

13th July 2020

Agenda Item: 8

**REPORT OF THE CORPORATE DIRECTOR, ADULT SOCIAL CARE AND
HEALTH****BETTER CARE FUND PROGRAMME: USE OF RESERVE TO FUND SHORT-
TERM TRANSFORMATION PROJECTS WITH WORKFORCE IMPLICATIONS****Purpose of the Report**

1. To seek approval from Committee for the workforce implications of proposed transformation projects to be funded from the Better Care Fund reserve.

Information

2. The Better Care Fund programme (BCF) was established in June 2013 within the Government's Spending Review. It was described as creating a national £3.8 billion pool of NHS and Local Authority monies intended to *"join-up health and care services, so that people can manage their own health and wellbeing, and live independently in their communities for as long as possible"*. The programme was created to *"improve the lives of some of the most vulnerable people in our society, placing them at the centre of their care and support, and providing them integrated health and social care services, resulting in an improved experience and better quality of life"*.
3. The BCF pooled budget is made up of a number of existing funding streams to Clinical Commissioning Groups (CCGs) and Local Authorities, anticipated annual grants, alongside recurrent capital allocations. Each organisation has a specified minimum allocation that they have to contribute to a BCF pooled fund.
4. The value of the BCF pooled budget in 2019/20 was £92.2m for Nottinghamshire.
5. The partners involved in the BCF programme are:
 - Nottinghamshire County Council
 - All District and Borough Councils in Nottinghamshire
 - Clinical Commissioning Groups (Bassetlaw, Nottinghamshire and Nottingham).
6. For further background about the BCF programme, please see **Appendix 1** "Simple Guide to the Better Care Fund".

7. The Pooled Budget is fully allocated each year. When the full amount of allocated spend for Adult Social Care and Public Health (ASCPH) is not utilised within any financial year, the spare funding is held in a Better Care Fund reserve. There are various reasons why the actual spend may not equal the allocated spend. For example, the service or project may not be fully staffed during the year or the original cost predictions may have been too high. A reserve of £2.6 m has built up over the last two years. Reserves can only be used for one-off areas of spend.

Proposed usage of the BCF Reserve with workforce implications for ASCPH

8. The Nottinghamshire Health and Wellbeing Board is responsible for approving the use of the Better Care Fund, including any reserve, but any workforce implications for Adult Social Care and Public Health need to be approved by the ASCPH Committee.
9. A list of proposed transformation projects was developed in 2019/20 by the Adult Social Care and Health department before the COVID-19 emergency to utilise the reserve of £2.6m. Only four of the projects involved a workforce change for ASCPH. The workforce change for one transformation project was approved by Committee in March 2020. However, the request to approve the workforce changes for the remaining three projects could not be submitted to the April Committee as planned, since this Committee did not go ahead due to the COVID-19 emergency. These projects are listed in **Appendix 2**.
10. All three listed projects are designed to deliver short-term transformation that will enable social care to manage demand, meet its responsibilities, support the NHS to reduce its pressures and stabilise the social care market. The projects have been considered by the ASCPH Senior Leadership team in light of the COVID-19 emergency to ensure that they are still relevant and supportive of the direction that the department wishes to take as services move into a recovery phase. None of the spend will fund operational service delivery and no projects will exceed 12 months. All projects will be monitored and evaluated so that any service implications and lessons learnt can be considered towards the end of each project.
11. NHS colleagues from Nottingham and Nottinghamshire Clinical Commissioning Group and Bassetlaw Clinical Commissioning Group indicated in March 2020 that they supported the use of the Council's BCF reserve for the purposes set out in **Appendix 2**. The proposals will be presented to the Health and Wellbeing Board later in July 2020 for their approval.
12. Committee is asked to approve the following recommendations:
 - a) Project 1 - the temporary 1 fte Programme Manager Partnerships (Band F) post within the Integrated Strategic Commissioning and Service Improvement Directorate to be extended until the end of September 2020, to allow for further review of the future requirements for this role.
 - b) Project 2 - the temporary 0.8 fte Business Support Officer (Grade 3) post to be extended to the end of September 2020, to support recruitment and retention initiatives for front line roles in social care. In addition to working on recruitment for the Supply Register, this post is supporting the development of a new Relief Care Worker Register for Residential services and the Short Term Assessment and Reablement Team (START).
 - c) Project 8 – a 0.8 fte Commissioning Officer (Band B) post to be established for 12 months to implement the Dementia Advance Care Planning and Support project.

Other Options Considered

13. In addition to the proposed projects on **Appendix 2**, other projects were put forward for consideration by the Corporate Director in January 2020. These other projects have either been rejected or proposed for funding from other sources, such as cost pressures or funding from health.

Reason/s for Recommendation/s

14. The Committee is requested to approve the workforce implications resulting from the proposed list of transformation projects shown at **Appendix 2**. These posts will deliver short-term transformation that will enable social care to manage demand, meet its responsibilities, support the NHS to reduce its pressures and stabilise the social care market.

Statutory and Policy Implications

15. 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

16. The cost of the workforce implications is £99,000. This is available within the NCC BCF reserve.

Human Resources Implications

17. HR implications are that there will be the following workforce changes:
 - a) the temporary 1 fte Programme Manager Partnerships (Band F) post within the Integrated Strategic Commissioning and Service Improvement Directorate to be extended until the end of September 2020, to allow for further review of the future requirements for this role.
 - b) the temporary 0.8 fte Business Support Officer post (Grade 3) to be extended to the end of September 2020, to support recruitment and retention initiatives for front line roles in social care.
 - c) a 0.8 fte Commissioning Officer post (Band B) to be established for 12 months to implement the Dementia Advance Care Planning and Support project.

Implications for Service Users

18. The outcomes of the projects which have workforce implications will benefit:
 - people who have both health and social care needs, where those services need to operate seamlessly together

- people who need support and services from adult social care
- people who have dementia and the people who care for them.

RECOMMENDATIONS

That Committee approves the following workforce changes:

- 1) the temporary 1 fte Programme Manager Partnerships (Band F) post within the Integrated Strategic Commissioning and Service Improvement Directorate is extended until the end of September 2020, to allow for further review of the future requirements for this role.
- 2) the temporary 0.8 fte Business Support Officer (Grade 3) post is extended to the end of September 2020, to support recruitment and retention initiatives for front line roles in social care. In addition to working on recruitment for the Supply Register, this post is supporting the development of a new Relief Care Worker Register for Residential services and START.
- 3) a 0.8 fte Commissioning Officer (Band B) post is established for 12 months to implement the Dementia Advance Care Planning and Support project.

Melanie Brooks

Corporate Director, Adult Social Care and Health

For any enquiries about this report please contact:

Wendy Lippmann

Programme Manager, Partnerships

T: 0115 9773017 M: 07753 6255 84

E: wendy.lippmann@nottsccl.gov.uk

Constitutional Comments (LW 24/06/20)

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

Financial Comments (OC20 26/06/20)

20. The cost of £99,000 will be funded from the BCF Reserve:
 - 1 fte Programme Manager Partnerships (Band F) £39,977, 6 months extension.
 - 0.8 fte Business Support Officer (Grade 3) £10,414, 6 months extension
 - 0.8 fte Commissioning Officer (Band B) £39,072 post is established for 12 months and £9,900 of non pay cost.

HR Comments (SJJ 18/06/20)

21. The temporary contracts for the current incumbents in the posts of Programme Manager and Business Support Officer will be extended and the temporary Commissioning Officer post will be recruited to on a fixed term contract.

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.

[Developing integrated models of urgent and emergency care – report to Adult Social Care and Public Health Committee on 16th March 2020](#)

[Review of the Better Care Fund Programme and use of the Better Care Fund reserve for short-term transformation projects - report to Health and Wellbeing Board on 1 July 2020.](#)

Electoral Division(s) and Member(s) Affected

All.

ASCPH716 final