

12 November 2018**Agenda Item: 5****REPORT OF THE CORPORATE DIRECTOR, ADULT SOCIAL CARE AND
HEALTH****EXTENSION OF CONTRACTS FOR SUPPORT TO THE EAST MIDLANDS
IMPROVEMENT PROGRAMME IN ADULT SOCIAL CARE****Purpose of the Report**

1. The purpose of the report is to request a 12 months extension for the two fixed term posts of East Midlands Improvement Programme Manager (Care and Health) (Band F, 22 hours per week) and Business Support Administrator (Grade 4, 37 hours per week), until 31st March 2020.

Information

2. Nottinghamshire County Council hosts the regional Improvement Programme for Care and Health in the East Midlands, with funding primarily from the Department of Health and Social Care. The Corporate Director oversees this work on behalf of the East Midlands Second Tier Councils.
3. The regional Improvement Programme Manager post provides coordination and oversight of regional improvement programmes such as the Sector-Led Improvement Programme, Workforce Development, and the Learning Disability and Transforming Care Programme.
4. The past year has been characterised by a Sector Led Improvement Programme with a strong analysis and challenge process combined with peer reviews and focus on priorities for action. This has been combined with bespoke activity to support individual authorities that had particular challenges, for example Delayed Transfers of Care, Use of Resources, or the Better Care Fund.
5. As such, regional resources have been significantly directed to support these two approaches and improve collective understanding of risk and, where possible, how to mitigate that risk. This approach is considered to have considerable merit with tangible benefits in consequence.
6. Work has taken place this year to strengthen the regional structure. The networks have been reviewed and rationalised to ensure that they are appropriately positioned and supported to deliver the regional objectives.

7. Priority was given to working towards integration with health and housing. A successful event was held in July which brought together colleagues from across the three disciplines. The conference led to housing and the development of regional housing approaches and a strategy becoming one of the regional objectives for the forthcoming year.
8. The region has continued to support authorities both individually and collectively around delayed transfers of care. The region's annual report on delayed transfers of care was positively received and shared nationally. Two High Impact Change Management events have been held in the region this year to support this work – Trusted Assessment and Patient Choice. The events were well attended and received. The focus of this work has moved further towards prevention, prompting the renaming of the network to Admissions Avoidance and Discharges network.
9. A regional cross-cutting action plan has been established. The plan links the work of the Workforce, Market Shaping and Commissioning, and Admissions Avoidance and Discharges networks. The plan is aimed at supporting authorities collectively and individually to develop workforce plans and strategies that increase the resilience and capacity of the social care workforce both internally and externally. It focuses on the identification and development of the skills required to ensure that there is a sufficiency of an appropriately skilled and trained workforce which can be sustained into the future and retention.
10. The annual Sector Led Improvement Peer Challenge Summit took place in September and brought together analysis and conclusions from the self-assessment and peer review work that had taken place in the region in the previous year. Part of the process included good practice examples from across the region with a digital theme and has resulted in the region identifying the development of digital solutions as another of its priorities for the forthcoming year.
11. The networks continue to provide a forum for colleagues to share ideas and issues and to showcase good practice examples for joint learning. Networks such as the Learning Disability and Transforming Care, Carers Leads, Mental Health Leads and Personalisation have undergone a refresh and have aligned their work plans to national and regional priorities.
12. The region has drawn on the expertise of national ADASS (Association of Directors of Adult Social Services) colleagues to support it in meeting its objectives. A workshop held in October brought together Directors, Assistant Directors, finance and performance colleagues from across the region to consider the Effective and Sustainable Use of Resources. Drawing on John Bolton's six steps to managing demand, John Jackson led the workshop focussing on managing demand into the future.
13. Safeguarding continues to be a priority area. The East Midlands Safeguarding Adults Network provides a valuable focus for authorities to come together, explore common issues and provide opportunities to learn from each other.
14. Following on from the success of last year, the Principal Social Workers Network held a conference in October for over 140 delegates focussing on strengths based

approaches to social work and prioritising the service user voice. The conference was over-subscribed and plans were put in place to formally disseminate the learning from the day to colleagues through the Principal Social Workers network.

Other Options Considered

15. This essential cross-regional improvement and development work continues to be needed to put local authorities in a strong position to respond to the challenges facing Adult Social Care. The regional work provides significant opportunities for learning and the sharing of best practice as well as efficiencies in service delivery.
16. Nationally the Local Government Association working closely with the Association of Directors of Adult Social Services and the Department of Health and Social Care has continued to work very effectively with the regions in delivering a Care and Health Improvement Programme. It recognises and values the importance of regional structures in delivering national programmes and priorities e.g. Delayed Transfers of Care.
17. If the posts are to be discontinued then this work would come to an end together with the loss of regional expertise and regional networks. The benefit to the posts being based at Nottinghamshire County Council is that the Council is alerted early on to any national and regional developments as well as enabling Nottinghamshire's good practice to be more readily showcased across the region. If the current arrangement is ended then another local authority would need to be identified to host these posts and the current post holders transferred to another authority.

Reason/s for Recommendation/s

18. The Care and Health Improvement Programme, which includes Sector-Led Improvement, Transforming Care, and the Delayed Transfers of Care Improvement Programmes, represents major challenges for local authorities. The work undertaken by these regional posts is essential in order to assist with the successful implementation of change across the East Midlands based on sharing of good practice and scope for efficiencies in delivery.

Statutory and Policy Implications

19. 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

20. These posts are externally funded from the remains of legacy funding from the Joint Improvement Programme, together with Care and Health Improvement Programme funding via the Local Government Association and Department of Health and Social

Care. The region was allocated £85,100 for 2018/19 to support learning networks and other regional activity. In previous years further funding has been made available over the winter period to address winter pressures. However if this additional funding is not forthcoming there are still sufficient funds to resource the regional programme for 2019/20.

Human Resources Implications

21. It is proposed that Nottinghamshire County Council continues to host these posts, and that the Corporate Director, Adult Social Care and Health, together with Branch Chair of the Association of Directors of Adult Social Services, will provide oversight of the work of the post-holders.

RECOMMENDATION

- 1) That the posts of the East Midlands Improvement Programme Manager (Care and Health) (Band F, 22 hours per week) and Business Support Administrator (Grade 4, 37 hours per week) be extended until 31st March 2020.

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Constitutional Comments (LM 25/10/18)

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

Financial Comments (DG 25/10/18)

23. The financial implications are contained within paragraph 20 of this report.

HR Comments (SJJ 22/10/18)

24. The fixed term contracts of the current post holders will be extended in accordance with the recommendation.

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.

Extension of Contracts for Support to the East Midlands Improvement Programme in Adult Social Care – report to Adult Social Care and Public Health Committee on 22nd March 2018.

Electoral Division(s) and Member(s) Affected

All.

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