

9 January 2017**Agenda Item: 4****REPORT OF SERVICE DIRECTOR FOR MID NOTTINGHAMSHIRE****DEVELOPMENT OF A COUNTYWIDE PROMOTING INDEPENDENCE
SERVICE****Purpose of the Report**

1. To seek approval to reconfigure existing established posts into a single countywide Promoting Independence Service.
2. To seek funding for two full time equivalent (FTE) Business Support Officer posts (Grade 3) at a total annual cost of £45,638, including on-costs.

Information and Advice

3. The Care Act places a duty on local authorities to provide prevention services that delay, cease or reduce the need for social care services. Nottinghamshire County Council's Adult Social Care Strategy has promoting independence as one of its three primary objectives, in order to better manage demand and meet the future challenges of increasing demand for services, coupled with reducing national funding.
4. In order to now make a significant step change to how the Council promotes independence for people who are at risk of requiring social care services, the Council needs to consolidate and build on its existing approaches, as well as try new ones. This means applying a more systematic intervention at an early stage of contact with the Council with the aim of helping people retain or regain their skills, confidence and community links, as well as at the point of supporting people to put together and review their support plan. Such interventions aim to minimize the impact of a person's disability on their independence, reduce further loss of skills for people with established or complex health conditions and connect people with their communities.
5. Nottinghamshire already has a successful Short Term Assessment and Re-ablement Team (START) which primarily works with older adults aged 65+ years and has some limited capacity to work with adults under 65 years with mental health problems and younger adults with physical disabilities. In 2015/16, 65% of people needed no further social care service after receiving START services. Re-ablement in mental health will not be considered as part of this report. Mental health teams also already have dedicated re-ablement staff in place in the Community Mental Health Teams which are also working well. These services are not included within the scope of the new Promoting Independence Service as they are already working well, and are aligned with health teams.

6. A number of other existing posts that promote independence are, however, dispersed across various teams in the department:
- seven Promoting Independence Workers offer re-ablement based in the Physical and Sensory Disability Teams and two in the Asperger's team. They were previously employed in day services and are dispersed throughout the County. In 2013, a review was completed that recommended the creation of a single team in order to provide consistent leadership and a 'team' ethos.
 - the Council's own directly provided small Co-production team of five staff has been shown to be a positive model in improving the mental wellbeing of those with mental health problems who are not in contact with specialist mental health services. This service allows for early identification of mental health problems and allows for signposting to other services. Public Health, through quarterly monitoring of the service outcomes using the Warwick and Edinburgh Mental Wellbeing Survey (WEMWBS) shows that from a cohort of 132, 80% showed an improvement in their mental wellbeing (based on an increased WEMWBS score) between entry into the service and at six month follow-up.
 - in addition to this, during its first nine months of operation, the Connect Service, provided by Age UK in the Mid-Nottinghamshire area has successfully supported over 1,100 people, helping them to achieve a range of outcomes in relation to health and wellbeing, independent living, social isolation, safe and suitable accommodation and economic wellbeing.
7. In recognition of the benefits that these approaches have had for people using services, the need to increase capacity to ensure an equitable offer to all client groups and deliver a proportion of the £1.1million of savings attached to phase two of the Adult Social Care strategy, a report presented to Committee in September 2016 approved the establishment of 18.5 FTE posts and additional capacity in the Connect service. It also included a new role of community independence worker, with the aim of supporting people to find and access primarily community solutions, as well as cost effective options to traditionally commissioned services.
8. This report proposes that the staff described in **paragraphs 6 and 7** of this report are brought together into one Promoting Independence Service under the leadership of one Team Manager and Group Manager. The benefits of this are to provide:
- strategic leadership to developing a strengthened focus on promoting independence at every opportunity
 - a service with a shared purpose, aims and objectives
 - improved lines of communication across staff and organisational boundaries
 - improved flexibility of resources, with staff no longer working in specific silos but supporting each other across localities and client groups
 - consistent monitoring and evaluation framework
 - creation of a new pathway into younger adults teams aiming to reduce levels of need prior to assessment
 - support to operational assessment and review teams to identify non-service options to meet eligible needs.

9. An evaluation will be completed during the first year of the service to identify which elements of the team work best at supporting people's independence and inform decisions regarding the future optimum composition of the team.
10. The initial funding request for the establishment of the Community Independence and Promoting Independence team did not include a request for Business Support. Business support is required to establish and monitor new processes in the team to ensure effective working and to maximise the benefits of the team by ensuring the right level of work is being completed by the right person. The team will require two FTE Business Support Officer posts (Grade 3) to support the work of the countywide team but will be kept under review to establish longer term requirements. This support will be provided by the Business Support Unit on a temporary basis for 18 months.
11. Planning is underway to identify a central base for the team at Sherwood Energy Village but it is expected that the team will work flexibly from other bases as required and, wherever possible, will minimise travel time.

Other Options Considered

12. The newly funded workers could be one team and existing workers remain dispersed, however, this would not provide a sustainable resource into the future, or deliver the benefits listed at **paragraph 8**.

Reason/s for Recommendation/s

13. In order to deliver the benefits listed in **paragraph 8** and provide a consistent sustainable service into the future.

Statutory and Policy Implications

14. 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 services), the public sector equality duty, safeguarding of children and adults at risk, 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.

Financial Implications

15. Recurrent funding is available for all the posts in the structure. This did not, however, include additional administrative support for the 18.5 FTE Better Care Funded posts. Therefore two FTE Business Support Officer posts (Grade 3) are required at a total annual cost of £45,638, including on-costs. It is recommended that these additional staffing costs are agreed for the same period of time as the rest of the posts in the team (18 months) and that the additional funding required is agreed from the Better Care Fund. These posts are essential to support the effectiveness of the team and also to ensure that data is gathered in order to monitor the benefits of the service.

Human Resources Implications

16. The proposal to create a countywide team of promoting independence and community independence workers will have some implications on existing promoting independence staff. Their line manager will change and their central base may change. Where a base change is required the Authority's policy on Disturbance will be applied if appropriate. The proposal was discussed at the Joint Consultative and Negotiating Panel meeting on 6 December 2016 and a meeting has been held with staff and their representatives where the proposal was accepted positively.
17. The job description for the promoting independence staff has been updated and following job evaluation the grade has remained the same.

RECOMMENDATION/S

That:

- 1) the reconfiguration of existing established posts into a single countywide Promoting Independence Service is approved
- 2) funding for two temporary FTE Business Support Officer (Grade 3) posts at a total annual cost of £45,638, including on-costs, is approved.

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Constitutional Comments (LM 13/12/16)

18. The recommendations in the report fall within the Terms of Reference of the Adult Social Care and Health Committee.

Financial Comments (KAS 12/12/16)

19. The financial implications are contained within paragraph 15 of 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.

Better Care Fund – Proposed Allocation of Funding: report to Adult Social Care and Health Committee on 12th September 2016

Electoral Division(s) and Member(s) Affected

All.

ASCH445