



Cyngor Castell-nedd Port Talbot
Neath Port Talbot Council

**NEATH PORT TALBOT COUNTY BOROUGH COUNCIL
NEATH PORT TALBOT SOCIAL CARE HEALTH & WELL-BEING
CABINET BOARD**

30th January 2020

REPORT OF THE HEAD OF ADULT SERVICES – A. THOMAS

Matter for Decision

Wards Affected: All Wards

RE-MODELLING OF ADULT SOCIAL CARE SERVICES

Purpose of the Report:

This report is to request permission for the Head of Adult Social Services to enter into a formal consultation process with staff on the re-modelling of Adult Social Care Services towards a place based model of service delivery.

Executive Summary:

This report provides an overview of the findings of the systems review of Adult Services undertaken by the Head of Adult Services and the management team. The review highlighted a number of inconsistencies in the current system for the delay of timely and consistent social care services; hence, the Head of Adult Services requests permission to formally consult with staff regarding proposed changes to existing structures.

Background:

For the past twelve months, the Head of Adult Services and the management team have carried out a root and branch review of the current services across Neath Port Talbot (NPT). The review included systems that span health and social care involved the following teams:

- Adult Social Work Network Teams
- Intermediate Care – Community Resource Team
- Direct Payments Team
- Complex Disability Team
- Older Persons Mental Health Team
- Adult Community Mental Health Teams
- District Nursing
- Homecare and Reablement Team

Extensive data was collated as part of the review, which included caseload numbers, waiting times, referral cases, hospital discharges etc. The review concluded the following:

‘A complex and fragmented system, struggling to deliver outcome focused services under the constraints of austerity and increasing service demands’.

Informal consultation has taken place with staff during the course of the review in the form of four all staff engagement events (including health colleagues), attendance at team meetings, one to one meetings with all team managers to ascertain their views and support from Cabinet Members, Trade Unions and Human Resource colleagues.

It is proposed to move to the formal stage of consultation on the Remodelling of Adult Social Care Services. The proposal will see the creation of three place based teams situated in the Swansea Valley/Pontardawe, Neath and Afan areas. Teams will comprise of multi-agency workers either integrated or co-located in these areas.

The teams will build upon the vision for Building Safe and Resilient Communities and mirror the GP cluster areas being implemented across the health board.

It is further proposed to implement these changes on a phased basis, details of which will be presented to Cabinet/Scrutiny and Personnel Committee when consultation has concluded. Any changes will be made in accordance with the Council's Management of Change in Partnership Policy and involve Trade Union and HR colleagues throughout the process.

Financial Impacts:

There are no financial impacts associated with this report. Changes as part of the re-modelling will be contained within the Council's 2020/21 budget for Adult Services and in line with the Council's FFP requirements.

Integrated Impact Assessment:

An Integrated Impact Assessment (IIA) is not required for this report; however, an IIA screening tool and a full IIA (if required) will be undertaken as part of any decisions to re-model Adult Services.

The engagement process will help to inform the IIA process.

Valleys Communities Impacts:

No impact; the recommendation has no spatial impact on our valley communities and does not link to the impacts identified in the Cabinet's response to the Council's Task and Finish Group's recommendations on the Valleys.

Workforce Impacts:

Any decision to change the current Adult Services model will have an impact on the workforce. The engagement process will help to inform an evaluation of the impact. Any changes to the workforce will be in line with the Council's processes and legislative requirements.

Engagement, as part of the consultation, will be undertaken with HR officers and Union representatives.

Legal Impacts:

There are no legal impacts associated with this report.

Risk Management Impacts:

No further risk management impacts other than those contained in the report.

Crime and Disorder Impacts:

Section 17 of the Crime and Disorder Act 1998 places a duty on the Council in the exercise of its functions to have "due regard to the likely effect of the exercise of those functions on and the need to do all that it reasonably can to prevent:

- a) Crime and disorder in its area (including anti-social and other behaviour adversely affecting the local environment); and
- b) The misuse of drugs, alcohol and other substances in its area; and
- c) Re-offending the area"

There is no impact under the Section 17 of the Crime and Disorder Act 1998.

Violence Against Women, Domestic Abuse and Sexual Violence Impacts:

Section 2(1) of the Violence Against Women, Domestic Abuse and Sexual Violence (Wales) Act 2015 introduced a general duty where a person exercising relevant functions must have regard (along with all other relevant matters) to the need to remove or minimise any factors which:

- (a) increase the risk of violence against women and girls, or
- (b) exacerbate the impact of such violence on victims.

The proposals contained in this report are likely to have no impact on the above duty.

Consultation:

It is proposed that, with Members permission, the Head of Adult Services commences consultation with staff in regard to the re-modelling of Adult Services.

Any potential changes to the workforce will be consulted on in line with our legal requirements and internal HR policies. This consultation will involve the Council's HR department and Union representatives.

Recommendations:

For the Head of Adult Services to be granted permission to commence engagement and communication with the Adult Services workforce.

Reasons for Proposed Decision:

To ensure that we have a sustainable Adult Service that is able to meet the changing needs and demands of our local population and to ensure that the workforce has an opportunity to shape and inform decision making in regards to the future model.

Implementation of Decision:

The decision is proposed for implementation after the three-day call in period.

Appendices:

None.

List of Background Papers:

None.

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