

**OFFICER DELEGATION SCHEME
RECORD OF DECISION**

TO BE UPLOADED TO THE INTERNET BY DEMOCRATIC SERVICES

Date: 01 June 24	Ref No: 2223
Responsible Officer: Dill Hawley / Louise Palmer	
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> Not Exempt	
Title/Subject matter:	
Increase the Establishment to Choices for Living Well Budget - phase 2 of the Consolidation of Community Beds	
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

<p>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]</p>	<p>No</p>
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Summary: In February 2024 as part of the councils setting process the councils community intermediate care beds were consolidated from 60 to 49 to deliver a saving. This involved reducing the number of beds but also converting some posts from agency to permanent. This paper represents this phase of that proposal and sees 5 permanent posts created within the choices for living well service. This is being made now the beds have been closed and all the users being supported by those beds discharged.

Rationale

During the pandemic and up until April 2024 the council used NHS and government money to expand its community bed based services in response to government policy aimed at increasing the flow out of hospital. As these policies have slowly been withdrawn or changed it was necessary to review the community bed capacity. This was done at the beginning of 2024 and resulted in decommissioning of over 30 care home beds at Heathlands care home.

A multi-disciplinary team of social workers and allied health professionals such as physiotherapists and occupational therapists had also been put in place through use of agency staffing to support these beds. This was due to the short term nature of the recurrent funding received.

As part of the review which resulted in the closure of 30 care home beds at Heathlands, 13 additional most cost effective beds were purchased in Elmhurst Care Home. In addition, the agency budget was cut as the posts were reduced alongside the number of beds.

A smaller number of social workers and allied health professions are needed to support fewer beds and as the funding is now recurrent, having been replaced by the adult discharge grant, it is now more cost effective to recruit permanent staffing.

Some of the posts will be created within eh council and some will be funded from the budget but provided by the Northern Care Alliance (NCA), our health partner in our intermediate care services

This paper creates the additional posts, both for posts that need to be established and for those that need to be funded but provided by the NCA. This also allows the close down to the Discharge to Assess Cost Centre

The additional staffing will be incorporated into the Choices for Living Well service

Financial and Staffing Requirements

The following posts and associated budgets are required to be created within the Choices for Living Well Service which is being expanded to support an additional 13 beds at Elmhurst Care home.

Table 1

Post	Cost including on-costs
Operational Manger (30 hours)	54,000
Technical Instructor Band 4 (NHS) (37.5 hours)	34,117
Band 6 Physiotherapist (37.5 hours)	53,372
Band 5 Physiotherapist (37.5 hours)	43,070
Social Care Officer (18.5)	20,751
Total	205,310

The staffing costs highlighted in Table 1 above will be funded by the Better Care Fund and consequently there is no cost impact to the Council.

HR

The following posts will be created in the choices for living well establishment .

Table 2

Post	FTE
Operational Manger (30 hours)	1.0
Social Care Officer (18.5)	0.5

The budget for the following posts will be created in the Choices for Living Well Service but the staff will be provided by the Northern Care Alliance and recharged to this budget.

Table 3

Post	Cost including on-costs
Technical Instructor Band 4 (NHS) (37.5 hours)	1.0
Band 6 Physiotherapist (37.5 hours)	1.0
Band 5 Physiotherapist (37.5 hours)	1.0

The operational manager is already in post and was the only permanent substantive. This post will be moved from the D2A cost centre to the Choices for living Well cost centre.

The social care officer will be recruited as per the council's recruitment policies. The post holder will be expected to pursue a social work apprenticeship to become a qualified social worker within 3 years.

The NHS posts will be recruited to as per the NCA recruitment processes.

Recommendation

- To transfer over the Operational Manager into the Choices for Living Budget from the discharge to assess cost centre
- Create the budget for the 3 NHS members of staff from the discharge to assess grant.
- To create the post of 0.5 Social Care Officer

<ul style="list-style-type: none"> To make the budgetary changes as show in table 1 		
Wards affected: N/A		
Consultations: N/A		
Scrutiny & Review Committee Interest: N/A		
Options considered: To continue to use agency staffing to meet this need – this was shown not be cost effective.		
Decision To increase the establishment and recruit staff.		
Decision made by:	Signature:	Date:
Executive Director – Health and Adult Care		8 June 2024
S151 Officer		25.6.24
Director of People and Inclusion		04.07.24
Members Consulted [see note 1 below]		
Cabinet Member		15 August 2024
Lead Member – HR		04.07.24

Opposition Spokesperson		
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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.