

**8 July 2019****Agenda Item: 8****REPORT OF THE CORPORATE DIRECTOR, ADULT SOCIAL CARE AND  
HEALTH****ADULT SOCIAL CARE AND PUBLIC HEALTH STAFFING ESTABLISHMENT****Purpose of the Report**

1. To seek approval for the conversion of some existing temporary posts in to permanent posts to support the delivery of the Departmental Strategy and the Adult Social Care Strategy.
2. To seek approval for the extension of a temporary Commissioning Manager post until 31<sup>st</sup> March 2020 to ensure the continued successful implementation of the department's housing strategies.
3. To seek approval for the establishment of two temporary Public Health posts through external funding from the national Childhood Obesity Trailblazer Programme and Public Health Reserves.

**Information**

4. The Council Plan 2017-2021 was agreed by County Council in July 2017 and articulates the ambition to provide the best possible services for local people, improve the place in which we live, and give good value for money. The Plan sets out the Council's 12 commitments for Nottinghamshire and how success in delivering them will be measured.
5. The Departmental Strategies sit just below the Council Plan in the planning hierarchy and set out the aspirations, priorities and outcomes that each Department will work towards in support of the Council Plan. The most recent Departmental Strategies were considered and approved by Policy Committee on 22<sup>nd</sup> May 2019 and the associated report is available as a background paper.
6. The Departmental Strategy sets out how the Adult Social Care and Public Health Department aims to support the delivery of the wider Council plan highlighting some priority programmes of transformation required to achieve this. These programmes of transformation are to:
  - Improve wellbeing through prevention and promoting independence

- Develop our integrated health and social care system
  - Deliver high quality public health and social care services.
7. In Adult Social Care, to ensure that the ambitions of the Corporate and Department Strategies can practically be translated into action, the Adult Social Care Strategy has been developed and was refreshed in 2017. The Adult Social Care Strategy outlines the key principles of the department social care offer and these state that we will:
- Promote individual health, wellbeing and independence
  - Share responsibility with partners, providers, families, carers, friends and the voluntary services in the local community to maintain the health and wellbeing of people in our communities
  - Work to prevent or delay the development of care and support needs by providing advice, information and guidance to support independence for all, regardless of their financial circumstances
  - Promote choice and control so people can receive support in ways that are meaningful to them but is balanced against effective and efficient use of resources
  - Work to ensure people are protected from abuse and neglect, and if people do suffer harm we will work with them to achieve resolution and recovery in line with their wishes
  - Provide support that is proportional to people's needs in order to make the best use of resources available.
8. Since 2011, in order to deliver the Adult Social Care Strategy and to respond to the significant financial pressures faced by the Council there have been a number of large changes to the way that services are delivered. These changes include:
- Adoption of new approach to dealing with initial queries and requests for support with the introduction of the 3-conversation model, which aims to resolve people's needs as early as possible often before formal social care support is required
  - The development of a more enablement focussed approach, where the Council works intensively for short periods of time with service users to support them to regain or increase their levels of independence
  - Expansion of the Reablement offer to support more people to greater levels of recovery after an illness or accident, helping them to return to living as independently as possible
  - Changes to the way the Council reviews existing service users to ensure that independence is being maximised, which includes the development of reviewing pathways and specialist reviewing teams.
9. To develop and embed these changes several areas of the workforce have changed significantly and often only with temporary funding, such as the Better Care Fund. It is now time to review the need for some of these services and posts in the longer term.
10. Having a large number of temporary posts (initially created as fixed term contracts due to temporary funding) creates difficulties in recruiting and retaining a stable workforce. It also means that staff cannot access Apprenticeship funding for essential skill development, because the national criteria states that the contract has to last the length of the Apprenticeship training period. Increased staff vacancy rates and turnover leads to additional risks against delivering current statutory obligations and service objectives. As the table below demonstrates, £34.528m (16.9%) of the proposed net budget for Adult Social Care in 2019/20 is being funded by temporary money. After working for

Nottinghamshire County Council for one year, staff accrue the same rights and entitlements of a permanent employee including redeployment rights and after two years entitlement to redundancy if the Council is unable to redeploy them. Therefore, there is little difference or additional risk to the Council in making contracts and posts permanent because in a significant number of cases the person in post will already have permanent employment rights as they have often held consecutive temporary posts across a number of teams.

**Figure 1:** Additional temporary monies against the Adult Social Care and Health budget 2019/20:

	2019/20 (£m)
ASCH original Net Budget	<b>203.743</b>
<b>Temporary sources of funding</b>	
Better Care Fund (BCF) Care Act	<b>2.060</b>
Original Improved BCF Grant	<b>21,505</b>
Additional Improved BCF Grant	<b>4,979</b>
Winter Pressures Grant	<b>3.527</b>
BCF Reserves	<b>2.436</b>
<b>Total of temporary funding</b>	<b>34.507</b>

11. Given the heavy reliance on temporary monies (as highlighted by the above table) and current uncertainty of Adult Social Care funding nationally the department is working on contingency plans for reducing spend should part or all of the existing temporary funding not be continued. It is the current expectation that the Better Care Fund (BCF) and Improved Better Care Fund (iBCF) will continue although there has, as yet, been no confirmation of this and there is uncertainty around whether the additional IBCF and Winter Pressure grants will continue beyond this year.
12. At present there are circa 250 fte temporary posts established across the department. This equates to around 13% of the department's workforce in 2018/19. While some of these posts are temporary because the work they are servicing is temporary there are a number of areas where core business is being supported by the use of temporary posts. As an example, in the Adults 65+ service some teams have up to 25% of their posts established on a temporary basis. Analysis of the assessment and reviewing activity for the department indicates that over 2,600 assessments and reviews are completed annually by the temporary workforce.
13. In addition to the risk posed to delivery of service, temporary posts also create other significant issues for the department and the organisation. It reduces retention as staff in temporary posts will seek to move to alternative permanent posts as they become available therefore creating additional turnover as well as impacting negatively on the morale of the workforce. As one of the largest employers in Nottinghamshire this is something the Council seeks to improve to fulfil its commitment as an investor in people.
14. Low retention and high turnover rates of temporary posts are further exacerbated by the time taken to recruit to vacant posts. Recent changes to the recruitment system have reduced the number of days taken from the point of advert to the point of making an offer. Whilst this is a positive step it does still mean that it is not unusual, after also factoring in

the vacancy control procedure, pre employment checks and notice periods, for a post to take 5-6 months to be recruited to. Given that a large proportion of the temporary posts only require 1 months' notice period, there is often a significant gap between one post holder leaving and another starting. Not only is this an issue for service continuity, it can also make temporary posts unattractive due to the short length of time left before the funding expires.

15. There are some service areas with high numbers of temporary posts that the future delivery of departmental strategies and service plans depend upon. This report therefore focuses on service areas where approval is sought to convert some temporary posts into permanent posts to continue to support the delivery of the Adult Social Care Strategy, Departmental Plan and Council Plan.

## Reablement

16. The Council's Short-Term Assessment and Reablement Service (START) provides reablement to people in their own homes, often following a period of ill-health and a stay in hospital. START is successful at helping adults to regain or retain their independence and is therefore key to delivering the Departmental and Adult Social Care Strategies.
17. START in Nottinghamshire performs well. A total of 1,780 people completed reablement with START during 2018/19. This exceeded the Council's target by 77 additional people. 75% of service users who completed reablement in 2018/19 required no ongoing homecare, exceeding the annual target of 70%. The service also performs well against the key national performance indicator of the proportion of older people (65 years & over) who were still at home 91 days after discharge from hospital into reablement / rehabilitation services. In 2018/19 the performance in Nottinghamshire was 89%, exceeding the national annual target of 85%.
18. There have been a number of developments by the Council over recent years which have supported increased capacity across the reablement service, including Improved Better Care Fund monies in 2017/18 and early 2018/19 to recruit additional Reablement Support Workers, Occupational Therapists and other key frontline reablement roles. As a result, there are now the following 42.75 FTE temporary posts as part of the Council's Reablement service:

Post Title	FTE	Grade	Total cost p.a.
Community Care Officer	6.8	Grade 5	£236,174
Occupational Therapist	11.5	Band A/B	£550,375
Peripatetic worker	4	Grade 3	£117,877
Promoting Independence Worker	3	Grade 3	£88,408
Reablement Manager	2.3	Band A	£95,749
Reablement support worker	13.9	Grade 2	£333,048
Team Manager	1.25	Band D	£73,009
<b>Total</b>	<b>42.75</b>		<b>£1,494,641</b>

19. The Council is committed to building on the success of START to support even more adults to maximise their independence. Analysis work carried out for the Council in 2017, workshops with START colleagues across Nottinghamshire and consideration of best

practice in other authorities, all identified the potential to further transform the Reablement Service. The department therefore established a 2 year Transforming Reablement Project in April 2018 to increase the capacity within START without requiring any additional budget. The project has been tasked with helping START to save £2,157,233 in community care costs by March 2020 through supporting more adults to retain or regain as much independence as possible.

20. One initial area of focus for the project has been to overcome difficulties in recruiting to the temporary service posts. In particular, the Reablement Support Worker (RSW) posts are affected by nationally recognised problems with recruitment and retention to the caring professions. During 2018/19 the project has therefore established bespoke recruitment processes for START, including a Reablement Supply Register. As a result, the number of vacancies has significantly reduced down to a 2018/19 turnover rate of 11.53% which is positive, however it requires further improvement because this still means a significant reduction in the numbers of people that the service has the potential to work with if fully staffed.
21. Despite these improvements, the use of temporary posts creates an ongoing risk to the overall performance of the Council's Reablement Service. These temporary posts are vital to the delivery of a transformed START service and thus contribute to the delivery of required savings. However, the current lowered turnover rate is expected to increase in the run up to the end of the funding for these temporary posts in March 2020. This will inevitably create instability and a dip in capacity in the service at a crucial time in its transformation. Furthermore, these temporary posts are needed beyond March 2020 to help ensure the continuity of a transformed START service beyond the life of the current project.

### **Enablement for people aged 18-64 years**

22. The Nottinghamshire Enabling Service (NES) offers working-age adults a focused period of enablement to improve skills, confidence and independence. This short-term intervention is either instead of, or before, longer term support is considered. This service has helped to improve outcomes for individuals to live happy and independent lives, as well as reducing the cost and level of ongoing care required.
23. Whilst a reablement/enablement service has been available for some years for older adults, there was no equivalent service for younger adults. Hence, NES supports the Council in meeting its statutory responsibilities, and delivering on the ambitions of the Adult Social Care Strategy.
24. Based within NES is also the Co-Production team, which complements the work of NES by working together with people who need support to reduce loneliness and improve their overall wellbeing. The Co-Production team works with people who have mental health difficulties, a learning disability and/or a physical disability, autism, Asperger's Syndrome, as well as working with older adults. The team supports people to attend existing groups, and also develops new groups and activities for people to attend with the aim of making as many of these as possible self-sustaining. In the 2018/19 period, a total of 1,890 people have been exposed to the Co-Production service, with a total of 25 new groups having been established.

25. The Institute of Public Care (IPC) has advised that local authorities should aim to provide enablement to 90% of younger adults with a newly acquired physical disability and 37% of people with learning disabilities. Current levels of enablement in the Council are below these suggested levels. The IPC advice is supported by the Newton diagnostic in Nottinghamshire, which found 37% of people with learning disabilities would have benefited from enablement but did not have access. The intention is to increase the opportunities for enablement to enable a larger number of younger adults to benefit.
26. The Notts Enabling Service works with individuals to increase their independence and reduce their reliance on social care services for up to 12 weeks in any of the following areas:
- developing or learning new skills at home, for example preparing food/domestic tasks
  - preparing for and connecting with opportunities for voluntary/paid work
  - using the internet/apps etc. to support communication/self-care/using Assistive Technology
  - travel training and support to access the community - finding places to go and how to travel independently
  - building links with other people to support and promote opportunities to meet people and make connections to promote wellbeing
  - keeping safe - support with building confidence and skills
  - supporting the person to connect with other services of interest or value to the individual.

This is illustrated by the case study below:

A young man with autism & ADHD (Attention Deficit Hyperactivity Disorder) was referred to NES as he was struggling at college and was being considered for day services to meet his needs. It was established in discussion that he was unhappy at college and preferred to work outside. He also had limited social opportunities. A Promoting Independence Worker worked with him to increase his confidence with travelling independently on public transport. He connected him with a cycling group and a gardening project where he made new friends and enjoyed his weekly time there. A Community Independence Worker for Transitions also helped him to start a Duke of Edinburgh Award. Both his confidence and independence have grown so much so that he is now about to start full time paid work as a brick layer

27. The NES has demonstrated good outcomes with 79.31% of younger adults who received a range of enablement not requiring any other services following this.
28. The NES also provides savings to the Council through achieving better outcomes. These include:
- supporting the delivery of agreed savings - the team is directly delivering £1.718 million between 2018/2019 and 2020/2021 and is supporting delivery of a number of other savings projects across Adult Social Care
  - managing demand for services going forward - since its establishment the team is reducing the number of new services users coming into the service with a 37% reduction in learning disability assessments, as people's needs are being met by a short-term intervention provided by the team
  - providing long term savings over the course of an individual's life by keeping them independent for longer with a reduced need for formal services. This is particularly

significant considering that the average time someone aged 18-64 years receives services is currently 22 years.

29. The Notts Enabling Service is made up of two teams one based in the North of the County and one in the South to effectively provide the service countywide.
30. In order to continue this positive work, it is requested that the following posts that are currently agreed until the 31<sup>st</sup> March 2020 are established on a permanent basis:

<b>Post Title</b>	<b>FTE</b>	<b>Grade</b>	<b>Total cost p.a.</b>
Team Manager	2	Band D	£116,815
Team Leader	2	Band A	£83,260
Occupational Therapist/Social Worker	2	Band A/B	£95,717
Promoting Independence Workers	17.5	Grade 3	£446,250
Community Independence Worker	1	Grade 3	£25,500
Business Support	1.5	Grade 3	£38,250
Co-Production Development Worker	2	Band A	£83,260
<b>Total</b>	<b>28</b>		<b>£889,053</b>

31. The reason for seeking approval to establish these posts permanently, in addition to them being key to delivering the Adult Social Care Strategy, is due to the difficulties that have been experienced whilst the posts have been temporary.
32. Staff turnover within the 2018/19 period for the service is 38%; as a comparison, for all directly employed Nottinghamshire County Council staff the turnover rate for that same period is 11%. Information gathered at exit interviews shows in a high number of cases the reason for leaving is to seek more secure and permanent employment. Whilst the management team attempts to mitigate against this with support and re-assurance to their staff, it is increasingly difficult to retain staff on this basis. As the end of the temporary contracts draws closer this effect is being felt more acutely.
33. Recruitment across the NES and the Co-Production Service has been, and continues to be, an on-going issue which is becoming increasingly acute. At the time of writing this report the NES is in the process of re-advertising for three roles for staff who have already left the service and to which the team is struggling to recruit. A locum worker has been secured for one of the more senior roles from June 2019 for three months, with the advertisement for the role having been issued for a third time. A further four Promoting Independence Workers left during May and June 2019. In exit interviews completed by the team the temporary contract is often cited as a reason for leaving.
34. The loss of staff and difficulties in recruitment will have an impact on the numbers of people which the Service can work with at any given point and will have a significant impact on the department's ability to offer enablement to Adults aged 18-64 years as well as on the planned delivery of savings.
35. High turnover and therefore increased recruitment activity is also costly, the staff time alone required to complete the recruitment for NES in 2018/19 is estimated to be around £17,500.

## Statutory Mental Health Services

36. The Advanced Mental Health Practitioner (AMHP) team faces multiple challenges in relation to staff carrying out the Council's statutory provision of mental health services. Nationally local authorities report difficulties in recruiting, retraining and training sufficient AMHPs to meet the increasing demand for the specialist input to multi-disciplinary assessments and work that they provide. 2 FTE AMHP posts are temporary until 31<sup>st</sup> March 2020. The reduction of the temporary 2 posts in 2020 would have a significant bearing on resource provision given the year on year increase of mental health act assessments. At present the team is managing the work load with the temporary posts in place but there are still at times strains on resource provision due to conveyance, bed or out of area issues.
37. Each full time equivalent AMHP completes on average around 125 assessments a year and reduction in capacity to complete assessments would directly conflict with the operational priorities of the AMHP team.
38. More recently there has been an additional challenge noted regarding the team's age profile which is weighted towards an older age demographic. 21% of the team is in the 60 – 64 years age bracket and recently workers have either considered or applied for retirement. To continue with succession planning for the AMHP service it is proposed to convert the existing 2 FTE temporary posts into permanent posts, to allow them to support the programme of work underway to support the development of additional AMHPs in the department. For context the Association of Directors of Adult Social Services (ADASS) recommends that there should be 100 FTE AMHPs to a (shire) population of 1.1 million. Nottinghamshire (excluding Nottingham city) has a population of 810,700. Therefore, on these recommendations Nottinghamshire's optimum number of AMHPs would be 73.7 FTE. Currently in Nottinghamshire there are 41 FTE which includes 7 EDT AMHPs.

Therefore, approval is sought for the following posts to be made permanent from 1<sup>st</sup> August 2019.

Post Title	FTE	Grade	Total cost p.a.
Advanced Mental Health Practitioner	2	Band C	£108,892

## Service Delivery Posts

39. As part of an internal exercise to review the ongoing requirements for posts there are a small number of temporary posts that are required until the end of the financial year but where current approvals expire before 31<sup>st</sup> March 2020. These posts, the rationale for their requirement and proposed in year source of funding are summarised below for approval.
40. The department has two approved housing strategies, Housing with Support and Housing with Care, that are both currently being implemented to ensure that adults across Nottinghamshire have their accommodation needs met in line with the Adult Social Care Strategy. The successful implementation of these two strategies in addition to improving outcomes for people will also achieve savings of £5.847m over the next four years. To ensure continued successful implementation of the department's housing strategies it is requested that the current Commissioning Manager (Band E) post that leads this work is



extended until 31<sup>st</sup> March 2020. The cost of this extension will be up to £34,563 and will be met from anticipated underspends in existing budgets created by delays to recruiting to vacancies.

41. In 2017 the Integrated Community Equipment Loan Service (ICELS) Partnership Board approved the creation of three additional temporary post within ICELS which was subsequently ratified by Committee in November 2017. These posts are 2 FTE Qualified Clinicians (Band B, at a total cost of £95,717 p.a) and 1 FTE Review Support Worker (Grade 3, at a cost of £25,500 p.a).
42. The Partnership Board has recently reviewed the need for these posts and at the Board meeting on 8<sup>th</sup> May 2019 gave approval for the posts to be made permanent and funded from within the ICELS pooled budget. This was on the basis that these posts have contributed to the £2.1m worth of equipment being reviewed, returned and reused, so the cost of the posts is covered from within the savings made.
43. The Equipment Review Team posts have successfully added to ICELS capacity and enabled the team to reach more clients and review and return more equipment. The second clinical post in the Clinical Team is to provide advice and guidance to staff about non-standard equipment which is being sought for clients with complex needs. These items are known as 'Specials' and as they are often bespoke can be expensive. The post is also to support the implementation of the new ICELS 'Specials Panel' which is a joint county-wide health and social care panel which has been introduced to manage the increasing number of requests for special equipment and demand on the budget.
44. The ICELS Partnership Board is requesting that the Committee ratifies the approval of these posts as permanent and funded from the ICELS pooled budget.

### **Establishment of temporary Public Health posts**

45. Nottinghamshire County Council has been selected to be one of five local authorities to participate in the Department of Health funded and Local Government Association managed three-year Childhood Obesity Trailblazer Programme. The Council will be in receipt of a grant of £75,000 per year to deliver the project. This follows being short-listed from 102 local authorities which submitted an expression of interest, and 13 of which were involved in a three-month Discovery Phase from February to April 2019.
46. In summary the Council's project aims to enable and support families with children in the early years to eat a healthy diet by improving access to affordable and healthy food in their local areas. This will be done through a range of measures including using the school meals service supply chain and community food initiatives to offer low cost food, accompanied by improved support in Children Centres and other community venues; improving awareness and uptake of Healthy Start Vouchers; and developing food and nutrition skills and provision in the early years and the independent childcare sector.
47. It is intended to establish 1 temporary Public Health Support Officer (Band B, 1 FTE) to coordinate the project over the three years. It is also intended to establish 1 temporary Public Health Support Officer (Band B, 1 FTE) for 18 months to promote and develop the local uptake of Healthy Start vitamins and develop new innovative approaches in relation to Healthy Start Food Vouchers for eligible Nottinghamshire families.

## **Other Options Considered**

48. The option to continue funding these adult social care posts on a temporary basis has been considered, however this option was ruled out for the reasons stated in the body of the report linked to the difficulties and costs of retaining and recruiting to temporary posts.
49. The option to not recruit to the Public Health post to coordinate the Nottinghamshire Childhood Obesity Trailblazer Project would mean that there was insufficient capacity to deliver the agreed project plan. The option to not recruit to the Public Health post to increase uptake of the Healthy Start Programme would mean that the plan to increase uptake of the vitamins and food vouchers would not be enacted.

## **Reason/s for Recommendation/s**

50. The recommendations are made to support the future delivery of the Departmental Strategy and the Adult Social Care Strategy.
51. The recommendations relating to the establishment of Public Health posts are made to enable the County Council to deliver its Childhood Obesity Trailblazer Project, and plan to increase uptake of the Healthy Start Programme.

## **Statutory and Policy Implications**

52. 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.

## **Data Protection and Information Governance**

53. The data protection and information governance requirements for each of the savings projects is being considered on a case by case basis and Data Protection Impact Assessments will be completed wherever necessary.

## **Financial Implications**

54. The ongoing commitment per annum of making the posts in this report permanent is £2,613,801, the BCF Care Act and Original IBCF Grant are already permanently committed, so the intention in the first instance would be for these posts to be funded from additional IBCF Grant or Winter Pressures Grant. However, if both ceased and were not replaced with other funding, these posts could be funded from Reserves in 2020/21 only.
55. The cost, of up to £34,563, for the extension to 31<sup>st</sup> March 2020 of the 1 FTE Temporary Commissioning Manager (Band E) post to ensure the continued successful implementation of the department's housing strategies, will be met from anticipated underspends in existing budgets created by delays to recruiting to vacancies.

56. Funding for 1 FTE Public Health Support Officer (Band B) post to coordinate the Childhood Obesity Trailblazer project will be funded by the £75,000 per year Trailblazer external funding grant from the Department of Health and Social Care over the three years at a cost of up to £47,858 per year. Funding for a second 1 FTE Public Health Support Officer (Band B) post for 18 months to improve uptake of the Healthy Start Scheme at a cost of up to £47,858 per year will be 50% from the Trailblazer grant and 50% from the County Council Public Health General Reserves. The use of £60,000 Public Health General Reserves for a project to increase uptake of Healthy Start Scheme was approved by Adult Social Care and Public Health Committee in May 2019. It is anticipated that the posts will not be recruited at the top of the payscale enabling more to be invested in project activities.

## Human Resources Implications

57. These are described throughout the body of the report.

## Public Sector Equality Duty Implications

58. The equality implications of the Adult Social Care & Health savings and efficiency projects have been considered during their development and, where required, Equality Impact Assessments undertaken.

## Implications for Service Users

59. As above, the implications of the savings projects on service users have been considered during their development.

## RECOMMENDATION/S

That Committee:

- 1) gives approval for the following posts to be established as permanent from 1<sup>st</sup> August 2019:

Service	Post Title	FTE	Grade/ Band	Total cost p.a.
Reablement	Community Care Officer	6.8	5	£236,174
Reablement	Occupational Therapist	11.5	A/B	£550,375
Reablement	Peripatetic worker	4	3	£117,877
Reablement	Promoting Independence Worker	3	3	£88,408
Reablement	Reablement Manager	2.3	A	£95,749
Reablement	Reablement support worker	13.9	2	£333,048
Reablement	Team Manager	1.25	D	£73,009
Notts Enabling Service	Team Manager	2	D	£116,815
Notts Enabling Service	Team Leader	2	A	£83,260
Notts Enabling Service	Occupational Therapist/ Social Worker	2	A/B	£95,717
Notts Enabling Service	Promoting Independence Workers	17.5	3	£446,250

Notts Enabling Service	Community Independence Worker	1	3	£25,500
Notts Enabling Service	Business Support	1.5	3	£38,250
Notts Enabling Service	Co-Production Development Workers	2	Band A	£83,260
Statutory Mental Health Posts	AMHP	2	C	£108,892
ICELS	Qualified Clinician	2	B	£95,717
ICELS	Review Support Worker	1	3	£25,500
Total		75.75		£2,613,801

- 2) gives approval for the following post to be extended from the existing end date until 31<sup>st</sup> March 2020:

Service	Post Title	FTE	Grade/ Band	Current end date	Cost until 31 <sup>st</sup> March 2020
Strategic Commissioning	Commissioning Manager	1	E	30 <sup>th</sup> Sept 2019	£34,563

- 3) gives approval for the establishment of the following temporary Public Health posts:

Post Title	FTE	Grade/ Band	End date	Cost per annum	Funding Source
Public Health Support Officer	1.0	B	30 <sup>th</sup> June 2022	£47,858	Childhood Obesity Trailblazer Programme Grant
Public Health Support Officer	1.0	B	18 months from recruitment	£47,858	Childhood Obesity Trailblazer Programme Grant and Public Health Reserves (as agreed May 2019)

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#### **Constitutional Comments (LW 11/06/19)**

60. Adult Social Care and Public Health Committee is the appropriate body to consider the content of the report.

## **Financial Comments (KAS 07/06/19)**

61. The temporary Reablement, Enablement and Mental Health posts that are being requested to be made permanent are currently funded by the Additional IBCF Grant or Winter Pressures Grant, which are only confirmed for this financial year. Should these grants not continue the department will need to make other reductions to remain within their overall budget allocation.
62. The cost for the extension to 31 March 2020 of the Temporary Commissioning Manager (Band E) can be met from anticipated underspends in existing budgets created by delays to recruiting to vacancies.
63. The temporary ICELS posts that are being requested to be made permanent will be funded from the ICELS Pooled Budget.
64. 1 FTE Public Health Support Officer (Band B) post to coordinate the Childhood Obesity Trailblazer project will be funded by the £75,000 per year Trailblazer external funding grant from the Department of Health and Social Care. This funding will also fund 50% of the cost of a second 1 FTE Public Health Support Officer (Band B) post for 18 months to improve uptake of the Healthy Start Scheme. The remaining 50% cost of this post can be funded from the £60,000 Public Health General Reserves already approved in May 2019 for a project to increase uptake of Healthy Start Scheme.

## **HR Comments (SJJ 11/06/19)**

65. The creation of permanent posts will stabilise the structure and the relevant HR policies and procedures will be applied accordingly.
66. In relation to the creation of posts in Public Health, these posts will be recruited to and appointed to on temporary fixed terms contracts.

## **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.

- [Progress Report on Budget, Savings and Improving Lives Portfolio](#) - report to Adult Social Care and Public Health Committee on 10<sup>th</sup> June 2019
- [DEPARTMENTAL STRATEGIES & COUNCIL PLAN LEVEL DATA SET](#) – report to Policy Committee 22<sup>nd</sup> May 2019
- [Update on Tender for Home Based Care and Support Services](#) - report to Adult Social Care and Public Health Committee on 9<sup>th</sup> July 2018
- [Progress report on Budget, Savings and Improving Lives](#) - report to Adult Social Care and Public Health Committee on 10<sup>th</sup> December 2018
- [Progress Report on Improving Lives](#) - report to Adult Social Care and Public Health Committee on 8<sup>th</sup> October 2018
- [Assessment and advice provided by external savings partner, Newton, to support savings programme](#) - report to Adult Social Care and Public Health Committee on 12<sup>th</sup> March 2018

- [Appendix Assessment and Advice Newton](#) – to Adult Social Care and Public Health Committee on 12<sup>th</sup> March 2018
- [Monitoring of savings in Adult Social Care](#) - report to Improvement and Change Sub-Committee on 25<sup>th</sup> June 2018
- Programmes, Projects and Savings – Quarter 1 - report to the Improvement and Change Sub-Committee on 4<sup>th</sup> September 2018
- Progress Report on Savings and Efficiencies - reports to Adult Social Care and Public Health Committee on 10<sup>th</sup> July 2017, 11<sup>th</sup> December 2017 and 16<sup>th</sup> April 2018
- Progress Report on Delivery of Programmes, Projects and Savings - report to the Improvement and Change Sub-Committee on 26<sup>th</sup> September 2017
- Financial Monitoring Report: Period 5 2017/2018 - report to Finance and Major Contracts Management Committee on 16<sup>th</sup> October 2017
- 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
- Equality Impact Assessments
- [Use of Public Health General Reserves](#) - report to Adult Social Care and Public Health Committee on 13<sup>th</sup> May 2019.

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

All.

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