

**OFFICER DELEGATION SCHEME
RECORD OF DECISION**

TO BE UPLOADED TO THE INTERNET BY DEMOCRATIC SERVICES

Date: 1 August 2024		Ref No: 2242	
Responsible Officer: Conor Fielding –Team Manager (Operations) – Adult Social Care Reviewing Team			
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: Invest to save proposal - Therapy posts to support care package reviews			
Budget/Strategy/Policy/Compliance:			
(i) Is the decision within an Approved Budget?		No	
(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:

Addition of 2x part time therapy staff to further enhance adult social care reviewing team.

The Adult Social Care Reviewing Team is requesting permission to:

- Recruit 1 part time (22.2 hours) occupational therapist on 24-month fixed term contract basis.
- Recruit 1 part time (22.2 hours) technical instructor on 24-month fixed term contract basis.

Background:1

The adult social care reviewing team supports the department through the completion of planned reviews of care and support packages of those with eligible needs under the Care Act 2014 and those who are in receipt of care and support services. This is in line with the Council's statutory function, including Section 27 of the Care Act. With each review completed by the reviewing team, the practitioners ensure that they:

- Promote the person's wellbeing, as per Section 1 of the Care Act
- Prevent, reduce and delay a person's care and support needs, as per Section 2 of the Care Act.

The reviewing team are completing more reviews than ever before, with each of these reviews being strengths based and orientated on the promotion of independence.

The reviewing team complete planned reviews across the department, including for customers who:

- Have recently been discharged from hospital into either a domiciliary or care home environment.
- Are new into adult social care and require their first initial review after care and support services have been put in place for the first time.
- Are due their annual review, which should take place no later than every 12 months according to the Care Act statutory guidance.
- Are younger adults who are in receipt of care and support, in particular direct payments, often with a relatively untrained carer such as family or friends acting in a paid capacity, e.g. a personal assistant.

An ongoing challenge faced by the adult social care reviewing team is that the vast majority of the customer cohort reviewed have never had a functional assessment of need by an occupational therapist within their own home. Furthermore, the majority of these individuals had also never had the opportunity to work with a technical instructor to improve their mobility within their own home. This impacts reviews as customers are not as independent as they could be if therapy intervention was provided and as a result have a larger package of care than would be necessary, with some remaining in care homes following hospital discharge when this may not be necessary, if more therapy had been available to aid the review.

Presently, when undertaking the review task, the reviewing team do not have direct access to therapy support as each existing separate therapy department has its own scope. This results in:

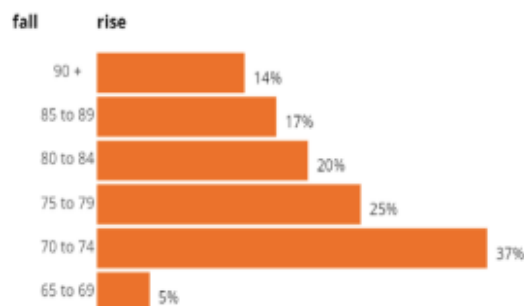
- Therapy services not being provided to those who require this intervention.
- Delays in accessing and providing such therapy when these individuals are referred.
- Other existing therapy services practising outside of their usual scope/remit, which impacts upon their service delivery.

The overall consequence of this is customers with higher levels of care need, larger care packages and added demand on services which are already at capacity.

Rationale:

Like many boroughs, Bury has an ageing population as illustrated in the image below.

Population change (%) by age group in Bury, 2011 to 2021



It is vital we take steps to address the demands on social care as a result of an increasing ageing local population and mitigate continued future demand resulting from population change growth.

The promotion of independence has many benefits for both the Council and the local population, including:

- Helping the local population to achieve better outcomes and have an improved quality of life.
- Reduced number of individuals open to adult social care as more individuals will be supported to regain full independence and will no longer be eligible for care and support services under the Care Act.
- Reduce financial spend to the department as a more independent local population require less care and support services.
- Through less formal care and support services being required, this helps to preserve the finite domiciliary care and support services for those who do need this.

Through having 2x part time therapists based within the reviewing team, these therapists can work collaboratively with social care practitioners in the reviewing

team, with the sole aim of promoting a customer's independence as much as possible.

It is proposed that the 2x new posts are funded for 24 months initially, subject to review towards the end of the initiative.

There is a risk that 2x part time and fixed term posts will not receive high demand from potential candidates, however, this risk is outweighed by the fact that this is a new initiative which will be subject to ongoing review. Should this plan be successful, a request will then be made to make the posts permanent, and consideration will be given to the hours necessary moving forwards.

It is hoped that agency support will not be necessary to recruit into these positions as this will incur more costs. This may need to be considered at a later date if there is limited interest in these posts.

Finance Implications:

The total cost of establishing a 0.6 WTE Occupational Therapist and a 0.6 WTE Technical Instructor for 1 year and 2 year fixed term periods are set out in the table below

Post	Grade	SCP	FTE	Year 1 (See Note1)	Year 2 (See Note2)	Total Cost
Technical Assistant	8	17	0.6	22,257	22,257	44,514
Occupational Therapist	13	36	0.6	34,780	34,870	69,740
Total				57,037	57,037	114,074

Note1: Year 1 cost excludes the Pay Award for 2024/25 (i.e pay award still to be confirmed) **Note**

2: Year 2 cost excludes the impact of the 2024/25 pay award and excludes any 2025/26 pay award

There is no cost impact on Council budgets regarding the proposal set out in this report

The Year 1 cost will be funding from within existing budget provision within the Reviewing Team staffing budget. The funding from existing budget is derived from staff not being paid at the top of grade and there are also staff working part time hours within a full-time budgeted post.

The Year 2 cost will be funded through a mix of existing budget provision within the Reviewing Team staffing budget and HAC reserves (should there be any funding shortfall)

The addition of 2 part time therapists will support the delivery of £300,000 towards the HAC directorate savings programme, namely:

- Direct Payment Reassessment including therapy - £150,000
- Discharge to Assess Review by Therapy - £150,000

As part of the monthly budget monitoring cycle, Finance and the Reviewing Team budget holder will track the expenditure linked to the posts referenced in this report, ensuring that all expenditure aligns to the funding provided. Any financial risks/pressures identified will be highlighted to the Director of Adult Social Services as part of the monthly budget monitoring cycle whereby an action plan will be deployed to mitigate any financial risks/ pressures.

Human Resources:

Formal clinical supervision will be completed by the relevant discipline by a senior professional working within the intermediate tier. The Council already employs occupational therapists and technical instructors and the following posts will be created and existing and evaluated job descriptions will be used and are available on request.

Post	New Posts
Technical Assistant	0.6 (24 months fixed term)
Occupational Therapist	0.6 (24 months fixed term)

Recommendation:

Establish 0.6 WTE Occupational Therapist fixed term for 24 months.
Establish 0.6 WTE Technical Instructor fixed term for 24 months.

Wards affected: n/a

Consultations: n/a


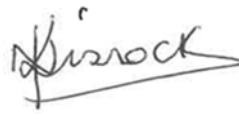

Scrutiny & Review Committee Interest: n/a

Options considered:

Option 1 is the preferred option.

1. Provision of 1 x part time occupational therapists and 1 x part time technical instructor for 24 months into the adult social care reviewing team to provide a strengths-based therapy function to the team to further promote the independence of the local population and reduce overall spend to the Council via 'invest to save' initiative.
2. Do not invest in 2 part time therapists into reviewing team as there are other therapists out there for the team to utilise, however, each therapy department has its own remit and there are significant barriers when providing the necessary input:
 - Disability Services – their remit is to assess for aids and adaptations in the home, rather than complete functional assessments/rehabilitate customers.
 - IMC at home – not appropriate as this service is for those recovering a short term ailment/illness which impacts on their functional/physical ability
 - Community therapy via NHS – extensive waiting list which can be as much as 9 months for this service, which means that often, the opportunity to promote independence has been missed and the person becomes more dependent.

Decision *[with reasons]*

Decision made by:	Signature:	Date:
Executive Director – Health and Adult Care		5 August 2024
Section 151 Officer		19 August 2024
Director of People and Inclusion		21 August 2024
Members Consulted <i>[see note 1 below]</i>		

Cabinet Member		29 August 2024
Lead Member - HR		21 August 2024
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.