

Nottingham City Council Delegated Decision



Nottingham
City Council

Reference Number:	3000
Author:	Ishbel Macleod
Department:	Children and Adults
Contact:	Ishbel Macleod (Job Title: Performance and Clinical Change Manager, Email: ishbel.macleod@nottinghamcity.gov.uk, Phone: 8765900)
Subject:	Establishment of additional posts funded by System Resilience Fund monies from Health Partners until 31st March 2019
Total Value:	£277,000 - until March 2019 (Type: Revenue)
Decision Being Taken:	<p>1: To establish and recruit to 2 Social Work posts and 1 x 30 hour a week Community Care Officer (CCO) post for a fixed period until March 31st 2019 to facilitate the full implementation of the Discharge to Assess model across system partners, and to establish and recruit to 2.5 FTE care worker level 1 posts in Social Care reablement to be established until June 2018 to support with system flow (Non-executive Officer decision)</p> <p>2. To agree funding for the establishment of 2 Social Work posts and 1 x 30 hour a week Community Care Officer (CCO) post for a fixed period until March 31st 2019 and for 2.5 FTE care worker level 1 posts in Social Care reablement until June 2018. This money has been provided by the Nottingham University Hospitals NHS Trust (NUH) as part of the System Resilience Fund (Executive Portfolio Holder decision)</p>
Reasons for the Decision(s)	<p>Discharge to Assess is a new way of working across NUH and system partners to address the increased demands on NUH and partners and support more positive outcomes for citizens. Through Discharge to Assess all patients in NUH will have an identified pathway of discharge within 48 hours of admission. Pathways will be identified as either home with reablement support or reablement/assessment in a community based bedded facility. As a result there will be no assessments undertaken in an acute bed for long term care and support. It has been agreed by the A & E delivery board that they will fund some additional resource to support the Discharge to Assess model and its implementation across Adult Social Care until 31st March 2019. We have been allocated funds to recruit to 2 WTE Social Work posts and 1 x 30 hour a week Community Care Officer CCO post to support the Integrated Discharge Function at NUH. We have also been allocated additional funds to enhance our existing social care reablement team by 2.5 WTE level 1 care workers to increase capacity for support to citizens requiring a supported discharge home. These posts are all funded by the NHS.</p>

Other Options Considered:	Option 1. Absorbing funding into existing posts - this is not preferred as there is no current capacity in social work teams to pick up additional work required as part of D2A. The existing hospital team is already funded entirely by the Better Care Fund and therefore no savings would be achieved and new funding would be lost.
Background Papers:	None.
Published Works:	None.
Affected Wards:	Citywide
Colleague / Councillor Interests:	
Consultations:	Those not consulted are not directly affected by the decision.
Crime and Disorder Implications:	Not implicated
Equality:	EIA not required. Reasons: not required as this is not a new service or change to an existing service.
Decision Type:	Portfolio Holder
Subject to Call In:	Yes
Call In Expiry date:	16/11/2017
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 appointments 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 01/11/2017.</p>

Finance Advice:

<p>See attached for finance advice. Advice provided by Darren Revill (Senior Commercial Business Partner) on 20/10/2017.</p>
<p>Advice documents: System Resilience Fund - Finance Advice.doc</p>

HR Advice:

<p>HR would support the establishment of these temporary posts to facilitate the new ways of working. The posts are based on exiting Job Descriptions/Job Evaluations, although it will need to be established at what level the Social Workers will be appointed e.g. Level 1, 2 or 3, prior to the posts being established on Oracle. As the posts are based on temporary funding, any recruitment to the post will need to be on a temporary basis. Either on a secondment basis internally, to mitigate potential redundancy costs, or a fixed term contract externally. The Resourcing and Reward Team should be contacted, prior to any recruitment to the posts, if the preference would be to offer the posts internally first.</p> <p>Advice provided by Mandy Marshall (Service Redesign Consultant) on 02/10/2017. Advice provided by Mandy Marshall (Service Redesign Consultant) on 02/10/2017.</p>
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Signatures

<p>Nick McDonald (PH for Adults and Health)</p>
<p>SIGNED and Dated: 09/11/2017</p>
<p>Alison Michalska (Corporate Director for Children and Adults)</p>
<p>SIGNED and Dated: 02/11/2017</p>