

12 December 2016

Agenda Item: 5

## **REPORT OF THE SERVICE DIRECTOR FOR MID-NOTTINGHAMSHIRE**

### **PLANNING FOR WINTER**

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

1. This report seeks approval for additional temporary social care staff to meet expected demand pressures over the winter period by the establishment of the following:
  - 5 full time equivalent (fte) Community Care Officer (Grade 5) posts
  - 4 full time equivalent (fte) Social Worker posts (Band B).

#### **Information and Advice**

2. Planning to prepare for winter is overseen by the three local Accident and Emergency (A&E) Delivery Boards (south, mid Nottinghamshire and Bassetlaw). These were established earlier this year, following a national mandate issued in July 2016 that these would replace local System Resilience Groups. The aim is to give greater focus on the development and delivery of local A&E Improvement Plans in order to reduce the numbers of people being admitted into hospitals, as well as ensuring effective discharge arrangements. Nottinghamshire County Council is represented on the A&E Delivery Boards by the respective locality Social Care Service Director.
3. On 21<sup>st</sup> October 2016, NHS England, NHS Improvement and the Association of Directors of Adult Social Services (ADASS) issued a letter to all A&E Delivery Boards setting out the priorities for winter planning and national assurance arrangements for these. System wide plans have now been submitted. This included arrangements for:
  - operational plans to adequately cover the Christmas and New Year Bank Holidays
  - plans to free up space across key services in the run up to the Bank Holiday periods
  - daily reporting and escalation processes
  - maximising up-take of 'flu' vaccination programmes
  - engagement of local authorities and confirmation of sufficient social care discharge support.
4. This year there is an anticipated increase in the trend of increasing numbers of people arriving at A&E departments - many of whom will need to use acute hospital services over this period. Through the transformation programmes in the three units of planning, the Council is working in partnership with health commissioners and providers on initiatives aiming to appropriately turn people around at the 'front door' (namely Emergency Departments and short-term assessment wards) in order to avoid

unnecessary admissions, as well as initiatives that speed up people's discharge as quickly and effectively as possible. Social care staff have a key role to play in all these priority areas to ensure that people with complex health and social care needs can be supported safely at home.

5. The number of days that people are delayed in hospital is monitored for each local authority and NHS Provider Trust by NHS England. The days of delay are categorised by reason for the delay, as NHS, social care or joint. Nottinghamshire's performance is reported in the Performance update to the Committee which is also on the agenda of today's meeting. Delays attributable to social care, and also joint NHS and social care delays have remained consistently low since April 2015. It is crucial that this excellent performance is maintained by ensuring that the Council has sufficient resources available to maintain the high standards as pressure increases.
6. In order to meet the social care elements of the winter plans, it is estimated that some additional temporary capacity is required over the winter period to manage the expected increase in volume and pace of work. The Committee is therefore asked to approve the establishment of:
  - 5 fte temporary Community Care Officer (Grade 5) posts - one each in Nottingham City Hospital, Queen's Medical Centre, King's Mill Hospital, Mansfield Community Hospital and Bassetlaw Rapid Response Service up to the end of March 2017. Total cost for five months including on-costs is £67,100.
  - 4 fte temporary Social Worker posts (Band B) - 2 fte will be based in South Nottinghamshire and 2 fte will be based in Newark and Bassetlaw Teams up to the end of March 2017. Total cost for the four posts for five months including on-costs is £149,600
  - Associated ICT costs - £14,000.

### **Other Options Considered**

7. The option is available to not increase social care assessment capacity over the winter period. However, this is not advisable as the Council is aware of the likely demand from previous years in line with local and national trends. It is known that there are plans in place to speed up discharge processes across the system over this period.

### **Reason/s for Recommendation/s**

8. To support a higher number of patients to be discharged over the winter period and ensure that social care work to enable successful discharges is carried out as quickly as possible. This will include, as relevant, giving advice and information to patients, families and other staff regarding preventative services.

### **Statutory and Policy Implications**

9. 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**

10. Up until winter 2015, additional national short term winter resources were made available to local authorities. This funding was ceased last year, therefore, in order to manage the increased pace of work over winter, the Committee is asked to approve the establishment of the posts detailed in **paragraph 6**.
11. All temporary costs can be met in year from existing team budgets.

### **Human Resources Implications (SJJ 17/11/16)**

12. If the Committee approves the recommendation, the following additional posts will be appointed, as at **paragraph 6**:
  - 5 fte temporary Community Care Officer (Grade 5) posts up to the end of March 2017
  - 4 fte temporary Social Worker posts (Band B) up to the end of March 2017.

### **Ways of Working Implications**

13. All posts can be accommodated within existing team accommodation.

### **Implications for Service Users**

14. With additional staff available, there will be the necessary capacity available within hospital social work and community teams so that people who are ready to leave hospital can be discharged as quickly and effectively as possible, over the winter period.

## **RECOMMENDATION/S**

- 1) That Committee approves the temporary increase in social care assessment capacity across the County up to March 2017, as set out in paragraph 6, by the establishment of the following:
  - 5 fte temporary Community Care Officer (Grade 5) posts
  - 4 fte temporary Social Worker posts (Band B).

**Sue Batty**  
**Service Director for Mid-Nottinghamshire**

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**Constitutional Comments (LM 30/11/16)**

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

**Financial Comments (KAS 3011/16)**

16. The financial implications are contained within paragraphs 6, 10 and 11 of the report.

**Background Papers and Published Documents**

None.

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

All.

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