

13th March 2017

Agenda Item:9

REPORT OF CORPORATE DIRECTOR, ADULT SOCIAL CARE, HEALTH AND PUBLIC PROTECTION

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 twelve 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, 30 hours per week), until 31st March 2018.

Information and Advice

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. 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 strengthened Sector Led Improvement programme with a stronger 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 increasingly 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. Priority was given to progressing the regional workforce strategy which generated national interest and support, notably with Skills for Care. The strategy documents have been recognised as best practice and are being used by other regions to inform their workforce programmes.

7. In November 2016 there was a second annual Workforce Symposium titled 'Talking Heads' with a focus on workforce recruitment and retention with a very well received presentation from two apprentice care workers. During the year there were two system leaders' roundtable discussions on transitions for children and young people and the recruitment of the care sector workforce.
8. Managing market failure is an issue that cuts across two regional networks, Workforce and Market Shaping and Commissioning. Building on work with providers in 2015, a further workshop was arranged with small and medium sized providers to explore how local authorities and providers can work better together to identify and respond to potential market failure.
9. The approach to learning from each other has also added considerable value with respect to Transforming Care for People with Learning Disabilities and the use of an externally led review to establish a regional position statement report. The findings have been disseminated to local authorities through a workshop held in December 2016. These findings will inform the work programme for the next point of evolution in better supporting this national programme.
10. Earlier in the year a very well attended conference was held with both health and social care colleagues to examine Continuing Health Care with a view to better understand the ways in which health and social care funding can be used to improve lives for people with learning disabilities.
11. Safeguarding is another priority area and the East Midlands Safeguarding Adults Network has addressed a number of key issues during the year. These have included a workshop in March 2016 to consider making safeguarding personal based on research carried out across the region. In November 2016 Women's Aid delivered a 'Train the Trainers' workshop to address the issue of coercive control. There has also been a session to share best practice methodologies for Safeguarding Adult Reviews across the region.

Other Options Considered

12. 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.
13. Nationally the Local Government Association working closely with the Association of Directors of Adult Social Services and the Department of Health 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.
14. 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

15. The Care and Health Improvement Programme, which includes Sector-Led Improvement, Transforming Care, and the Delayed Transfers of Care Improvement Programmes, represent 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

16. This report has been compiled after consideration of implications in respect of finance, the public sector equality duty, human resources, crime and disorder, human rights, the safeguarding of children, sustainability and the environment and those using the service 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

17. 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. The region was allocated £45,000 for 2016/17 to support learning networks and other regional activity. A further £45,000 has been promised for 2017/18. However if this additional funding is not forthcoming there are still sufficient funds to resource the regional programme for 2017/18.

Human Resources Implications

18. It is proposed that Nottinghamshire County Council continues to host these posts, and that the Corporate Director, Adult Social Care, Health and Public Protection 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 temporary East Midlands Improvement Programme Manager (Care and Health) (Band F, 22 hours per week) and Business Support Administrator (Grade 4, 30 hours per week) be extended until 31st March 2018.

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Constitutional Comments (SLB 13/02/16)

19. Adult Social Care and Health Committee is the appropriate body to consider the content of this report. The Employment Procedure Rules provide that reports to Committee include the required advice and HR comments and that the recognised trade unions be consulted on all proposed changes to staffing structures.

Financial Comments (KAS 10/02/16)

20. The financial implications are contained within paragraph 17 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.

Extension of Contracts for Support to the East Midlands Improvement Programme in Adult Social Care – report to Adult Social Care and Health Committee on 7th March 2016

Electoral Division(s) and Member(s) Affected

All.

ASCH456