whether people continue to need same level of support.	£34,770
Additional Occupational Therapy capacity to Physical Disability Teams	To provide 3 Occupational Therapists across the Physical Disability Teams to work jointly with Social Workers on all assessments to the teams. This is based on good results from a current pilot in Mansfield and Ashfield.	Early OT intervention to promote independence and reduce the need for long-term support, wherever possible.	£86,250
Additional Occupational Therapy capacity to district teams and the younger adults' reviewing team	To provide 3 FTE OTs to cover the county, and extend funding for a current temporary OT until March 2019. They will review intensive care packages with a view to promoting independence and utilising equipment and technology, and support people with 1 carer instead of 2 wherever possible. In the younger adults' reviewing team to extend current funding for 1 FTE agency OT from December 2018 until March 2019.	Reviews will release homecare capacity where appropriate.	£98,120

Additional capacity in the Connect Service (Mid Notts) to link to the Local Integrated Care Teams	To fund a temporary Connect Outreach Worker to provide support to the Local Integrated Care Teams. This will better align the service offer with what is already provided in the rest of the county.	Enables a Connect Worker to work closely with the Local Integrated Care Teams (LICT). Offer a more holistic approach to meeting often complex needs of the people considered by the LICT by finding community based solutions that complement or provide alternatives to health, social care and housing services.	£14,690
Increased funding for independent sector home care capacity and Direct Payments	Additional funding to be used flexibly to provide greater capacity in the home care and Direct Payment market, in addition to the Council's core care providers if required.	Provide extra capacity for services to support people in the community, including bank holidays and weekends.	£450,000
Increased funding for residential and nursing home care placements	Additional funding to be used flexibly in response to increased demand and need over the winter period.	Provide extra capacity to support people in residential care as required.	£251,500

<b>Priority 6</b> <b>Intervention that helps the independent sector to increase the availability of adult social care – support will be directed to maximising the capacity of home care and prevention services through recruitment, retention and training of care staff</b>			
<b>Proposal</b>	<b>Description</b>	<b>Benefit/ outcome</b>	<b>Cost</b>
Programme Officer (national recruitment campaign)	To fund a Programme Officer to support implementation of a national and local recruitment campaign with a focus on attracting more frontline care workers into these roles.	Links with Council's adult social care workforce strategy and planned national campaign to support and promote recruitment and retention in the local care sector.	£24,020 (including costs for travel and campaign materials).
		<b>Total</b>	<b>£3,527,000</b>