

Equality Impact Assessment Form (Page 1 of 6)

Title of EIA/ DDM: Inflationary Increases for Adult Social Care Services 2015/16

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Department: Children and Adults

Director: Candida Brudenell

Service Area: Contracting and Procurement

Date: 17 March 2015

Strategic Budget EIA Y/N (please underline)

Author (assigned to Covalent):

Brief description of proposal / policy / service being assessed:

Adult Social Care (ASC) contracts make provision for the consideration of inflationary increases on an annual basis. The Procurement Team and Strategic Finance developed recommendations for inflationary increases for all contracted ASC services, based on Contractual Terms, market position and financial modelling based on the allocated ASC budget. On 4th February proposals for inflationary increases were approved at Portfolio Holder Briefing for consultation with providers. A consultation process was undertaken with all affected ASC providers during February 2015. Consultation responses were collated and considered to inform final recommendations.

Alternative options considered were:

Do nothing. This option was rejected as the Council is contractually bound to consider inflation on an annual basis. Doing nothing would have placed the Council at risk of legal challenge.

Offer a different level of inflationary increase. The inflationary increases proposed arise from a robust process undertaken by Procurement and Strategic Finance, taking into account contractual obligations, knowledge of markets and financial modelling based aligned with the overall budget process. The proposals were subject to consultation with providers which did not highlight any unmanageable risks to services or the market. Offering a higher increase would place pressure on the Adult Social Care budget and is not a feasible option. Offering lower increases would present risks to the delivery of quality services and the sustainability of the local provider market.

Information used to analyse the effects on equality:

The consultation included specific questions about the potential impact of the proposed fees and mitigating actions that could be taken. Following consultation Procurement Officers reviewed and collated all responses, identifying risks highlighted by affected providers. The risks were then analysed with reference to market knowledge and contractual conditions to identify the impact of the proposal on services as a whole, citizens within those services, and providers.

	Could particularly benefit X	May adversely impact X
People from different ethnic groups.	<input type="checkbox"/>	<input type="checkbox"/>
Men	<input type="checkbox"/>	<input type="checkbox"/>
Women	<input type="checkbox"/>	<input type="checkbox"/>
Trans	<input type="checkbox"/>	<input type="checkbox"/>
Disabled people or carers.	x <input type="checkbox"/>	x <input type="checkbox"/>
Pregnancy/ Maternity	<input type="checkbox"/>	<input type="checkbox"/>
People of different faiths/ beliefs and those with none.	<input type="checkbox"/>	<input type="checkbox"/>
Lesbian, gay or bisexual people.	<input type="checkbox"/>	<input type="checkbox"/>
Older	x <input type="checkbox"/>	x <input type="checkbox"/>
Younger	x <input type="checkbox"/>	x <input type="checkbox"/>
Other (e.g. marriage/ civil partnership, looked after children, cohesion/ good relations, vulnerable children/ adults). <i>Please underline the group(s) /issue more adversely affected or which benefits.</i>	<input type="checkbox"/>	<input type="checkbox"/>

How different groups could be affected (Summary of impacts)	Details of actions to reduce negative or increase positive impact (or why action isn't possible)
<p>Provide details for impacts / benefits on people in different protected groups.</p> <p>Non Residential & Nursing Services (Homecare; Care, Support and Enablement and Day Services)</p> <ul style="list-style-type: none"> • Service Quality – service quality may be affected by Providers having insufficient resources to provide training and reward their care staff. Inability to pay the Living Wage. • Staff turnover – lack of inflationary increase will mean wages will not rise as with inflation. Impact on National Minimum Wage when holiday pay, National Insurance, Pension contributions, Sick pay increases, travel time, mileage are considered would equate to more than 1.6% Staff may seek alternative employment. Where this is outside the care industry this could have a detrimental effect on ability to recruit. Other industries offer more 	<p>What will be done to reduce negative or increase positive impact. Actions should be SMART (Specific, Measurable, Achievable, Realistic, Timebound) and correspond to identified impacts. Actions will need to be uploaded on Covalent.</p> <p>Non Residential & Nursing <u>Actions suggested for providers included:</u></p> <ul style="list-style-type: none"> • Be more conscious of travel time, use smart scheduling • Provide cost effective services. Review service delivery and cost models. • Consult with providers individually on finance and service delivery. • Have good communication with other services involved in service delivery • To have open discussion with citizens and educate care staff about the impact <p>Non Residential & Nursing <u>Actions suggested for NCC:</u></p> <ul style="list-style-type: none"> • Pay an increase that reflects the true cost of service delivery • A rate increase that can sustain a healthy workforce to service the contract to the highest quality. That the workforce be paid NMW and travel time and mileage

			<p>money.</p> <ul style="list-style-type: none"> • Impact on services – Inability to meet the requirements of the Care Act. Services will fail to meet the expected standards of care. Reduction in staff/citizen/hour ratio. • Citizens within these services may be impacted upon as a result of potential lower quality provision, less skilled staff, loss of staff and staff shortages, and reduced choice in the market. Citizens might choose not to access services due to increased costs which will have an impact on delivery of service as there are a number of costs associated for a citizen to attend eg meals, transport etc. Reduction in activities for NCC funded citizens. Potential of citizens having to go into long term residential care or hospital. Up to date equipment required. If services close, less choice for citizens. <p>Residential & Nursing Services</p> <ul style="list-style-type: none"> • Service Quality – service quality may be affected by Providers having insufficient 	<p>where applicable.</p> <ul style="list-style-type: none"> • Implementation of Provider Failure Planning • Meet regularly with Providers • Support providers with training and include in training opportunities • Providers & NCC share resources. • To support citizens unable to afford the increase • Consider the advice by UKHCA for hourly care rates of £18.59 to comply with Living Wage salaries <p>Residential & Nursing <u>Actions suggested for providers included:</u></p> <ul style="list-style-type: none"> • Reduction in care hours and
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			<p>resources to provide training and reward care staff. Inability to pay the Living Wage.</p> <ul style="list-style-type: none"> • Staff turnover – lack of inflationary increase will mean wages will not rise as with inflation. Impact on NMW when holiday pay, NI, Pension contributions, Sick pay increases, travel time, mileage are considered would equate to more than 1.6% Staff may seek alternative employment. Poor staff moral. Specialised services require more trained and experienced staff which costs more. • Impact on services – if services find they are not financially viable they may have to close. Providers in a financially delicate position may have to demonstrate to banks that delivering care to adults with learning disabilities is a financially viable long-term proposition. Services failing to meet the expected standards of care. Unable to make any more savings. Reduction in staff/citizen/hour ratio. • Citizens within these services will be impacted 	<p>carer/citizen ratio</p> <ul style="list-style-type: none"> • Introduction of 3rd Party Top-ups <p>Residential & Nursing <u>Actions suggested for the Council included:</u></p> <ul style="list-style-type: none"> • Block purchase beds • Pay an increase that reflects the true cost of service delivery <p>General steps to manage Impact: The risks identified have been considered in conjunction with wider knowledge of the market. The Market Development Team will identify areas where support could be offered to the market. Consider on a case by case basis where specific issues arise in relation to individual packages and viability.</p>
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			<p>upon as a result of potential lower quality provision, less skilled staff, loss of staff and staff shortages, and reduced choice in the market. Reduction in activities for NCC funded citizens. Potential of citizens having to go into long term in-patient care. Equipment is getting more expensive and more equipment is required. If services close, less choice for citizens. May be unable to offer places to NCC citizens.</p>	
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Outcome(s) of equality impact assessment:

- No major change needed x •Adjust the policy/proposal •Adverse impact but continue
- Stop and remove the policy/proposal

Arrangements for future monitoring of equality impact of this proposal / policy / service:

The Council will take steps to ensure that quality and viability of services is not at risk through its formal annual Quality Monitoring Process.

Ensure contractually that all care workers are paid National Minimum wage, travel time and expenses. Develop a Business Charter to include ethical standards in employment including encouraging Living Wage.

Approved by (manager signature):

Jo Pettifor

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Date sent to equality team for publishing:

17 March 2015

Send document or link to:
equalityanddiversityteam@nottinghamcity.gov.uk

Before you send your EIA to the Equality and Community Relations Team for scrutiny, have you:

1. Read the guidance and good practice EIA's
<http://www.nottinghamcity.gov.uk/article/25573/Equality-Impact-Assessment>
2. Clearly summarised your proposal/ policy/ service to be assessed.
3. Hyperlinked to the appropriate documents.
4. Written in clear user friendly language, free from all jargon (spelling out acronyms).
5. Included appropriate data.
6. Consulted the relevant groups or citizens or stated clearly when this is going to happen.
7. Clearly cross referenced your impacts with SMART actions.