

ROTHERHAM BOROUGH COUNCIL – REPORT TO MEMBERS

1	Meeting:	Cabinet Member for Adult Social Care
2	Date:	23rd July 2012
3	Title:	Day Service Review Proposals – Learning Disability Services
4	Directorate:	Neighbourhoods and Adult Services

5 **Summary**

RMBC provides a range of day care services for adults and older people with a learning disability. The Cabinet Member for Adult Social Care report 'Day Services Review' dated 13 February 2012 outlined savings targets for RMBC day care services which included a £150,000.00 savings target for Learning Disability day care services.

This report identifies options to achieve the £150,000 savings target for Learning Disability day care services and outlines the need for further work in respect of the longer term personalisation of Learning Disability day care services; ensuring they align to local and national strategic direction and are providing value for money.

6 **Recommendations**

- **Note the background and history to this report.**
- **Agree to the proposals to achieve in year savings.**
- **Agree to the commencement of the 12 week consultation programme with customers in line with the recommendations within this report.**
- **Agree to accept a follow up report outlining the longer term strategy for Learning Disability Day Services.**

7 Proposals and Details

7.1 Background

The net annual spend on buildings based day services in Rotherham is £4.2m. Learning Disability day care services represent 68% of this spend; £2.87 million.

At present there are three adult Learning Disability day care services in Rotherham; Addison Resource Centre at Maltby, with a small outreach service at Kiveton, Oaks Day Service at Wath, and Reach day care service based at Badsley Moor Lane with an outreach service at Maltby (Maple Avenue). Traditionally customers with complex needs have attended the Reach day care service and as a result Oaks and Addison Centres have been able to diversify their services; exploring employment and educational opportunities with their customers.

The Autumn Service provides day care services to older people with a learning disability in Rotherham. This service is provided at Park Hill Lodge in Maltby and at Charnwood in Swinton, where services for older people with social needs and older people with learning disabilities are delivered jointly.

The table below shows the number of customers accessing Learning Disability day care services in Rotherham:

Day Service	Number of customers	Number of customers attending:					
		5 days	4 days	3 days	2 days	1 day	Weekend
Addison	129	61	17	19	19	12	0
Oaks	97	63	14	12	8	0	0
REACH	49	40	2	3	3	1	0
Autumn	37	14	6	11	4	2	0

275 customers attend our adult learning disability day care services. 65% of which attend 5 days a week; 58% more than in older people's services. The majority of older people attend only one day per week; 76%. Local demographics and identification of future transitional customers from Children and Young People's Services suggest that demand will increase over the next 5 years and it is unlikely current service delivery will be able to meet this need.

A separate report will be produced to identify how Learning Disability day care services will transform in the future to meet demand, customer need and align with strategic objectives. It is envisaged that services will become more fluid enabling a throughput of customers; reducing dependency on statutory services and increasing independence through employment and education.

This report outlines options which will achieve the in year savings agreed for Learning Disability day care services of £150,000.00.

7.2 Options recommended for consultation with customers

1) Relocation of Autumn Service

The Autumn Service provides day care services for older people with a learning disability. The service is delivered at Charnwood, Swinton and has a small outreach centre at Park Hill Lodge, Maltby. Best practice has been highlighted at Charnwood, Swinton where older people with social needs mix with older people with learning disabilities. In contrast the service provided at Park Hill Lodge is specifically for older people with a learning disability and there is no integration with other service users.

It is recommended that Autumn Service customers who attend Park Hill Lodge are transferred to Copeland Lodge, Thurcroft. This would create savings in staff resources as customer groups and staff establishments could be merged and benefits of economies of scale realised. It would also present opportunities for the future re use of the building should proposals to close Older People day care centres be agreed following consultation.

At present the toilet facilities at Park Hill Lodge are not suitable and require renovation works to ensure they meet minimum standards. The majority of the customers who attend the Autumn Service already travel from the South of the borough and therefore re-location to Copeland Lodge will realise additional transport savings.

2) Cease catering arrangements currently provided at Addison and Oaks Day Service

Four cooks are employed to deliver catering services across Oaks and Addison day centres equating to 148 hours per week. An income stream of £149,320.00 has been incorporated into the day care services budget however demand for catering services has been low as a result of people making the choice to bring in their own meals and income levels last year were £93,062.00 less than budget. This loss in income has been represented in the outlined savings of ceasing catering arrangements.

At present the catering arrangements across the Learning Disability day services differ in practice, and it is therefore recommended that catering arrangements cease and the dining hall space and kitchen facilities are maximised by customers to develop basic catering skills which would benefit them in moving forward into employment and towards independent living. It is also recommended that customers provide their own packed lunch, which would include customers who attend from respite provision and are in receipt of a free meal.

In year saving 2012/13

£28,321.00

7.3 Options not requiring consultation

1) Utilise current vacant posts

Day care services have operated with vacant posts since the corporate recruitment freeze and therefore it is recommended that these vacant posts are disestablished and contribute to the savings target.

Salary cover budget:

Oaks	£77.00
Addison	£10,606.00
Reach	£7,263.00

Vacancies:

Oaks: 4 x Day Centre Officer (18.5 hours, band D)	£36,724.00
Addison: 2 x Day Centre Officer (42 hours, band D)	£22,235.00
Autumn: 1 x Senior Officer (30 hours, band H)	£24,846.00
Autumn: 2 x Day Centre Officer (15 hours, band D)	£15,402.00
Potential savings	<u>£117,153.00</u>

2) Acceptance of VER Requests

The following voluntary severance application from the Autumn Service has been agreed. These savings have been ring fenced against NAS budgets and will not be used to contribute to corporate savings.

1 x Day Centre Officer (18.5 hours, Band F)	<u>£12,997</u>
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7.4 Options recommended for consultation with staff

1) Internal Day Care Staff Structure Review (Band F and Band D Posts)

At present there are inconsistencies in the service in relation to the number of Band F and Band D posts within centre establishments. It is proposed that consultation with staff is initiated with the view to changing current staffing structures in order to achieve greater consistency and flexibility across services, whilst realising savings.

7.5 Consultation

In line with corporate guidelines and best practice it is proposed a 12 week consultation exercise is undertaken with all stakeholders in respect of the proposals made in section 7.2 of this report. Formal consultation will start on the 23rd July 2012 and end on the 15th October 2012. This will be a planned consultation exercise, as set out in the attached Consultation Plan (Appendix 1), offering advice and support from social care professionals and management to customers, carers and family members.

The review of day care service staff structures will be undertaken in line with corporate guidelines and include an appropriate consultation period with stakeholders. The length of which will be dependent on the number of staff members affected.

8 Finance

8.1 Options to achieve savings targets

The total savings for learning disability day care services is £150,000.00; to be delivered in the year 2012/13. The table below identifies the savings options, outlined in section 7 of this report, which will achieve these savings.

Learning Disability Options	
Cease catering arrangements	£28,321.00
Utilise existing vacancies	£117,153.00
Acceptance of VER Requests (Learning Disability)	£12,997.00
Total	£158,471.00

Savings proposals identified in this report are in excess of the savings required by £8,471.00. It is proposed these additional savings are used to contribute to the Older People's day care savings target for 2012/13.

9 Risks and Uncertainties

- 9.1 Utilising vacant posts to meet the savings target could increase risk to customers as staff ratios increase. It is therefore likely that the range of activities and visits outside the centres will reduce in order to manage the reduction in staff.
- 9.2 Where staff are at risk of compulsory redundancy attempts will be made in partnership with Strategic HR to seek alternative employment opportunities through the Talent Pool, however where this is not possible/successful this would lead to a 12 week notice period for termination of employment.
- 9.3 The Council may receive negative media attention and increased complaints from customers and other stakeholders. A comprehensive communication and consultation plan has been developed to mitigate this risk.

10 Policy and Performance Agenda Implications

- Presentation to Cabinet Member, November 2011, Day Services – The Challenge
- Community Care Act, 1990
- Our Health, Our Care, Our Say White paper, January 2006
- Putting People First; a shared vision and commitment to the transformation to adult social care, December 2007
- Corporate Finance has verified and supports all financial information.

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