

# **NEATH PORT TALBOT COUNTY BOROUGH COUNCIL**

## **Personnel Committee**

**24<sup>th</sup> July 2017**

### **Report of the Head of Service, Community Care Services Andrew Jarrett**

#### **Matter for Decision**

#### **Wards Affected:**

All Wards

#### **Proposal to create two permanent Local Area Coordinators**

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

1. The purpose of this report is to seek agreement to create two additional permanent Local Area Coordinators (Grade 8) to the following areas:
  1. Glynneath, Onllwyn, Seven Sisters, Crynant and Blaengwrach
  2. Bryn, Cwmavon and Port Talbot

Providing greater opportunity for the continuation of co-ordinated, person centred support; further increasing the

sustainability and security of Local Area Coordination as part of a wider preventative model.

## **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. 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.

There are currently three Coordinators in post who have successfully embedded themselves into their local communities and provide a high standard of co-ordinated and co-produced support for communities and individuals to prevent, delay and reduce demand for costly services where possible and build community capacity and resilience.

The recruitment of a further two Coordinators would increase the opportunity for the Council to continue to provide co-ordinated, person centred support across a further 8 areas; further increasing the sustainability and security of Local Area Coordination as part of a wider preventative model.

## 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, Glynnecorrwg, and Gwynfi area. Funding for both posts was secured for one year via Adult Social Services monies.

In February 2017 the 3 fixed term posts were made permanent. 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.
- They have worked with over **413** people offering both information advice and assistance and more specific 1:1 work.
- Become the **first point of contact** for people with their communities, providing information, advice and assistance to over **143** people, 47% of whom later returned to be supported on a 1:1 basis instead of accessing services as the first option.
- Local Area Coordinators caseload indicates a significant prevalence of **loneliness and isolation (60%)**, **mental health problems (50%)** and issues associated with older age. However, one of the most striking findings is the complexity of life situations people are facing, with the vast majority of people experiencing multiple issues.
- 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, circa **160** 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 create an additional two permanent Local Area Coordinators (Grade 8) to the following areas:
  3. Glynneath, Onllwyn, Seven Sisters, Crynant and Blaengwrach
  4. Bryn, Cwmavon and Port Talbot

Providing greater opportunity for the continuation of co-ordinated, person centred support and further increasing the sustainability and security of Local Area Coordination as part of a wider preventative model.

## 5. Financial Impact

The table below demonstrates the ongoing annual costs of 2

<b>Expenditure</b>	<b>Year One ( 2 x LAC ) *Grade 8 is sp 31</b>
<b>Staff costs</b>	£75,122
<b>Travel</b>	£1,000
<b>TOTAL (Per year)</b>	<b>£76,122</b>

permanent Local Area Coordinators:

There are no additional budget requirements associated with the recommendations contained within this report. Funding was included in the budget for 2017/18 and agreed as part of the overall Social Services budget. A funding statement is attached as appendix 1.

### **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 and capacity 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 the creation of two permanent (Grade 8) Local Area Coordinators posts.

The recruitment of a further two Local Area Coordinators will provide greater opportunity for the continuation of co-ordinated, person centred support and increase the sustainability and security of Local Area Coordination as part of a wider preventative model.

### **Implementation of Decision**

This decision is for immediate implementation.

### **Appendices**

Appendix 1 – Financial Appraisal

### **List of Background Papers**

Equality Impact Assessment Screening Form

### **Officer Contact**

Andrew Jarrett, Head of Community Care Services

Telephone: 01639 763327

Email: [a.jarrett@npt.gov.uk](mailto:a.jarrett@npt.gov.uk)

**Appendix 1**

**FINANCIAL APPRAISAL**

<b>POST / POSTHOLDER</b>	<b>PROPOSED CHANGE (New Post / Delete / Regrade)</b>	<b>PAY SCALES</b>		
		<b>Current</b>	<b>Proposed</b>	
Local Area Coordinator x2	Create 2 permanent posts		31-36	

<b>Total</b>				

## **Financial Implications**

### **SET UP COSTS:**

<b><u>Costs</u></b>	<b><u>This Year</u></b>	<b><u>Maximum</u></b>
	£	£
Recruitment Costs		0
Accommodation Costs		
Office Costs		
I.T.		
Other (Specify)		
<b>Total Set Up Costs</b>	<b>0.00</b>	<b>0</b>
<b><u>Funding of Set Up Costs</u></b>		
Revenue Budget		
Reserves		
Special Grant:		
Other (Specify)		
<b>Total Funding of Set Up Costs</b>	<b>0.00</b>	<b>0</b>

### **RECURRING COSTS:**

<b><u>Costs</u></b>	<b><u>This Year</u></b>	<b><u>Maximum</u></b>
	£	£
Employee Costs (Financial Appraisal Statement)		
> Starting Salary	75,122	
> Additional cost at Maximum Salary		86,116
Employee Training & Seminars		
Accommodation Running Costs		
Travel & Subsistence (Standby Allowance)	1,000	1,000
Other Running Costs - Office Supplies		
Other Running Costs - Printing & Literature		
Other Running Costs - IT.		
<b>Total Recurring Costs</b>	<b>76,122</b>	<b>87,116</b>
<b><u>Funding of Recurring Costs</u></b>		
<b><u>External Sources</u></b>		
Specific Grant:		
Funding from External Agencies		
Service Level Agreement		
Other (Specify)		
<b><u>Internal Sources</u></b>		
HRA		
Existing Budget Allocation	76,122	87,116
Additional Guideline Allocation		
Other (specify) :		
<b>Total Funds Available</b>	<b>76,122</b>	<b>87,116</b>
Refer to this statement in the report's section on Financial Appraisal.		