

REPORT OF THE SERVICE DIRECTOR HR AND CUSTOMER SERVICE**TEMPORARY EXTENSION OF AVAILABLE FUNDING – OPTIMUM
WORKFORCE LEADERSHIP****Purpose of the Report**

1. To seek the agreement of Personnel Committee to the extended use of available budget up to 1st April 2015 in order to maintain the current service delivery model for the work of the Optimum Workforce Leadership partnership of independent sector adult social care, pending a formal decision by the Key Stakeholder Board about the future model for the delivery of this work and its effective implementation.

Information and Advice**Background**

2. Optimum Workforce Leadership is a social partnership replacing the Nottinghamshire Partnership for Social Care Workforce Development (NPSCWD) which is a partnership of independent sector adult social care employers across Nottingham City and Nottinghamshire County.
3. The NPSCWD has been hosted by Nottinghamshire County Council since 2005 and at this time was funded by Nottingham City and Nottinghamshire County Councils through the Workforce Development Grant. Funding through this grant ceased in 2010 and rollover funds were retained for the work to continue to meet Joint Workforce Strategy for Health and Social Care up to 31st October 2014.
4. In October 2012 Adult Social Care and Health Committee provided £387,000 for the development of NPSCWD as a social enterprise and to deliver workforce development initiatives for management and leadership development and improvements in dementia care to shape the market for the future. This helps to reduce duplication of commissioning initiatives by different health and social care groups and seeks to encourage efficiencies that can be achieved through joined up working.
5. The Adult Health and Social Care Committee receive regular updates reports, the department contribute to the funding of the project and the Service Direct Personal Care and Support, North and Mid Nottinghamshire, as the main internal stakeholder is the Council's representative on the inter agency Stakeholder Board.
6. Under the integrated corporate model for workforce planning and development activity, the existing Optimum team work as part of the wider corporate Workforce and Organisational Development function within the wider HR service. The Team Manager reports directly to

the relevant Group Manager HR. A current structure chart is attached as an **appendix**. The posts were previously established as fixed term contracts to the end of October 2014.

7. Over the last 18 months products and services have been developed that have enabled Optimum to launch as a membership organisation with the potential to generate income which has been very successful. Optimum has recently secured additional funding of £103,000 through the Workforce Development Fund which brings with it an administration income of £10,000.
8. It is anticipated that at 31st October 2014 there will be a minimum of £200,000 of unspent budget.
9. Exploration of a range of alternative delivery models, such as providing the service through a company, has been undertaken through the Key Stakeholder Board but as yet no formal decision has been taken about a viable model.

Other Options Considered

10. In July 2014, with the agreement of the Stakeholder Board, the County Council wrote to all Board Member Organisations to ascertain the level of consensus to the sustainability of Optimum Workforce Leadership in principle moving forward and the level of funding which might be available. Formal responses are still awaited.
11. As an alternative to cessation of activity, potential options for future service delivery to secure the outcomes required in the independent health and social care sector to support their strategic priorities moving forward will need to be properly mapped out and put forward to the Stakeholder Board.
12. These options have not yet been thoroughly explored or properly tested, subject to further clarification of future priorities by the Stakeholder Board, detailed legal advice will be needed about the feasibility of potential options and independent impartial expert advice taken as necessary.
13. Due consideration will also need to be given to future service needs in the context of the emerging implications of the Care Act for future engagement with the independent sector.

Reasons for Recommendation

14. To enable further objective work to be undertaken through the Stakeholder Board with Legal and Financial input to map, identify, trial and implement a viable model to continue to provide workforce development services to the independent sector health and social care providers across Nottinghamshire.

Statutory and Policy Implications

15. 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.

Human Resources Implications

16. The proposals set out in this report would protect the ongoing employment of the three County Council employees currently providing this service for a further fixed term period, subject to the proper determination of an alternative service model and its implementation by 1st April 2015. Mitigations will be fully explored to protect the ongoing employment of displaced staff who may either transfer to a new entity under TUPE arrangements or be placed at risk of redundancy, in which case the Council's redundancy and redeployment policies would apply.

Financial Implications

17. The financial implications are set out in paragraphs 7 and 8 of this report.

RECOMMENDATION

It is recommended that Members agree:

1. the extension of the current service model, funded by roll over of the budget balance of £200,000, including the cost of staff salaries, up to 1st April 2015 to enable a viable alternative service model to be properly scoped and implemented.
2. the continuation of the establishment of the Team Manager Band D (1 fte), Workforce Planning Officer Band A (0.7 fte) and Administrative Officer Grade 5 (1 fte) until 31 March 2015.

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Constitutional Comments (CJ 21/08/14)

18. There are no legal implications in extended use of the available budget.

Financial Comments (SEM 26/08/14)

19. Budgetary provision is available to fund the proposed additional expenditure.

Background Papers and Published Documents

None

Electoral Division(s) and Member(s) Affected

All

