

ROTHERHAM BOROUGH COUNCIL – HEALTH SELECT COMMISSION

1	Meeting:	Health Select Commission
2	Date:	23 January 2014
3	Title:	Scrutiny Review of RMBC Residential Homes
4	Directorate:	Neighbourhoods and Adult Services

5 Summary

This report sets out a brief outline of the progress that has been made by Senior Management, Residential Managers and Human Resources Business Partner in line with recommendations from the Scrutiny Review of RMBC residential homes, following receipt of the report and action plan by Cabinet on 4 September 2013.

6 Recommendations

- **That the Health Select Commission receives and notes the report.**

7 Proposals and Details

The scrutiny review was undertaken from September to December 2012 by Scrutiny members and Cabinet Member for Adult Social Care. It was held in the context of the significant budget pressures being faced by the Council and the need to identify further efficiencies. Previous Value for Money analysis has demonstrated that the homes are higher cost than the equivalent services provided in the independent sector, and reduce the cost effectiveness of Adult Social Care.

The review enabled the Senior Management, Residential Managers and Staff within the service to take a critical look at previous and current expenditure and to achieve an understanding of value for money, outcomes and quality of service provision and in particular, the potential impact of budget cuts on this area and the risks associated. The homes are registered with and regulated by the Care Quality Commission; as a result there are essential standards of care which have to be maintained, and have to be clearly factored into the plans to ensure compliance.

The actions taken include:-

- Restructure of all Staffing within the homes, including a review of Terms and Conditions for staff, to achieve some of the budget savings proposals.
- Revise and review shift patterns for all staff, to ensure staffing requirements and service provision is carried out safely to meet essential standards and service user assessed needs.
- A change to the management structure in the homes.
- Review of quality assurance systems in the homes.
- Residential Managers worked with Procurement Officers to look at options to utilise different suppliers and contract to ensure value for money and address potential savings in this area.
- Both homes have a structured and varied social and activities programme which presently meets individual need, promotes wellbeing, and provides the service users with a range of options both in the home and community. To achieve the budget savings proposed for the homes, this area has been considered with positive outcomes.
- Options to be considered for lease arrangements to generate some income related benefits, i.e. The Café and the Hairdressing / Beauty Salon.
- The Service has now employed a Handy Person at each home, which will reduce some of the expenditure on minor repairs and maintenance. The Residential Managers are working with EDS Building Manager to look at other ways of how to use this role and where some savings can be

achieved immediately, i.e. To train the Handy Person and purchase the equipment to undertake Electrical PAT Testing requirements which would reduce costs on contracting from the present Council Contractor in place, Wilmot Dixons.

8 Finance

The review recommendations have contributed to an agreed in-year saving of £870,000. As the saving was only agreed formally in March 2013, there was insufficient time to implement the changes in order to achieve full year delivery of the savings target. However good progress was made and the changes are now fully implemented and will result in full year savings in 2014/15.

9 Risks and Uncertainties

There is a risk that a reduction in staffing will result in poorer quality care. To prevent this, quality monitoring and audit processes are continued to be used to identify gaps and areas for development.

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