

Nottingham City Council Delegated Decision



Nottingham
City Council

Reference Number:

1868

Author:

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Department:

Children and Families

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Subject:

Additional fixed term posts to meet new Care Act requirements

Total Value:

£387,595 (Type: Revenue)

Decision Being Taken:

Executive decision: to approve the use of Care Act monies to create additional fixed term posts within Adult Social Care to meet the new requirements concerning carers and self funders within the Care Act .

Non-Executive Decision: for the Corporate Director to approve the establishment and recruitment of fixed term posts under the Council's Scheme of Delegation Number 16 as follows:

1 Team Manager (Grade J), 2 Social Workers (Grade G) and 8 Community Care Officers (Grade F). To meet the requirements for Self Funders these posts will be extended for a further six months with the addition of a further 3 fixed term contact Community Care Officer posts until 31st March 2016.

Reasons for the Decision(s)

In May 2014 the Care Act passed into law with the first stage of the Act to be implemented on 1 April 2015 and the second stage to be implemented by April 2016. The new legislation revokes a number of previous Adult Social legislation and creates greater responsibility on the Local Authority to assess and support Carers and Self Funders.

From the 1 April 2015 Carers' eligibility has significantly changed requiring the Local Authority to not only assess but also provide support. The number of carers approaching the Local Authority is likely to increase in the first six months and additional colleague capacity will be required to meet this initial demand. Adult Social Care has designed in accordance with the Care Act a combined assessment and support plan for citizens and carers which will mitigate resource requirements following the initial peak in demand.

From 1 April 2016 a cap on Social Care costs will be introduced for self funders. This will apply to all citizens over the age of 25 and will be set at £72,000. There is a requirement on the Local Authority to prepare for the introduction of the cap by offering citizens early assessments from October 2015. To meet this initial peak demand additional colleagues will be required to undertake these assessments. Whilst the Local Authority is intending to use on-line registration for a number of these citizens this will not be appropriate for all citizens and a further assessment of need will be required to establish the level of expenditure to be counted towards the cap. Adult Social Care with these additional colleague resources will be in a position of having completed all assessments with Self Funders by April 2016.

Other Options Considered:

Option 1 - Establish additional posts

Analysis of possible increase in peak demand for both carers and self funders has indicated that the following posts should be established to ensure Nottingham City Council meets the new statutory demands of the Care Act.

They meet the requirements for increased carers' assessment and support planning. The following posts should be established from April to September 1 Team Manager J, 2 Social Workers G and 8 Community Care Officers F.

To meet the requirements for Self Funders the above posts will be extended for a further six months with the addition of a further 3 fixed term contact Community Care Officers posts until 31st March 2016.

Favoured

Option 2 - Do not establish additional posts

Implementation of the Care Act will cause a temporary increase in demand for Carers' assessments and support planning. Introduction of the cap places a new responsibility on the Local Authority for Self Funders and again creates a peak in demand. Existing colleague resources within Adult Social Care do not have the capacity to deal with both of these peaks in demand. This could result in Nottingham City Council falling to meet statutory responsibilities.

Not Favoured

Background Papers:

None

Published Works:

None

Affected Wards:

Citywide

Colleague / Councillor Interests:

No significant impact on any one ward

Consultations:

Those not consulted are not directly affected by the decision.

Crime and Disorder Implications:

Not applicable

Equality:	EIA not required. Reasons: To complete an EIA would not be proportionate for this initiative
Decision Type:	Portfolio Holder
Subject to Call In:	Yes
Call In Expiry date:	09/03/2015
Advice Sought:	Legal, Finance, Human Resources
Legal Advice:	<p>Legal Observations (employment law)</p> <p>Under Section 7 of the Local Government and Housing Act 1989, any appointment to the proposed posts should be made on merit.</p> <p>John Bernard-Carlin (Team Leader) Housing, Employment & Education Team Legal Services Advice provided by John Bernard-Carlin (Team Leader) on 11/02/2015.</p>
Finance Advice:	<p>See attached for financial advice. Advice provided by Darren Revill (Finance Analyst) on 16/02/2015.</p> <p>Advice documents: Fixed Term Posts to Meet Care Act Requirements - Financial Observations.doc</p>
HR Advice:	<p>HR would support the setting up of these additional posts to meet the new requirements within the Care Act. The additional post are based on existing Job Descriptions/evaluations, however as the posts are temporary they should be filled either on a fixed term basis for external candidates or a secondment basis for internal candidates. Any recruitment should be in line with the authorities current recruitment process. Advice provided by Mandy Marshall (Service Redesign Consultant) on 10/02/2015.</p>
Signatures	<p>Alex Norris (PH Adults, Commissioning and Health)</p> <p>SIGNED and Dated: 02/03/2015</p> <p>Alison Michalska (Corporate Director for Children and Adults)</p> <p>SIGNED and Dated: 24/02/2015</p>