

# **NEATH PORT TALBOT COUNTY BOROUGH COUNCIL**

## **Personnel Committee**

27<sup>th</sup> February 2017

### **Report of the Head of Adult Services – Andrew Jarrett**

#### **Matter for Decision**

#### **Wards Affected:**

All Wards

#### **Proposal to convert three fixed term Local Area Coordinator posts into permanent positions**

#### **Purpose of the Report**

1. The purpose of this report is to seek Members agreement to make three fixed term Local Area Coordinators posts Grade 8 scp 31-35 into permanent positions.

Making these posts permanent will ensure the on-going sustainability of the service whilst creating stability within the team. It will also limit the likelihood that the current staff will leave at short notice, which would have a significantly negative impact on the communities in which they are now embedded.

#### **Executive Summary**

2. Local Area Coordination is an innovative, evidence based approach to prevention that focuses on building individual, family and community capacity and resilience.

Local Area Coordination complies with the new Social Services and Wellbeing Act that came in to place on the 1<sup>st</sup> April 2016. The Act provides a new legal framework for local authorities and health to engage with and empower citizens to help them achieve independence and well-being and where necessary to obtain the support they need, including strengthening relationships with neighbours, friends and family.

The current fixed term contracts for the Local Area Coordinators are due to cease at the end of March 2017. This provides a high level of uncertainty for staff and the communities in which they are embedded as well as the sustainability of the model.

If the posts were to be made permanent, this would create stability within the team and ensure the on-going high standard of delivery the preventative model within local communities.

## **Background**

3. Local Area Coordination provides the opportunity to shift the focus from people as “passive recipients of public services” to people as valued citizens, irrespective of service labels, who have gifts, assets, strengths and contributions. With communities as inclusive and welcoming places to live that have resources for mutual support and practical solutions.

It is a long term, integrated, evidence based approach to supporting people (of all ages) with disabilities, mental health needs, older people and their families/carers to “get a life, not a service”; empowering them to find practical, local non-service solutions to problems wherever possible.

It combines a range of traditionally separate roles (simplifying the service system and providing a more personal, local, integrated approach) that delivers alongside individuals, families and communities. It also works with local people, local community organisations and groups as well as statutory partners – making

better use of existing/diminishing resources, integrating service responses as a back up to local solutions.

It focuses on:

- Preventing or **reducing demand** for costly services wherever possible.
- Building **community capacity** and resilience.
- Supporting **service reform and integration**, having high quality services as a valued **back up** to local solutions.

This reflects the direction of the Social Services and Wellbeing (Wales) Act (2014), and the NHS Prudent Health Care Principles (2015) and will support local areas/services to meet the requirements of the new legislation.

### **Local Area Coordination in Neath Port Talbot**

In October 2015, the first Local Area Coordinator was recruited to work across the following areas; Ystalyfera, Godregraig, Cwmllynfell and Lower Brynamman. Funding for this post was secured for one year via Western Bay monies.

In February 2016, two more Coordinators were recruited. One based in the Neath cluster network covering Skewen and Longford and another based in the Afan cluster network, covering the Cymmer, Glynnecorwg, and Gwynfi area. Funding for both posts was secured for one year via Adult Social Services monies.

All posts are based at Grade 8 – social work or equivalent level. This reflects the complexity of their role (across service types, age groups, combination of traditionally separate roles, range of stakeholder/partners, safeguarding, innovation etc).

Since its inception, the Local Area Coordinators, within Neath Port Talbot have:

- Embedded themselves within accessible local venues and are highly mobile throughout their communities.
- Become the **first point of contact** for people with their communities, providing information, advice and assistance to over **280** people.
- Undertaken community mapping exercises of local resources, e.g. clubs and organisations using an asset based approach. Developing their knowledge and understanding of the strengths of the local community.
- Worked closely with social workers and health professionals to find solutions to difficult cases.
- Built relationships with over **180** businesses and organisations many of whom now work closely with the coordinators to support individuals in the community.
- Developed community steering groups, for professionals, community members and citizens to meet to share knowledge about the community and how they can work together to improve service delivery.
- **Supported** and continue to support on a 1:1 level, over **150** individuals and families to build practical, local solutions to challenges, such as housing, and isolation and longer term resilience- reducing demand for and dependence on formal services where possible. As well as building individuals self-resilience, improving their quality of life and reducing the need for more costly specialist care interventions.
- Participated in Swansea University's Formative Evaluation of Local Community Initiatives in Western Bay 2016

In a time of significant reduction in public sector budgets and with a predicted increase in the local population, it's important to ensure growing demand for services is managed.

Evidence, from recent independent Social Return on Investment evaluations in Derby City and Thurrock Council has shown that Local Area Coordination can produce a £4 return for every £1 invested.

Derby City also diverted costs/savings of £800K in the first 10 months in 2 locations whilst operating at 40% capacity.

**Proposal**

- 4. To make three fixed term Local Area Coordinators posts permanent, as this will ensure the on-going sustainability of the service whilst creating stability within the team. It will also limit the likelihood that the current staff will leave at short notice, which would have a significantly negative impact on the communities in which they are now embedded.

**Financial Impact**

- 5. The table below demonstrates the on-going annual costs of 3 permanent Local Area Coordinators:

<b><i>Expenditure</i></b>	<b><i>Year Two ( 3 x LAC ) *Grade 8 is sp 31</i></b>
<b>Staff costs</b>	£36,630 - £40,882
<b>Travel</b>	£450
<b>TOTAL (Per year)</b>	<b>£111,240</b>

A budget is already established for two posts, intermediate care funding (ICF) grant is being used to fund the third post in 2016/17. Part of the additional money received by Social Services in the revenue support grant (RSG) in 2017/18 will be used to fund the third post on a permanent basis.

### **Equality Impact Assessment**

6. An Equality Impact Assessment (EIA) screening form has been completed and a full EIA is not required.

### **Workforce Impacts**

7. This will have a positive impact on the workforce by increasing stability within the team.

### **Legal Impacts**

8. There are no legal impacts.

### **Risk Management**

9. There are no significant risks associated with this proposal.

### **Consultation**

10. There is no requirement under the Constitution for external consultation on this item.

## **Recommendations**

It is **RECOMMENDED** that Members **APPROVE** to convert the three fixed term Local Area Coordinators posts into permanent positions.

## **FOR DECISION**

### **Reasons for Proposed Decision**

Having three permanent Local Area Coordinators in post will have a positive impact on morale and motivation within the team as well as ensuring the commitment to Local Area Coordination Model and its long term sustainability.

### **Implementation of Decision**

This decision is for immediate implementation.

## **Appendices**

Appendix 1 – Financial Appraisal

## **List of Background Papers**

Equality Impact Assessment Screening Form

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