

**8 February 2021**

**Agenda Item: 8**

## **REPORT OF THE DIRECTOR OF PUBLIC HEALTH**

### **BETTER CARE FUND DEMENTIA PROJECT – PROJECT SUPPORT POST**

#### **Purpose of the Report**

1. To seek approval for the establishment of a 0.8 FTE Public Health Support Officer post, band B for 12 months, funded by Better Care Fund (BCF) Reserves. The purpose of the role will be to develop a standardised format and improve the uptake of advance care plans by people living with dementia across Nottinghamshire. The outcome of which will be to embed this process across the health and social care system.

#### **Information**

2. Dementia and compassionate end of life care are part of the Nottinghamshire Health and Wellbeing strategy. Advance care planning (ACP) allows people to record their wishes about future health, care and life choices before their mental capacity is lost. In dementia, where mental capacity loss is inevitable, ACP has the potential to facilitate a person-centred approach to care.
3. Nationally evidence shows that uptake of ACP by people living with dementia is poor and this is reflected in local data – with less than 20% uptake across the Nottinghamshire Integrated Care System, ICS, (31/07/19, GP systems data provided by Greater Notts CCG Intelligence Team).
4. ACP can help to improve quality of life and outcomes for people living with dementia. Evidence shows:
  - a) With ACP people with dementia are more likely to receive optimal End of Life (EOL) Care and have better access to Specialist Palliative Care (SPC)<sup>1</sup>
  - b) Inappropriate hospitalisation is less likely with ACP, helping to avoid the consequences of inappropriate admissions, which may include:
    - i. Unplanned admissions increase mortality risk in patients with dementia compared to those without<sup>1</sup>.

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<sup>1</sup> [Sampson EL, Leurent B, Blanchard MR, Jones L, King M. Survival of people with de-mentia after unplanned acute hospital admission: a prospective cohort study. Int J Geriatr Psychiatry. 2013 Oct; 28\(10\):1015–22](#)

- ii. Around 42% of unplanned admissions to an acute hospital of people over 70 have dementia and 25% of hospital beds are occupied by people living with dementia who are over 65<sup>2</sup>.
  - c) Reduction in repeated admissions can reduce the likelihood of a person with dementia crossing a 'Line of Dependency' enabling them to remain in their own home for longer and reduce their need for residential care<sup>3</sup>.
  - d) Relatives can find proxy decision-making easier where there is an ACP.<sup>4</sup>
5. Local engagement with people living with dementia and their carers/supporters in 2019 identified that there is a lack of awareness about ACP. However, there is an acknowledgement of the need for increased communication and awareness of its benefits as a standardised approach and means to share ACP across the system involved in the care of people living with dementia.
6. In January 2020 BCF reserves funding of £45,000 for 12 months was awarded to Public Health to support the Nottinghamshire County Dementia Declaration Action Plan and the work of the Nottingham and Nottinghamshire (ICS) Dementia Steering Group (NNDSG). This is to support a project to:
- a) Develop multi-agency standardised Advance Care Plan (ACP) – documentation that can be used in paper and, when systems allow, digital formats to meet the needs of all users.
  - b) Specify the functionality required from digital information systems for ACP. This will require user involvement to co-produce material and linking with the Connected Nottinghamshire Programme to explore potential digital options. This would ideally enable ACP to incorporate into current systems' developments for use across all partners involved in the care of people living with dementia.
  - c) Promote and raise awareness of the importance of ACP in people with dementia and those involved in their care, to help to increase uptake of ACP at an early stage post-diagnosis.
  - d) Map the dementia pathway as experienced by people living with dementia and benchmark current experience against best practice to identify opportunities for better integrated care and to make recommendations to CCG commissioners.
  - e) Review the role of dementia support worker/s to make recommendations to system partners.
7. The majority of the funding will be used to recruit a 0.8 FTE Band B Public Health Support Officer to provide additional capacity to co-ordinate the delivery of the project. The actual time frames will be confirmed once the project support officer is in place.
8. It is anticipated that the post will sit within the Public Health establishment, specifically the Public Mental Health and Wellbeing Team and be line managed by the Public Health and Commissioning Manager lead for dementia.
9. The recruitment and project has been paused during the pandemic to enable Public Health resources to focus on the response to the Coronavirus Pandemic agendas. Assuming a

<sup>2</sup> [Alzheimer's uk, Dementia Statistics Hub](#)

<sup>3</sup> Dementia timeline (Dr Aamer Ali, NUH, May 2019)

<sup>4</sup> [My future wishes: Advance Care Planning \(ACP\) for people with dementia in all settings. NHSE](#)

reduction in the ongoing impact of the pandemic, it is anticipated that the recruitment to the post will now start in April 2021.

### Other Options Considered

10. The option to not recruit to this Public Health post would mean a continued lack of capacity to take forward the BCF funded project.

### Reason/s for Recommendation/s

11. The recommendations relating to the establishment of the Public Health post are made to enable the County Council to support the delivery of the objectives of the Nottinghamshire County Dementia Declaration Action Plan and the Nottingham and Nottinghamshire (ICS) Dementia Steering Group (NNDSG) to improve the quality of life and outcomes for people living with dementia in Nottinghamshire.

### Statutory and Policy Implications

12. 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

13. The table below shows the proposed breakdown of the BCF reserves funding which is primarily to fund the project support post.

	<b>FTE with on costs</b>	<b>Salary</b>	<b>0.8 FTE</b>	<b>Remaining from 45K</b>
<b>Top of Hay band B</b>		£47,679	£38,143	£6,857

14. The remaining c£6,850 will enable engagement and co-production work to take place across the ICS footprint and if required some graphic design input in the development and promotion of a standardised Advance Care Plan. Engagement and and promotion will be adapted to incorporate virtual methods where necessary.

### Human Resources Implications

15. The human resource implications are outlined in paragraphs 7, 8, 9, 10, 11, 13 and 14. The proposal to establish and recruit to the post has been shared, for information purposes, with the relevant recognised trade unions.

## RECOMMENDATION/S

That Committee:

1) gives approval for the establishment of the following temporary Public Health post:

Post Title	FTE	Grade/ Band	End date	Cost per annum	Funding Source
Public Health Support Officer	0.8	B	12 months from recruitment	£38,143	BCF reserves

**Jonathan Gribbin**  
**Director of Public Health**

**For any enquiries about this report please contact:**

Jane O'Brien  
Public Health and Commissioning Manager  
T: 0115 993 2561  
E: [jane.obrien@nottsc.gov.uk](mailto:jane.obrien@nottsc.gov.uk)

#### **Constitutional Comments (EP 23/08/2019)**

16. The recommendation falls within the remit of the Adult Social Care and Public Health Committee by virtue of its terms of reference.

#### **Financial Comments (DG 07/01/2021)**

17. The establishment of one 0.8 WTE Public Health Support Officer post, band B for 12 months (£38,143), and engagement and co-production work (£6,857) will be funded by Better Care Fund (BCF) Reserves (£45,000)

#### **HR Comments (WI 07/01/2021)**

18. Recruitment to the post will be undertaken in line with the Authority's recruitment procedures and the successful candidate will be appointed on a fixed term contract for the duration described in the report

#### **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.

Record of BCF reserves funded projects approval:

Item 8 Review of the Better Care Fund Programme and Use of BCF Reserve for Short-Term Transformation Projects

[Health and Wellbeing Board meeting 24.07.2020](#)

[Minutes of HWB meeting 24.07.2020](#)

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