



JOINT REPORT OF THE SERVICE DIRECTOR – CUSTOMERS AND HUMAN RESOURCES AND THE SERVICE DIRECTOR - STRATEGIC COMMISSIONING ACCESS AND SAFEGUARDING - ADULT SOCIAL CARE AND HEALTH

OPTIMUM WORKFORCE LEADERSHIP - UPDATE ON FUNDING ARRANGEMENTS

Purpose of the Report

1. To inform the Personnel Committee of developments in the funding and future focus of the Optimum Workforce Leadership project (OWL) since the most recent report to ASCH Committee in September 2015.

Information and Advice

Background

2. The OWL project is based and managed as part of the Council's integrated Workforce Planning and Organisational Development team within the corporate HR service.
3. The project's service model offers support and access to appropriate workforce learning and development provision to the County's independent adult care providers who form a key part of the wider adult social care workforce.
4. The OWL team work closely with the Adult Social Care and Health (ASCH) Quality and Market Management team to support the department's workforce transformation objectives in the emerging context of the wider sector sustainable transformation agenda.
5. Funding for the staffing costs of the team has been on a temporary basis since the cessation of the former Workforce Development Grant.
6. Personnel Committee in September 2015 agreed a further fixed term extension of the resource, funded by the carry forward of a grant balance up to 31st March 2017.
7. The intention was that this would enable an entirely income generating service to be trialled with a view to this funding the team moving forward. This included the use of the grant balance to continue to fund the staffing establishment, necessary to deliver this work for a further year until 31st March 2017.

8. A revised OWL service delivery model was introduced in year to ensure better alignment with the Adult Social Care Strategy and the key themes of the Council's transformation programme in relation to:
 - treating people fairly by ensuring they have equity in quality of service provision
 - achieving value for money by supporting the focus on outcomes for people
 - working together in partnership to support care providers to deliver the highest quality care.
9. Some progress was made towards the recommendation agreed by the Committee that income generation should achieve self-sustainability by the end of March 2017. However it was clear by summer 2016 that market demand would not enable this to be fully achieved in the timescale. Further consideration has therefore been given to the future of the service.

Recent Developments

10. Care Act funding allocation contained within the Better Care Fund carry forward for 2016/17 enabled the ASCHPP department to consider how this might be used to fund projects and schemes which reduce avoidable hospital admissions, provide responsive services and enable people to return home.
11. Proposals for the establishment or continuation of posts which enable the delivery of these projects and schemes were submitted for the approval of the Adult Social Care and Health Committee on 12th September 2016.
12. The funding proposals put forward included the extension of the OWL Project Team for two years from 1st April 2017, which was agreed.
13. This will enable the Council to continue to review and develop its approach to supporting and developing independent sector care providers to ensure continuous improvement of their services and to offer specific and bespoke support to those providers who have been offering poor quality care.
14. The OWL team will work closely with the ASCH Quality and Market Management Team to identify outcomes and evaluate their impact on the quality of independent sector social care provision measured against the recognised sector standards to encourage improvement.

Financial implications

15. Based on existing evaluated grades, the funding will be used for the following staffing establishment for a fixed term period of 2 years up to 31st March 2019:
 - 1 FTE Project Manager Band D
 - 1 FTE Workforce Planning Officer Band A
 - 1 FTE Administrative Officer Grade 3.
16. This equates to £230,000 of non-recurrent funding.

17. In addition income will continue to be generated through work with NCC ASCHPP Quality and Market Management team.
18. The funding amount will be taken up by salaries and overheads. Any additional incoming funds that Optimum generate, during 2017-18, could be rolled over to support the £115k for 2018-19 and service activities and objectives for that year.
19. During this period alternative future streams will be explored with a view to building in future sustainability of the Optimum offer from April 2019 onward.

Reasons for Recommendation

20. To set out for Personnel Committee recent developments which have secured the funding of the OWL Project team for a further 2 years, enabling the Council to retain their specialist strategic workforce development knowledge and experience through working with the independent health and social care sector.
21. This will provide the in-house capacity to support the implementation of change in independent health and social care settings and the targeting of those specific areas where quality improvement requirements have been identified and to deliver these specific workforce development needs in a consistent framework.

Statutory and Policy Implications

22. 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

23. The funding provisions described in this report extend the establishment of the team of three employees currently providing this service for a further fixed term period, up to 31st March 2019.
24. Trade union colleagues are supportive of the positive work of the team and extension for a further two years.

Financial Implications

25. The financial implications are set out in the report.

RECOMMENDATION

1. It is recommended that Members note the new funding arrangements for the Optimum Workforce Leadership project set out in this report and agree to the continued establishment of the posts set out in paragraph 15 until 31 March 2019.

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Constitutional Comments (KK 07/11/16)

26. The proposal in this report is within the remit of the Personnel Committee.

Financial Comments (SES 08/11/16)

27. The financial implications are set out in the report.

Human Resources Comments (CLG 25.10.16)

28. These are set out within the body of the report.

Background Papers and Published Documents

Report to Adult Social Care and Health Committee 12/9/16 – Better Care Fund – Proposed Allocation of Care Act Funding

Electoral Division(s) and Member(s) Affected

All