






**OFFICER DELEGATION SCHEME
RECORD OF DECISION**

TO BE UPLOADED TO THE INTERNET BY DEMOCRATIC SERVICES

Date: 27.01.2023	Ref No: 2140
Responsible Officer: Ruth Heywood	
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> yes	
Title/Subject matter: Permission is requested to recruit an additional four Support Workers for the Virtual Ward at Rapid Response to meet increasing demand.	
Budget/Strategy/Policy/Compliance:	
(i) Is the decision within an Approved Budget?	Yes – NCA funding for virtual ward
(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: Permission is requested to recruit an additional four Support Workers for the Virtual Ward to meet increasing demand as outlined below.	

Wards affected: N/A		
Consultations: N/A		
Scrutiny & Review Committee Interest: N/A		
Options considered: If we keep the current establishment, we will not meet the demands of the service.		
<p>Decision</p> <p>Virtual Hospital Ward is a new service with the aim of supporting the person to remain independent in their home with early prevention and intervention which aims to reduce/prevent the need for an admission into hospital. Business case recently approved.</p> <p>The virtual hospital beds within this structure will sit alongside the Rapid Response Team which is also a 7-day service model operational from 8am to 8.30pm and provides a response within 2 hours with the aim of preventing hospital admissions.</p> <p>The aspiration is to have 20 virtual beds initially then scale up after year 1 to 40 beds with a fully established model supporting up to approx. 70 beds by 2024.</p> <p>It is therefore recommended that approval is granted for</p> <ul style="list-style-type: none"> 4 x Support Workers, grade 7, to provide support to patients on the virtual ward in the community. Reporting to the Assistant Manager and Operational Manager covering Rapid Response and Virtual Ward patients. 		
Decision made by:	Signature:	Date:
Executive Director – Strategic Commissioning		23 February 2023
S151 Officer		10/4/23
Director of People and Inclusion Sam McVaigh		11.04.2023
Members Consulted [see note 1 below]		

Cabinet Member		1.04.2023
Lead Member		23 February 2023
Opposition Spokesperson		

Notes

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.

1. Purpose of Document

- The purpose of this document is to obtain permission to recruit to four Support Workers, Grade 7, to provide support to patients on the virtual ward in the community. Reporting to the Assistant Manager and Operational Manager covering Rapid Response and Virtual Ward patients.

2. Overview

Virtual Hospital Ward is a new service with the aim of supporting the person to remain independent in their home with early prevention and intervention which aims to reduce/prevent the need for an admission into hospital. Business case recently approved.

The virtual hospital beds within this structure will sit alongside the Rapid Response Team which is also a 7-day service model operational from 8am to 8.30pm and provides a response within 2 hours with the aim of preventing hospital admissions.

3. Proposal

The aspiration for the virtual ward to have 20 virtual beds initially then scale up in after year 1 to 40 beds with a fully established model supporting up to approx. 70 beds by 2024.

The model/plans have been developed with clinical leaders/managers for respective services and learning from GM/other localities that have or are currently implementing a Virtual Hospital model

Support Workers provide support to patients on the virtual ward in the community. Reporting to the Assistant Manager and Operational Manager covering Rapid Response and Virtual Ward patients. This role will sit alongside experienced clinical roles which are going through their own recruitment process.

4. Costings

Permanent cost detailed below :-

- 4 x Support Worker (Grade 7) £105,368 (inc. on-costs)

5. Financial Implications

The funding for the permanent recruitment of Support Workers will be recharged to the NCA as they have the budget to deliver the virtual ward and therefore no additional budget pressure will be created as a consequence of approving this proposal.

Funding has initially only been agreed on recurrently but the NCA have agreed to go at risk to recruit to these and a number of clinical posts as it is fully expected that funding will be made recurrent

As part of the monthly budget monitoring process Finance will track the expenditure linked to the Rapid Response/Virtual Ward budget ensuring that all expenditure aligns to the costs set out in this report. Any financial risks/pressures identified will be highlighted to the budget holder as part of the monthly budget monitor cycle whereby an action plan will be deployed to mitigate any financial risks/ pressures.

6. Staffing Implications

As this is a new post on the establishment, redeployees will be considered from elsewhere in the council.

7. Recommendation

Virtual Hospital Ward is a new service with the aim of supporting the person to remain independent in their home with early prevention and intervention which aims to reduce/prevent the need for an admission into hospital. Business case recently approved.

It is therefore recommended that approval is granted for

- 4 x Support Workers, grade 7, to provide support to patients on the virtual ward in the community. Reporting to the Assistant Manager and Operational Manager covering Rapid Response and Virtual Ward patients.