

WARDS AFFECTED: All

**Directorate - Communities
DATE 4.2.2016**

Report of Helen Jones – Director of Adult Social Care

Shared Lives Expansion Proposal

1 SUMMARY

This report seeks approval to: A, Promote the take up of the Shared Lives service which is predominantly accessed by learning disabled adults by actively opening up it up to citizens with mental health issues and older people / people living with dementia. B, increase the total numbers of citizens using the service from 83 to 110 by increasing the staff establishment to support more shared lives carers.

2 RECOMMENDATIONS

It is recommended that the Senior Leadership Team (SLT) agree to:

- 2.1 disestablish 1 x Fulltime equivalent (fte) Adult Placement Officer (APO).
- 2.2 establish 2 x fte Community Care Officers (CCO)
- 2.3 approve the Shared Lives service to open up to citizens with primary presenting needs of an Older Person / dementia and those with mental health issues.
- 2.4 continue to use the current job roles and descriptions of Adult Placement Officer (APO) and Community Care Officer being used to deliver the service.
- 2.5 introduce a new scale of charges to reflect the range in complexity of citizens needs thus expanding the service to a wider audience of citizens that would usually command a much higher charge to support them in traditional residential settings.

3 BACKGROUND

- 3.1 83 citizens currently use the service of which 37 are long term placements, 19 are day care placements, 27 short breaks, the service also responds to emergency placements.
- 3.2 The current client categories are almost exclusively Learning Disabilities with the exception of 2 citizens with dementia and 1 with a dual diagnosis of mental health and learning disability.
- 3.3 The Nottingham Shared Lives service has a staff establishment of 2.5 fte APO's, 2 fte Community Care Officers (CCOs), 1 fte Business Support Officer grade D which in turn supports 84 Shared Lives carers at 49 households. This gives an average caseload of 18 carers per worker.

- 3.4 Within the service APO's are required to oversee the complex care arrangements and assessments and be there to support and guide CCOs with their case management tasks
- 3.5 Other local Councils' Shared Lives schemes of similar size have staff establishment as follows :-
- 3.6 Derby City Council has 5 x fte Community Care Workers and 1 x fte Team Manager, the Team Manager is currently having this structure reviewed and is proposing that qualified workers are reinstated to carry out assessments / reviews / complex care support planning because these aspects of the service require a higher level of expertise. (As our structure currently operates)
It currently has 57 households and 74 carers who support 98 citizens.

There is no price banding in this scheme but they are considering introducing tiered payment rates.

The current rates are:

Placement Type	Cost
Long term	£396 (weekly)
Short term ½ day care	£23.00
full day care	£46.03
24 hrs	£56.57

- 3.6 Derbyshire County Council has 1 x fte Manager 3 x fte Social Workers and 1 x fte CCO in line with their fostering service. There are currently 86 carers and 80 citizens.

Payment rates (Overall Rent):

Long Term	Support Charges		
	Low	Medium	High
Disability	£222.68	£262.65	£298.12
Related	£230.55	£270.52	£305.99
Expenditure	£238.42	£278.39	£313.86

The scheme ties into the level of DLA care component a citizen receives.

Support Charges – level of funding appropriate to placement according to assessed level of need for support needs.

Meal rates:

Breakfast	£1.30	£58.31 per week
Light Meal	£1.95	
Main Meal	£3.92	
Snack	£1.16	Total per day £8.33

Personal Expenses Allowance £67.06 per week
 (Minimum income that a citizen will have after contributing to rent etc.)

Short term carers in their own home:

£32.86 Day Care (over 4 hours) £46.98 24 hr / Overnight

Citizen's Contributions – age related	
Age 18-24	£9.32
Age 25-59	£11.49
Over 60 years	£18.04

Short term carers in the home of a permanently placed citizen (“in-house”):

£18.92 Day Care £27.05 24 hr / Overnight

- 3.8 Nottinghamshire County Council has 1x fte Manager and 5 x fte Coordinators who work with 52 households and 65 citizens within the scheme.

Payment rates:

Short term placements

Long term placements

Banding Level	Pro rata of long term rates (24hr)
1. Low	£42.14
2. Medium	£59.43
3. High	£78.43
4. Complex	£113.14

Banding Level	Weekly Rate
1. Low	£295
2. Medium	£416
3. High	£549
4. Complex	£792

Day Care Rates:

Banding	Hourly rate
1. Low	£7.50
2. Medium	£11.00
3. High	£16.50
4. Complex	£32.00

- 3.9 Leicestershire County Council have 4 x fte Social Workers and 4.5fte CCO's and are in the process of expanding the Service.
 Currently they have 90 carers (households) and 159 citizens.

Payment rates:

Short term placements

Long term placements

Banding Level	Weekly Rate
1. Standard	£350
2. High	£380

Banding Level	Weekly Rate
1. Standard	£315
2. High	£345

3. Intensive	£475
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3. Intensive	£440
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Day Service Placements

Banding Level	0-4 hr session	5-6 hr session	7-8 hr session
1. Standard	£20.00	£30.00	£40.00
2. High	£33.00	£55.00	£66.00
3. Intensive	£43.00	£67.00	£80.00

3.10 Leicester City Council has 1 x fte Team Manager (currently job share); 3.5 x fte Social Workers and 2 fte CCOs (1 post currently vacant and being recruited into). There are 54 households (55 carers) and the scheme supports 55 citizens.

Payment rates:

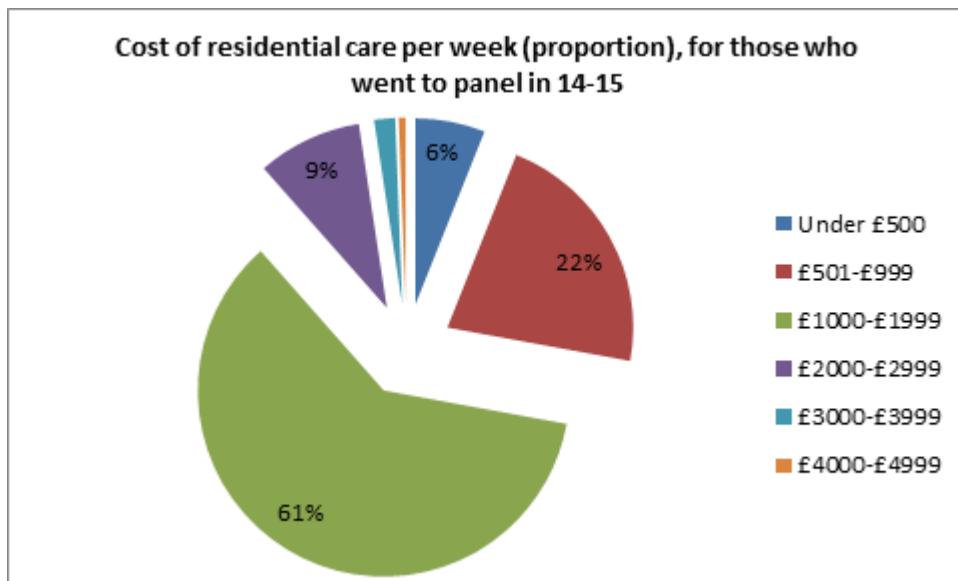
Long Term and Short Term Placements

Banding	Weekly Rate
Older people	£167
Mental illness/Drug & Alcohol	£189
Dependent Older People	£231
Learning Disabilities	£252
Physical Disabilities	£319
Special Care	£290
Severe Multiple Disabilities	£405

4 COSTS

4.1 The total expenditure on residential care for adults with a learning disability in 2014/15 was £14,711,000 (1). This is for approximately 255 placements though not all of these would have been in place for the whole of the financial year. The average weekly cost of residential care was £1312.36 per week. The cost of packages ranges from £364.61 per week to £4007.25 with 61% of packages costing between £1000 - £1999 per week.

Over the last 3 financial years there has been an average of 24 people per year moving into permanent residential care.



4.2 The costs and rates of the Nottingham City Council Shared Lives service are:

Placement type	Rate	Cost
Long Term	High	£379.20 (week)
	Low	£357.22 (week)
24 hours short breaks		£64.69
Day Care		£32.33

4.3 The Shared Lives service has many benefits:

- It offers citizens an alternative to traditional residential care, short breaks and day care.
- Generally it is delivered at a lower overall cost compared to other models of care delivery. The average weekly cost of the service is £474 compared to £850 average weekly cost of a residential care home for a citizen with comparable needs. It should be noted that Nottingham City Commissioning pays £1100 per week for in-house learning disability residential care as that figure is deemed to be the average cost for the level of citizen need that service supports.

4.4 The service is currently marketed by the interested people searching on internet and by word of mouth. No active campaign has been undertaken since 2014.

4.5 There is a fine balance to be struck between going for a fully blown marketing campaign and the requirement from citizens to use the service which leaves a chicken and egg situation. I.e. Once you have recruited carers you need to give them work vrs If you build up expectation form citizens you need to have the places available for them to look at.

5 PROPOSALS

It is proposed that:

- 5.1 the Shared Lives service expands both in terms of the numbers of citizens accessing the service but also expands to other client categories namely Older people and people with mental health issues.
- 5.2 1 x fte APO post is disestablished and 2 x fte CCO posts are established which equates to a net increase of 1 x fte worker to the establishment.. This would allow the service to increase the numbers of carers it can support by 18 which in turn would enable between 15 – 20 more citizens access the service (numbers dictated by dependency / complexity of support needs)
- 5.3 Once the number of carers and placements have increased as predicted in 5.2 above by the expansion it is proposed that the team continues to expand incrementally by 1 fte CCO to expand by a further 15 carers and between 15- 20 citizen placements.
- 5.4 the service implements a gradual expansion in building the size of the team / service. The gradual expansion option is preferred because the recruitment of prospective share lives carers has to be balanced against supporting existing carers and the demand of citizens to use the service. The recruitment of a shared lives carers takes approximately 4 months to process therefore if the establishment is increased by more than one worker at a time there will be inefficiencies incurred due to having workers with reduced caseloads.
- 5.5 the service is marketed and promoted internally via Assessment teams in addition to the current marketing by the internet and word of mouth.
- 5.6 Nottingham City Shared Lives service adopts the payment tariff as shown in the table below. This will see the service have 3 rates to consider applying to placements to reflect the range in complexity of the citizens needs. This giving the service a wider scope of service provision. (The new rates below also take into account the 2016 2.74% inflationary uplift.

Placement type	Rate	Cost
Long Term	High	£495.09 per week
	Medium	£399.29 per week
	Low	£377.31 per week
24 hours short breaks		£66.46
Day Care		£33.22

- 5.7 Nottingham Shared Lives Service adopts and uses the “Nottingham Shared Lives Service Banding Definitions” as a tool to determine citizen’s level of support needs. (Appendix 1)

- 5.8 All current packages within the scheme are re-assessed using the afore mentioned tool and the rates identified by the re-assessment are applied as of 1.4.2016. To model the impact of the new rates an exercise has been undertaken to review each citizens needs using the tool. Please refer to appendix 2 for the illustration. This gives an estimation of the cost of introducing the new rates.

5.9 All new citizen placements after 1.4.2016 to be assessed against the “Definitions Tool” to determine the rate to be paid to the carer at the start of the placement. The new average weekly long term care cost in the service, assuming an increase in long term beds by 12, from 37 to 49 would be £493.

5.10 In exceptional circumstances a higher rate may be requested to reflect short term supplementary needs (up to 28 days) In such instances where it is felt by the shared lives workers and the citizens social worker / care manager this may apply then the “Definitions Criteria” directs them to request an increase via the adult panel.

6 OBSERVATIONS OF FINANCE BUSINESS PARTNER

6.1 The proposal to disestablish 1 x FTE APO and establish 2 x FTE Community Care Officers will incur a net cost of £22,237 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 would be accommodated, with a proportion of these also using the day care and short break services.

6.2 An additional revenue salary budget of £22,237 will need to be established. This should be met from efficiencies made in the residential care budget that this establishment change should create (see 6.4 below).

6.3 The proposal to introduce a new scale of payment rates to carers will cost circa £68k at the current caseload of 37 in long term placements. The new rates take into account the previously agreed inflationary price increase as approved by the Commissioning and Procurement Sub-Committee on 16/12/15. This will be met through the usual charging mechanism via the adult commissioning budget. Payments to carers will increase proportionately when the long term client base increases.

6.4 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, based on the new rates and staff establishments quoted above. This analysis is based on an average cost of £850 per week for residential care in external provision.

Phil Gretton
Finance Analyst
Philip.gretton@nottinghamcity.gov.uk
x65713

7 HR OBSERVATIONS

7.1 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.

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

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

8 RISK IMPLICATIONS

8.1 The risks of not making the proposed adjustments are;

- Savings made by offering the cheaper alternative care provision will not be realised.
- Options for citizens seeking alternatives to traditional residential and day care will not be available.

Author - Paul Haigh
Head of Service
Adult Provision