

Nottingham City Council Delegated Decision



Nottingham
City Council

Reference Number:	2387
Author:	Paul Haigh
Department:	Children and Families
Contact:	Paul Haigh (Job Title: Head of Service, Email: paul.haigh@nottinghamcity.gov.uk, Phone: 07985885540)
Subject:	Expansion of the Shared Lives service including new scale of payments
Total Value:	£37,588 (Type: Revenue)
Decision Being Taken:	Agreement to disestablish 1 x Fulltime equivalent (fte) Adult Placement Officer (APO) and establish 2 x fte Community Care Officers (CCO) to enable the Shared Lives service to expand. To introduce a new scale of payments increasing the bands from 2 to 3 allowing the service to pay carers to support citizens with high support needs.
Reasons for the Decision(s)	The Shared Lives service offers a cheaper alternative to traditional residential care. By expanding the scheme the council can make savings on spending from its social care purchasing budget.
Briefing notes documents:	Shared Lives expansionFINAL 5.2.2016.doc
Other Options Considered:	1 - Do nothing - Not an option if the intention is to expand the scheme as the current establishment is already working at capacity and could not support any more carers. 2 - Expand the scheme to enable more citizens to use the service. This in turn provides good value for money in comparison to traditional residential care placements. The expansion will also enable citizens from other client groups to access the service i.e. older people, people with mental health issues.
Background Papers:	please refer to the attached Shared Lives expansion report

Unpublished background papers:

Shared Lives expansionFINAL 5.2.2016.doc

Published Works:

N/A

Affected Wards:

Citywide

Colleague / Councillor Interests:

Consultations:

Those not consulted are not directly affected by the decision.

Crime and Disorder Implications:

N/A

Equality:

EIA not required. Reasons: Not required as the decision does not adversely affect any communities or individuals.

Relates to staffing:

Yes

Decision Type:

Portfolio Holder

Subject to Call In:

Yes

Call In Expiry date:

29/03/2016

Advice Sought:

Legal, Finance, Human Resources

Legal Advice:

Legal Observations (employment law)

Under Section 7 of the Local Government and Housing Act 1989, any appointments to the proposed posts should be made on merit.

John Bernard-Carlin
Team Leader

Housing, Employment & Education Team Advice provided by John Bernard-Carlin (Team Leader) on 29/02/2016.

Finance Advice:

Disestablishing 1 x FTE Adult Placement Officer (grade G) and establishing 2 x FTE Community Care Officers (grade F) will incur a net cost of £23,994 to the authority. This establishment change will allow the Shared Lives service to increase capacity and client caseload. Based on current client makeup, it is estimated that a further 12 clients in long term care could be accommodated, with a proportion of these also using the day care and short break services.

Additional revenue salary budget of £23,994 will need to be created and will be funded from Adult Social Care Transformation Funding as agreed at Adult Social Care SLT on 18/02/2016. The funding is for 1 year only and is non-recurrent. Alternative funding will need to be sourced if the posts are to be continued beyond the initial 1 year.

The proposal to introduce a new scale of payment rates to carers will cost circa £68k at the current caseload of 37 long term placements. This is inclusive of the proposed inflationary increase approved by Commissioning and Procurement Sub-Committee on 16 December 2015 and subject to full council approval on 7 March 2016. This reflects £38k of this increase and it should be noted that the outcome of the consultation process with providers is still being considered and any changes to the final inflationary increase must be considered on the proposed payment rates. The remaining cost of £30k will be funded through the Shared Lives Purchasing budget however there is no current budget to support this increase in cost. The rationale to fund this initial increase on existing placements is detailed below and will be through efficiencies the additional capacity will provide.

Payments to carers will increase proportionately when the client base increases as a result of the expansion, therefore further carer payments are to be expected but are unquantifiable at present. The new scale of payment rates will also impact on those citizens who self-fund and also on Health who part-fund some citizens.

The Shared Lives service represents value for money as the cost of providing care through Shared Lives is less than traditional residential care provision. For illustration, an additional 12 new long term clients through the Shared Lives service would cost an estimated £255k annually as opposed to £530k in traditional residential care, a difference of £276k. This analysis is based on an average cost of £850 per week for residential care in external provision. Efficiencies generated by lower cost Shared Lived placements will support the pressures currently experienced within the external adult social care budgets through both increased demand for services as result of changing demographics and the complexity of care needs of citizens.

Phil Gretton, Finance Analyst

Philip.gretton@nottinghamcity.gov.uk 0115 876 5713

Advice provided by Philip Gretton (Finance Analyst) on 03/03/2016.

HR Advice:

HR would support this amendment to the structure to allow for the expansion of the Shared Lives Service.

There is currently 1 vacant Adult Placement Officer post at grade G, therefore deletion of this post would have no people implications. The creation of the additional Community Care Officer posts would be based on the existing Job Description/evaluation.

Any recruitment to these posts should be in accordance with the authorities resourcing policy.

If the funding for these posts is not on a permanent basis, then consideration should be given to recruiting on a fixed term or secondment basis initially, in order to mitigate any potential redundancy costs going forward.

Advice provided by Mandy Marshall (Service Redesign Consultant) on 29/02/2016.

Signatures

Alex Norris (Portfolio Holder for Adults and Health)
SIGNED and Dated: 16/03/2016
Alison Michalska (Corporate Director for Children and Adults)
SIGNED and Dated: 10/03/2016