

**OFFICER DELEGATION SCHEME
RECORD OF DECISION**



TO BE UPLOADED TO THE INTERNET BY DEMOCRATIC SERVICES

Date: 18/11/21	Ref No: 2081
Responsible Officer: Dill Hawley – Strategic Lead for Intermediate Care	
Type of Decision (please refer to MO Guidance):	
Key <input type="checkbox"/>	Non-Key <input checked="" type="checkbox"/>
Freedom of Information Status: <i>(can the report go in the public domain)</i>	
Title/Subject matter:	
Therapy Post Restructure – deletion of 1.0 Social Care Officer Post Grade 9 and transfer budget to Northern Care Alliance NHS Foundation Trust for provision of Therapy Technical Instructor	
Budget/Strategy/Policy/Compliance:	
(i) Is the decision within an Approved Budget?	Yes
(ii) Is the decision in conflict with the council’s policies, strategies or relevant service plans?	No
(iii) Does the decision amend existing or raise new policy issues?	No
(iv) Is the decision significant and/or does it meet the £100,000 threshold for recording?	No
Equality Impact Assessment [Does this decision change policy, procedure or working practice or negatively impact on a group of people? If yes – complete EIA and summarise issues identified and recommendations – forward EIA to Corporate HR]	No

Summary:

1. The original workforce model for the transformation of the Intermediate Tier included the introduction of additional posts across all disciplines within the multi-disciplinary teams (MDT) including Therapy positions delivered across both the NHS and Council.
2. The investment into therapy positions enables the services to provide significantly enhanced levels of therapy intervention to patients as part of an MDT approach.
3. Since the original plans were created, the closure of Bealey Community Hospital and the changes to discharge to assess services demand for therapy is more prominent now than it ever has been.
4. Converting a current vacant Social Care Officer post into a Technical Instructor post, would mean more dedicated rehabilitation could be provided which would aim to optimise a person's independence and functioning with daily living tasks and therefore reduce the demand placed on Social Care, as less commissioned support would be accessed.

Background

5. Intermediate Care Services have undergone large scale transformation since 2018 and benefitted from investment in staffing and the creation of additional roles.
6. This investment has seen activity increase, outcomes improve and the nature of the people it is able to support widen.
7. This has also been done at a time of considerable change in the service; the closure of Bealey Community Hospital, increases in home first care and changes to hospital discharge pathways.
8. A small-scale workforce review has identified that a social care officer post, a post to complete assessments for long term care, is no longer needed. And the service instead would benefit from additional therapy inputs.
9. A social care officer is of equal cost to that of a technical instructor, a role which supports people with therapeutic tasks set by more senior therapists. Conversion of the social care officer post to that of technical instructor will therefore deliver some of the additional therapy required.

Benefits

10. Making this change will increase the capacity of the Therapy Team to provide rehabilitation across the Intermediate Tier.
11. Provide availability of Senior Therapists with enhanced clinical skills and experience to support the assessment and therapy input with more complex patients and reduce the demand on the wider system by successfully supporting delivery of rehabilitation programmes which maximise a person's independence and therefore reduce the need for commissioned long-term care.

Financial Impact

12. The cost, including on costs of a social care officer is £25,925
13. The cost of a technical instructor is £24,822
14. This change creates a saving of net £413 a year.
15. The saving in the council budget of £24,822 created by the deletion of the social care officer post will be transferred to the NCA FT


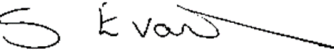

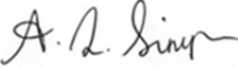

Human Resources Impact

16. The Social Care Officer post in the establishment of Choices for Living Well will be deleted. This post is vacant and there is no impact on current employees.
17. A technical instructor post will be created in the NCAFT Community Division

Recommendation

18. Delete 1.0 WTE Social Care Officer – Council Post
19. The council budget released by the deletion of the above post will be transferred to the Northern Care Alliance Foundation Trust to pay for a newly created Technical Instructor Post

Wards affected: N/A**Consultations:** N/A**Scrutiny & Review Committee Interest:** N/A

Options considered:		
Decision		
20. Delete 1.0 WTE Social Care Officer – Council Post – Grade 9		
Decision made by:	Signature:	Date:
Executive Director		26 November 2021
S151 Officer		8/12/2021
Director of People and Inclusion Sam McVaigh		10/12/21
Members Consulted		
Cabinet Member – Councillor Simpson		26 November 2021
Lead Member – Councillor Rafiq		13/12/21
Opposition Spokesperson	N/A	

Notes
<ol style="list-style-type: none"> 1. Where, in accordance with the requirements of the Officer Delegation Scheme, a Chief Officer consults with the appropriate Cabinet Member they must sign the form so as to confirm that they have been consulted and that they agree with the proposed action. The signature of the Opposition Spokesperson should be obtained if required, to confirm that he/she has been consulted. Please refer to the MO Guidance. 2. This form must not be used for urgent decisions. 3. Where there is any doubt, Corporate Directors should err on the side of caution and seek advice from the Council’s Monitoring Officer.