

Name of meeting: Health and Social Care Scrutiny Panel

Date: 25th April 2017

Title of report: All Age Disability Service – programme update

Key Decision - Is it likely to result in spending or saving £250k or more, or to have a significant effect on two or more electoral wards?	Not applicable
Key Decision - Is it in the Council's Forward Plan (key decisions and private reports?)	Not applicable
The Decision - Is it eligible for call in by Scrutiny?	Not applicable
Date signed off by <u>Director</u> & name Is it also signed off by the Director of Resources? Is it also signed off by the Assistant Director (Legal Governance and Monitoring)?	Richard Parry, Director for Commissioning, Health and Adult Social Care, 7 April 2017 Not applicable Not applicable
Cabinet member portfolio	Cllr Viv Kendrick, Portfolio Holder for Adults, Health & Activity to Improve Health

Electoral wards affected: All wards

Ward councillors consulted: None

Public or private: Public

1. Purpose of report

To provide Overview and Scrutiny panel members with a progress update on the All Age Disability Programme, including actions being taken to address the Adults Learning Disability budget pressures.

2. Summary

This report provides members with a progress update on the key areas of the All Age Disability Programme, following the last update in January 2017. As previously reported, the All Age Disability Programme Board, report regularly to the Council's Early Intervention and Prevention and New Council Programme Boards.

All Age Disability Overarching policy framework

Approvals were received from Cabinet in January 2017, to develop an overarching policy framework for the All Age Disability Service. Work is well underway to develop this, along with the identification of policy gaps and new policy development work.

We are reviewing the direct payment process to ensure that it will be much clearer for service users, parents, carers and families, in the future.

The testing of the Children's Resource Allocation System (RAS) is now complete. Planning is taking place to ensure that staff are briefed, skilled up/trained up in its use. We will be working with service users, parents, carers and families as part of the implementation and embedding of the RAS.

We are considering options for changes to Early Years SEN including a review and 'tightening up' of the eligibility criteria for the Access Fund. We expect to carry out consultation with service users and other interested parties later in 2017, with a view to making necessary changes in time for 2018/19.

Short Breaks and Respite- Disabled children, young people and adults

Work remains ongoing, as a priority, to shape the future Early Intervention and Prevention, All Age Disability short breaks and respite offer. With significantly less funding in future years the council and key partners can no longer carry on doing the same things; we have to do things differently as we move towards New Council. A strategic working group is leading this area of work, membership includes service managers, across All Age Disability Services, along with colleagues from Human Resources and Finance.

Please find details below, updates following proposals agreed at Cabinet in January 2017:

- YPAT Adults offer- this element of the YPAT offer has now ceased. All of the young adults that were accessing this service have been offered a review/assessment of their needs. Their parents/carers have also been offered an assessment.
- YPAT management team rota arrangements -revised arrangements have been agreed. These are due to be fully implemented in May 2017
- A high level review of the Council's buildings based short breaks and respite services has commenced, this includes a review of job descriptions and roles.
- Work remains ongoing with the Childcare Sufficiency team; a revised process is in place to ensure that referrals to the team for childcare are now signposted to the Family Information Service; individuals 'needs can then be identified and met in the most appropriate way. This revised process will also support the work required to identify any gaps in the market and shape the market to meet future demand.

Adults Learning Disability Budget pressures

A report was presented at Cabinet in December 2016, outlining the background to the current financial position, information relating to the demands on services currently and in the future, along with management actions to mitigate the increasing overspend in this area of the service. The key pressures on the budget comprise of:

- Demographic volume change
- Care and community package cost changes (including the impact of the National Living Wage)
- The impact of Continuing Health Care reviews.

The All Age Disability (AAD) management team are working on plans to address the overspend. This is a high priority programme of work, that will enable us to deliver better planning, co-ordination and cost effectiveness in service delivery; ensuring that individuals are supported to be as independent as possible and less reliant on traditional service options. The service will enable people to seek alternatives that continue to meet need but deliver best value within the resources available.

We are working closely with our partners in Health to ensure that we continue to meet the needs of the most complex, in the most creative, appropriate and cost effective way.

We are working with a Transformational Business partner, who will support us to prioritise the opportunities that have been identified and deliver the necessary savings required as part of the Medium Term Financial Plan.

We are working to establish more robust processes and protocols, to ensure more consistency, transparency and accountability.

Recruitment and Retention

The Service continues to work closely with colleagues in Human Resources to ensure that we continue to maximise recruitment opportunities. We are developing an All Age Disability Social work recruitment micro- site. The micro-site will provide an opportunity to give potential recruits a focused insight into the Council's vision, ethos and culture within the service. It portrays a professional approach to recruitment and will ensure the best possible response rate by providing applicants with all the information they need.

We are continuing to monitor turnover and our use of agency staff so that impact on users and carers is kept to a minimum. We have undertaken an analysis of staff turnover over the last 12/18 months. This has clearly shown the rationale for social work employees (different grade/levels) in the service, leaving the service to be very varied, for example a change of career, or finding work closer to home.

The social work 'health check' is expected to commence in June 2017 (Local Government Association- Delivering standard 1). The health-check provides a framework for the Council to assess elements such as workload management, social worker stress and caseloads.

3. Information required to take a decision

Not applicable

4. Implications for the Council

The All Age Disability programme is designed to deliver the New Council and Early Intervention and Prevention, visions and outcomes. Significant savings are expected to be made in some areas of the service, in line with the Council's Medium Term Financial Plan. Plans are in place and continue to be developed to ensure delivery of these.

5. Consultees and their opinions

Consultation and engagement work remains ongoing. We are working closely with our colleagues in the Communications and Marketing Team to ensure that we have identified our key stakeholders and have a plan in place for each area of work.

6. Next steps

Work remains ongoing

7. Officer recommendations and reasons

That the report be noted.

8. Cabinet portfolio holder's recommendations

Not applicable.

9. Contact officer

Sue Richards, Assistant Director for Early Intervention & Prevention
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10. Background Papers and History of Decisions

<http://democracy.kirklees.gov.uk/ieListDocuments.aspx?CId=139&MId=4981&Ver=4>

11. Assistant Director responsible

Sue Richards, Assistant Director for Early Intervention & Prevention