

BRIEFING NOTE

TO: Health and Social Care Scrutiny and Performance Panel

DATE: 10TH March 2016

Links to Work/Day Opportunities Action Plan

1. Summary

- 1.1 The attached is the high level plan of actions to be carried out following the decision by Cabinet on 3rd February 2016, giving officers the delegated authority to develop the Centres of Excellence at Goscote Greenacres and Fallings Heath, and the new Employment Support Service. The report also authorised decommissioning of the day opportunity satellite sites and Electrium Point. This project will, as a result, contribute £1.192, to the Adult Social Care efficiencies plan.

2. Recommendations

- Members are asked to note this action plan.

3. Report detail

The plan is broken down into three main areas:

- Decommissioning those sites identified for release and the redevelopment of Goscote Greenacres and Fallings Heath.
- Staffing Issues attributable to the above
- Service User assessment and transition

The initial part of the action plan deals with the closure of the remaining satellite day centres and the decommissioning of Electrium Point which has been the base for Links to Work. This will involve the cessation of leases and the remedial dilapidation work at all sites. It is presumed that all services will cease delivery at these sites by the 31st May 2016.

As was raised in consultation meetings the future of the staffing team was of concern for all involved. The at risk staff team is currently within their period of statutory notice and each of them have had a 1 to 1 meeting with a senior member of staff. VR requests are being processed and officers are looking to ensure all redundancies are mitigated wherever possible.

The most important part of the plan is the transition for service users from their current support plan to their future one. This may involve changes in their eligibility and/or the location they access their services. Each service user and carer will receive a review or reassessment where appropriate to ensure their support plan is appropriate. Any service users deemed ineligible under the Care Act will also receive support in the process with a transition plan, which will give help and advice when trying to secure community services and support.

4. Council priorities

All of the actions within the report dated 3rd February fall within the council priorities and the current financial action plan.

Supporting business to thrive and supporting local people into work

Improving Health and well being, including independence for older people and the protection of vulnerable people

Creating Safe, Sustainable and Inclusive Communities

Improving Safeguarding, Learning and the Life Chances for Children and Young People, raising aspirations

Create a modern, dynamic and efficient workforce designed around what Residents need

5. Risk management

The major risk to this project will be as follows:

- Delay in completing actions by due date: each month slippage will cost £99k.

6. Financial implications

The recommended options set out in the report will deliver efficiencies against Day Opportunities and Employment of £1.192m in a full year, once fully implemented. However there is still a risk that a reduction of up to £200k may arise during 2016/17 due to slippage in implementing the transitional plans to the start of June 2016 if buildings or other considerations are necessary.

If the risks cannot be fully managed in this way it would result in a residual pressure to the social care directorate budget for 2016/17.

7. Legal implications

TUPE, Consultation with Stakeholders, implications of each of the options and alternative models. Assessment of individuals and eligible services under the Care Act

8. Property implications

The rented local day services will be continued through a transition period of 3 months depending upon local plans, and community groups will have opportunities to market or use the space thereafter.

Notice will be served on Electrium Point with dilapidations and other considerations negotiated with the landlord. Alternative provision for a small number of administrative staff who support the Integrated Community Equipment service in a nearby building will need to be developed by agreement with the landlord of that facility and the cost recovered through rental revenue and covered by efficiencies derived from the relocation of the staff.

9. Health and wellbeing implications

Consultation shows that many families/carers and some service users have expressed the wellbeing benefits from the provision remaining local. The positive impact on Carers through day services and their own wellbeing by being facilitated a break from caring will continue through the alternatives proposed. A new statutory duty under the Care Act 2014. The greater choice in activity and opportunities for eligible users offered by the resource centres will promote wellbeing; the localised opportunities in social interaction will be promoted through alternatives where that can be generated.

10. Staffing implications

Efficiencies will lead to different ways of working within the range of the proposal. Formal staff consultation will be undertaken in the event the recommendation is approved. Up to 44 (47 but with 3 vacancies) staff may be at risk of redundancy from the recommended option after redeployment opportunities in the two resource centres and the employment support service are filled. 3 vacancies will also be deleted

11. Equality implications

A full EQIA accompanied the Cabinet report. No 44 in the corporate register.

12. Consultation

A detailed account of the process, and engagement, and feedback from the consultation is in appendix 1 which was provided to users and carers and the Social Care and Health Scrutiny Committee.

Recommendation of the Scrutiny Committee on the review of Adult Social Care Supported Employment and Day Services; That Cabinet is advised that the Social Care and Health Overview and Scrutiny Committee received the 'review of social care employment and day services' Cabinet report. This was debated extensively; however, the Committee remain unclear on Cabinet's final proposals or preferred option. On the basis of change taking place the scrutiny committee assert that service users should be at the heart of the process. Consideration should be given to ease of access and timeliness to enable service users to adapt to any new arrangements. Both service users and their families should be assessed to ensure that the impact on them is understood. The scrutiny committee will await a final recommendation from Cabinet.

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