



Cyngor Castell-nedd Port Talbot  
Neath Port Talbot Council

*Appendix 1 - Not for publication pursuant to Regulation 5(2) & (5) of Statutory Instrument 2001 No. 2290 and Paragraph 14 of Part 4 of Schedule 12A to the Local Government Act 1972. Pursuant also to Paragraph 21 of the Schedule, and in all the circumstances of the case, the public interest in maintaining the exemption, is considered to outweigh the public interest in disclosing the information.*

*Appendix 4 - Not for publication pursuant to Regulation 5(2) & (5) of Statutory Instrument 2001 No. 2290 and Paragraph(s) 16 of Part 4 of Schedule 12A to the Local Government Act 1972. Pursuant also to Paragraph 21 of the Schedule, and in all the circumstances of the case, the public interest in maintaining the exemption is considered to outweigh the public interest in disclosing the information.*

**NEATH PORT TALBOT COUNTY BOROUGH COUNCIL  
NEATH PORT TALBOT SOCIAL SERVICES, HOUSING AND  
COMMUNITY SAFETY CABINET BOARD**

**11<sup>th</sup> October 2022**

**Report of the Director of Social Care, Health and Housing – A.  
Jarrett**

**Matter for Decision**

**Wards Affected:** Glynneath

**OPTIONS FOR TREM Y GLYN RESIDENTIAL CARE HOME**

**1. Purpose of the Report**

- 1.1 This report provides the details on the available options for Trem Y Glyn and asks Members to consider and approve one of these available options.

## 2. Executive Summary

2.1 Following Officer discussions with Pobl regarding the feasibility of retaining Trem Y Glyn for a period of up to a further three years, a report was presented to Members on the 21<sup>st</sup> October 2021 to consider the available options (Background Paper 3).

2.2 Subsequently, Cabinet approved the third option presented in the report:

*“Enter into a new contract with Pobl to retain Trem Y Glyn for a period up to 31<sup>st</sup> March 2023, with an option for a contract extension up to 31<sup>st</sup> March 2025, which will be considered in September 2022 pending a better understanding of how COVID-19 will impact on future social care services and demand”.*

2.3 A new funding arrangement for the ongoing operation of Trem Y Glyn post March 2022 was also agreed. This meant that the fees paid to Pobl by Neath Port Talbot Council (“The Council”) would include funds to enable Pobl to maintain all repairs and maintenance liabilities of the Care Home.

2.4 In order to take forward the continued operation of Trem Y Glyn post March 2022, delegated authority was provided to the Director of Social Care, Health and Housing to implement the chosen option (Background Paper 2).

2.5 This report provides the required update and the available options for Trem Y Glyn post March 2023, which are:

- Option 1: Do not extend the current contact with Pobl, resulting in Trem Y Glyn closing after 31<sup>st</sup> March 2023 (this is the default position);

- Option 2: Enter into a Deed of Variation with Pobl to extend operations in Trem Y Glyn until 31<sup>st</sup> March 2024;
- Option 3: Enter into a Deed of Variation with Pobl to extend operations in Trem Y Glyn until 31<sup>st</sup> March 2025.

2.6 The report also presents Officers preferred recommendation for Trem Y Glyn post 31<sup>st</sup> March 2023.

### **3. Background**

#### **3.1 History**

- 3.1.1 The Council entered into a contract with Gwalia (now known as the Pobl Group), to take over the operation of all Council run Care Homes for older people (Background Paper 14). This contract is for a period of 25 years and allows both parties three periods of review within the contract term.
- 3.1.2 The original contract made provision for Pobl to build four new homes in the areas of Neath, Port Talbot, Glynneath and Cymmer to replace the existing care homes in those areas. Two of the Care Homes were subsequently developed; Llys Y Seren in Port Talbot (2015) and Plas Bryn Rhosyn in Neath (2016).
- 3.1.3 Contract negotiations commenced in 2016, in which a number of changes to the original contract was proposed. One of these proposals was to cease the development of a new Care Home in Glynneath and to close the Trem Y Glyn by 31<sup>st</sup> March 2022 (Background Paper 13).
- 3.1.4 These proposed contract changes were subject to public consultation, the results of which were presented to Members on the 13<sup>th</sup> October 2016 (Background Paper 12). In this meeting, Members approved the development of a new home in

Glynneath to be halted and that that Trem Y Glyn should continue to operate until 31 March 2022 (Background Paper 11).

3.1.5 Subsequently, Members agreed on 16<sup>th</sup> March 2017 to the proposed Heads of Terms for the Deed of Variation, which included provision for Trem Y Glyn to remain open until 31<sup>st</sup> March 2022 (Background Papers 9 and 10).

3.1.6 In September 2019, Officers requested permission to review the options for Trem Y Glyn to continue operations post March 2022 (Background Paper 8). It was acknowledged at the time that the closure of Trem Y Glyn would result in the loss of a well-regarded local recourse, which had enjoyed a high occupancy rate and prompt filling of vacancies. The basis of this request was due to the high occupancy rates both in Trem Y Glyn and the wider Care Home market in Neath Port Talbot.

3.1.7 A further paper was brought back to Members on 1<sup>st</sup> April 2021 with the outcome of discussions with Pobl, which noted that Pobl were willing to continue operating Trem Y Glyn until March 2025 (Background Paper 6). After this report was presented to Members, Officers continued discussions with Pobl in order to determine the new contractual requirements for the provision of services in Trem Y Glyn for the period 1<sup>st</sup> April 2022 until up to 31<sup>st</sup> March 2025.

3.1.8 The details of these discussions were presented to Members on 21<sup>st</sup> October 2021 (Background Paper 3), alongside the three available options for the future of Trem Y Glyn, these options were:

- Option 1 – Continue with the planned closure of Trem Y Glyn by 31<sup>st</sup> March 2022.
- Option 2- Enter into a new contract with Pobl to retain Trem Y Glyn for a period up to 31<sup>st</sup> March 2025.

- Option 3 – Enter into a new contract with Pobl to retain Trem Y Glyn for a period up to 31<sup>st</sup> March 2023, with an option for a contract extension up to 31<sup>st</sup> March 2025, which will be considered in September 2022 pending a better understanding of how COVID-19 will impact on future social care services and demand.

3.1.9 Members were also requested to agree one of the two available funding arrangements, if they were minded to approve either option 2 or option 3:

- Funding Arrangement A – Pobl maintain repairs and maintenance liabilities.
- Funding Arrangement B - Pobl have liability for smaller repairs and maintenance works capped at under £1,000, with Neath Port Talbot Council (“the Council”) having responsibility to fund all other repairs and maintenance costs.

3.1.10 At the Social Care Health and Well-Being Cabinet Board of 21<sup>st</sup> October 2021, Members approved for the Director of Social Services Health and Housing to implement option 3 and funding arrangement A (Background Paper 2).

3.1.11 The current contract requires Pobl to present an exit strategy for the closure of Trem Y Glyn by the end of September 2022. Without entering into a Deed of Variation with Pobl, the default position, as per the contract, is for Trem Y Glyn to close by the end of March 2023. Pobl have confirmed agreement to enter into a Deed of Variation to continue operating Trem Y Glyn until 2025 if that is the preferred option for the Council.

3.1.12 This deadline of September 2022 to confirm the Council’s position on entering into a Deed of Variation to extend

operations in Trem Y Glyn is required to allow Pobl to commence an effective, legal and safe closure of Trem Y Glyn.

### 3.2 Overview of Trem Y Glyn

- 3.2.1 Trem Y Glyn is located in Glynneath and is the only Care Home in that valley area. It is registered with Care Inspectorate Wales (CIW) to deliver care to up to 30 people; however, due to three of these beds being located in an external bungalow, Pobl actually operate a total of 27 residential care beds. The Care Home provides support for people aged 60+, including people with dementia or mental infirmity.
- 3.2.2 Trem Y Glyn is very well regarded by residents and until 2020 enjoyed high occupancy rates. The COVID-19 pandemic saw occupancy levels within Trem Y Glyn fall, this falling occupancy was not isolated to Trem Y Glyn, as low Care Home occupancy was sadly seen across the wider Neath Port Talbot Care Home sector and the national Care Home Sector. Occupancy levels within Neath Port Talbot Care Homes has now generally improved, with a significant number of Care Homes experiencing pre-pandemic occupancy rates, including Trem Y Glyn. However, there remains a higher than average number of vacancies in some Care Homes, including those operated by Pobl (see section 3.3 “*Current Social Care Market in Neath Port Talbot*” in this report).
- 3.2.3 Care Inspectorate Wales last inspected the service on 18<sup>th</sup> October 2019 (Background Paper 7). The overall assessment of Trem Y Glyn was positive and CIW noted that “people are happy”. There were no improvement notices issued to the Care Home as a result of that inspection.
- 3.2.4 Over the last few years, a programme of refurbishment was undertaken within Trem Y Glyn, including a new roof, upgraded bedrooms and updated communal areas. However,

it is accepted that the building is coming towards the end of its operational life, which will result in increased maintenance, repair and capital costs going forward. Under the current contract these costs will need to be met by the Council.

### 3.3 The Current Social Care Market In Neath Port Talbot

3.3.1 It was highlighted in the October 2021 report (Background Paper 3) that COVID-19 had resulted in a significantly changed landscape for Care Home provision, the details of which had been set out in a report previously taken to the Social Care, Health and Well-being Scrutiny Committee on 16<sup>th</sup> September 2021 (Background Paper 5).

3.3.2 A year on from the above report and the Social Care market has not regained its pre-pandemic stability and there are ongoing challenges with sufficiency of provision for both Care Homes and Domiciliary Care. Furthermore, local hospitals continue to face significant pressures in regards to the timely discharge of medically optimised patients.

3.3.3 Tables 1-3 below demonstrates changes in placements pre, during and post pandemic:

Table 1: Care Home Admission Rates – All Homes

Year	Number of Admissions
2017/18	216
2018/19	196
2019/20	230
2020/21	178
<b>2021/22</b>	<b>326</b>
<b>April to July 2022</b>	<b>109</b>
<b>Projected 22/23</b>	<b>327</b>

Table 2: Available Vacancies in Pobl Homes

Date	Available Vacancies - All Pobl Homes	Available Vacancies -Trem Y Glyn
09/08/19	3	1
27/07/20	5	2
30/07/21	18	3
<b>18/08/2022</b>	<b>14</b>	<b>1</b>

Data for 30.07.21 was the latest data presented in the October 2021 report and data from 12.08.22 is latest data for this year.

Table 3: Trem Y Glyn Occupancy Levels

Date	Occupancy Level %
March 2018	93%
July 2021	89%
<b>August 2022</b>	<b>92%</b>

Data for July 2021 was the latest data presented in the October 2021 report and data from August 2022 is latest data for this year.

3.3.4 The October 2021 report regarding Trem Y Glyn (Background Paper 3) and the September 2021 report about the Care Home market (Background Paper 5), highlighted the significant number of vacant Care Home beds and the reducing demand for Care Home placements across Neath Port Talbot. Due to a number of factors, this position has now changed and Neath Port Talbot has moved from a position of having a large surplus of Care Home beds to having insufficient available beds.

3.3.5 Although as at 16.08.22, dual registered Care Homes had a 91% occupancy rate of all beds registered with CIW and residential Care Homes had an 87% occupancy rate of all beds registered with CIW, this does not mean that there are enough vacant Care Home beds to ensure sufficiency of care within Neath Port Talbot. The three main reasons for this situation are:



- I. A number of Care Homes are not in a position to offer all their vacant beds for new placements made by the Council. This means that of the beds made available to the Council under the Care Home contract, dual registered Care Homes have an occupancy rate of 94% and residential Care Homes have an occupancy rate of 91% (as at 16.08.22). This is almost in line with pre-pandemic levels of 94% occupancy in dual registered and 98% occupancy in residential Care Homes (as at 04.03.20). The main reasons for Care Homes not making all their vacant beds available for placements made by the Council are:
  - The social care sector continues to face challenges with the recruitment and retention of staff. As a consequence, some Care Homes are unable to accept new admissions, as they would be unable to guarantee the staffing levels required to support new residents.
  - Care Homes are not accepting new admissions into double rooms due to continued enhanced infection, prevention and control measures being implemented as a result of ongoing COVID-19 community transition.
  - Some Care Homes will make available a number of beds for people that fund their placements themselves and/or for other organisations that may wish to purchase beds, with the costs for those beds attracting a different rate to that which the Council pays under its Care Home contract.
- II. Due to challenging pressures within the wider health and social care system, Swansea Bay University Health Board (SBUHB) have purchased a number of Care Home beds to safely transition patients that are medically optimised and no longer require hospital care, but are unable to return home as they are waiting for the next stage in their care journey to be finalised. These are short term placements intended to ensure

that people are safely supported away from a hospital setting until arrangements for the persons longer term care needs are put in place. As at 17.08.22, there were 29 people placed in Care Homes under this pathway.

- III. As highlighted in the “*Arrangements for the Provision of Domiciliary Care Services*” report presented to Members on 27<sup>th</sup> June 2022 (Background Paper 1), there has been significant and unprecedented pressure within the domiciliary care market. This has been negatively impacting on the Council’s ability to offer timely and sustainable services to those assessed as requiring domiciliary care and in some cases this has resulted people needing to move into a Care Home on a short term basis, whilst a package of domiciliary care is obtained. It is likely that these short term placements are one of the reasons why the Council has seen a 42% increase in placements in 2021/22 against the number of placements in 2019/20 (i.e. pre-pandemic).

3.3.6 The October 2021 report on Trem Y Glyn (Background Paper 3) noted that people with more complex care and support needs were now more likely to be supported within their own homes than move into a Care Home, demonstrated by the increasing numbers of people living in Neath Port Talbot that were in receipt of double staffed domiciliary care calls and the increased number of hours arranged by the Council at that time.

3.3.7 Based on the above, it was concluded that demand for Care Homes would continue to drop as more complex needs could be supported in the community. However, in July 2022 there was an 8% decrease in the number of doubled staffed calls and a 6.5% decrease in the number of people receiving domiciliary care, when compared to July 2021 (table four).

3.3.8 This reduction is likely to be due to insufficient capacity within the domiciliary care market rather than reduced demand, as table five demonstrates that there are a higher number of

referrals per month to brokerage in 2022 when compared to 2019 and 2020.

Table 4: Domiciliary Care Arranged by the Council – Snapshot in July over the Last four years

		<b>July 2019</b>	<b>July 2020</b>	<b>July 2021</b>	<b>July 2022</b>
Daily Average Calls	Single staffed	1,279	1,292	1,319	<b>1,263</b>
Daily Average Calls	Double Staffed	530	651	661	<b>606</b>
	Service Users	661	732	740	<b>692</b>
	Providers	14	16	20	<b>17</b>

Table 5: number of referrals to Brokerage for domiciliary care by year

<b>Referral numbers by year</b>		
Period	Total to Date	Monthly Average
1 <sup>st</sup> January -31 <sup>st</sup> December 2019	505	43
1 <sup>st</sup> January -31 <sup>st</sup> December 2020	641	53
1 <sup>st</sup> January -31 <sup>st</sup> December 2021	793	66
01 <sup>st</sup> January 2022 – 30 <sup>th</sup> April 2022	245	61

3.3.9 In addition, there are 148 people currently waiting for a package of domiciliary care to be arranged, whereas at the beginning of September 2021 there were 91 people waiting for a package of domiciliary care. Of this 148, there are 11 people in the Glynneath area waiting for a package of care. It is also important to note that of the 29 people placed by SB UHB into transitional Care Home Beds, 20 people are on the brokerage list awaiting a package of domiciliary care, 10 of which have been waiting longer than three months for this package of care.

3.3.10 Detailed work is due to take place in relation to analysing and assessing demand and supply of older people services, so that

the Council is well placed to meet the future needs and demands of Neath Port Talbot's older population. This work will also include a focused assessment of the Glynneath area due to the future closure of Trem Y Glyn.

### 3.4 Potential Options for Trem Y Glyn

#### Option 1: Do not extend the current contract with Pobl, with Trem Y Glyn closing after 31<sup>st</sup> March 2023.

3.4.1 This is the default position under the current contract with Pobl, which will expire on 31<sup>st</sup> March 2023 unless there is agreement for the Council to enter into a further Deed of Variation to amend the closure date.

3.4.2 Pobl are due to submit a service exit strategy by the end of September 2022, setting out how they plan to close the care home by 31<sup>st</sup> March 2023.

3.4.3 The Council would work with Pobl to transfer residents into new Care Homes. In addition, the Council and Pobl would work to try and find alternative employment for staff members where possible (please see the “*Workforce Impacts*” at section 7 of this report).

#### Option 2: Extend the current contract with Pobl until 31<sup>st</sup> March 2024

3.4.4 The Council would agree with Pobl to enter into a further Deed of Variation for the continued operation of Trem Y Glyn for a period of 12 months. This change to the previous closure date would mean that the Deed of Variation and associated terms of service would require negotiation and agreement with Pobl. It is intended that the services would operate on the same basis as under the 2022 Deed of Variation.

- 3.4.5 Pobl submitted costings in 2021 to operate Trem Y Glyn until 31<sup>st</sup> March 2025 and the fee rates for this extension period would be on that basis. However, in light of increased costs for operating social care services, there would be a need for the Director of Social Care, Health and Housing to negotiate and agree a fee uplift in line with anticipated operational pressures.
- 3.4.6 In September 2023, Pobl would provide the Council with a service exit strategy setting out the plans for closing the Care Home after 31<sup>st</sup> March 2024. As with option 1, the Council would work with Pobl to transfer residents into new Care Homes and support the staff.

Option 3: Extend the current contract with Pobl until 31<sup>st</sup> March 2025

- 3.4.7 The Council would agree with Pobl to enter into a further Deed of Variation for the continued operation of Trem Y Glyn for a period of 24 months. This change to the previous closure date would mean that the Deed of Variation and associated terms of service would require negotiation and agreement with Pobl. It is intended that the services would operate on the same basis as under the 2022 Deed of Variation.
- 3.4.8 All other elements of this option would be the same as for option 2, as set out in paragraphs 3.4.5 to 3.4.6. The only difference being that the date for the contract to end with Pobl would be 31<sup>st</sup> March 2025, on which date Trem Y Glyn would close.

Officers Preferred Option: Option 2

- 3.4.9 It was highlighted in the October 2021 report (Background Paper 3) that the care market in Neath Port Talbot and across Wales was in a state of flux due to the impact of COVID-19 and it was difficult for Officers to predict with accuracy what impact

Trem Y Glyn closing could have on the ability for the Council to appropriately react to these changes.

- 3.4.10 The current view of Officers is that the social care market continues to be unpredictable and unstable. As such, Officers feel that closing Trem Y Glyn at this point in time could put further pressure on the health and social care system. Furthermore, it is the view of Officers that this position is likely to last for another 12 months.
- 3.4.11 In light of the current market position in terms of stability and sufficiency, Officers recommend that the Director of Social Services is granted delegated authority to conclude negotiations with Pobl and enter into a Deed of Variation with Pobl, so that Trem Y Glyn can continue to operate until March 31<sup>st</sup> 2024.
- 3.4.12 Discussions have taken place with Pobl, who have confirmed that they would be willing to continue operating Trem Y Glyn for an additional 12 month period.
- 3.4.13 It is important to note that Officers are only recommending a 12 month final extension to the contract with Pobl due to the current situation within the social care market. The longer term issues with continuing to operate Trem Y Glyn, as set out in the October 2021 report and the associated Integrated Impact Assessment remain (Background Papers 3 and 4). These issues include the disproportionate costs of operating services within Trem Y Glyn and the operational life of the building.
- 3.4.14 As mentioned in paragraph 3.3.10, Officers will be conducting an in-depth assessment of need, capacity and demand for older people care services. This will enable Officers to present to Members a strategy for supporting Neath Port Talbot's aging population.

3.4.15 The above paper will also enable Members to make an informed decision on whether they wish to revisit the 2016 decision to close Trem Y Glyn or reconfirm that the Care Home will close as planned by March 2024. It is important to note that short term extensions are not a preferred approach to take as they create further uncertainty for staff and residents. As such, a further short term arrangement in respect of Trem Y Glyn should be avoided. It should also be noted that the Directorate's budget does not include funding for the operations of Trem Y Glyn going forward and any longer term decision on Trem Y Glyn will need to be taken in context of the wider Directorate's financial commitments.

## **4. Financial Impacts**

### **4.1 Financial Impacts Relating To All Options**

- 4.1.1 As agreed by Members on 16<sup>th</sup> March 2017 (Background Paper 9), the Council is required to reimburse Pobl for all severance costs incurred. Until the Council is able to determine the numbers of staff that have been redeployed into alternative roles, it is not possible to provide a firm figure of what that cost may be. As an indication, the Council made a payment of £247,642 for redundancy costs relating to the closure of Arwelfa in 2017.
- 4.1.2 In response to concerns around the impact of additional travel on families visiting relatives that have been moved from Trem Y Glyn, it was agreed that the Council would fund specific time-limited transport provision in proven cases of hardship. The costs associated with this will be determined as part of the service exit strategy planning.
- 4.1.3 On the closure of Trem Y Glyn, the Council will take back the capital asset, which the Council may wish to either redevelop or sell. This may bring in additional income for the Council.

#### 4.2 Additional Financial Impacts Only Relating To Option 1:

- 4.2.1 This option would realise some financial savings for the Council from the 1<sup>st</sup> April 2023, as the Council would no longer be liable to pay the current contract fee of £1,375,012 per annum for the Trem Y Glyn beds.
- 4.2.2 Over the last 6 months, the Council has paid on average £100,000 per month on void bed payments in Pobl Care Homes. Transferring some of the Trem Y Glyn residents into these vacant beds would reduce the amount that the Council pay for vacant beds in Pobl Care Homes.
- 4.2.3 The current bed price paid to Pobl for beds in Trem Y Glyn is £976.67 per person, per week, in comparison our fees for residential care in non-Pobl Care Homes within Neath Port Talbot is £688.20 per person, per week. As such, placing people that would have moved to Trem Y Glyn into alternative residential Care Homes would realise a financial saving to the Council.
- 4.2.4 Of the 26 residents currently living in Trem Y Glyn, the placements of 23 residents are paid for by the Council, with the reminding 3 residents paying for their placements themselves. Moving 23 Council funded residents from Trem y Glyn into non-Pobl Care Homes would cost £825,000, realising a saving of £550,000 per annum. This saving would increase by £36,000 for each resident that transferred into vacancies across the other Pobl Care Homes, currently there are 13 vacancies across other Pobl Care Homes.

#### 4.3 Additional Financial Impacts Only Relating To Option 2 and Option 3:



- 4.3.1 As part of the negotiations in 2021 to retain Trem Y Glyn for up to a further three years, Pobl submitted costings for the period in question. The breakdown of these costs was presented to Members in October 2021 and has been included within this report (Appendix 1)<sup>1</sup>.
- 4.3.2 Costings presented to Members in 2021 were based on assumptions relating to future changes that would directly impact on operational costs such as the Consumer Price Index rate, the National Living Wage, pensions and other legal/regulatory matters. This means that there are potentially additional financial costs for option 2 and 3 that cannot yet be confirmed until discussions between the Director of Social Care, Health and Housing and Pobl are concluded.
- 4.3.3 The additional funding required to retain Trem Y Glyn for up to a further 12 or 24 months would need to be found from the Social Services budget, against which there are a range of financial commitments that need to be accounted for. Monies allocated to Trem Y Glyn for these additional years would mean less money to spend on wider areas of priority for Social Services.
- 4.3.4 In addition to the above additional cost considerations, option 2 and option 3 would mean that the Council would be unable to realise the financial savings attached to the closure of Trem Y Glyn in March 2023. However, it should be noted that this saving does not form part of the Social Services financial strategy or efficiency targets for 2023/24 – 2024/25.

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#### 4.4 Summary of Option Costs Per Annum

<b>Option</b>	<b>Annual Cost to the Council</b>
Option 1 Based on 23 people and assuming 13 people move into alternative Pobl Care Home beds	£357,012
Option 2 and 3 Costs Based on 2022/23 contract price N.B the costs for each year will rise due to increases in operational costs	£1,375,012

### **5. Integrated Impact Assessment**

- 5.1 An impact assessment was undertaken in October 2016 in relation to the proposal to close Trem Y Glyn (Background Paper 12). This impact assessment indicated that there was a need to justify the proposal.
- 5.2 A new Integrated Impact Assessment was undertaken in October 2021 regarding the three options put forward in the associated report (Background Paper 4), which concluded that there was a need to justify the proposals. That Integrated Impact Assessment has now been reviewed and updated for this report. The reviewed Integrated Impact Assessment has been included below in summary form only and it is essential that Members read the Integrated Impact Assessment, which is attached to the report at Appendix 2, for the purposes of the meeting.
- 5.3 The overall conclusion from the Integrated Impact Assessment was that the available options required justification. It is important to note when considering the Integrated Impact Assessment, that the decision to close Trem Y Glyn was made in 2016 and that this Integrated Impact Assessment relates to the options of closing Trem Y Glyn by 31st March 2023 or entering into a Deed of Variation to continue operations for up to another 24 months. It does not look into the decision to close

Trem Y Glyn as this has previously been assessed and a decision agreed in 2016.

- 5.4 Equalities Impacts - There are a number of negative impacts identified with the closure on Trem Y Glyn for staff, those that may look to move into Trem Y Glyn in the next 12/24 months, residents and family and friends of residents. Furthermore, some people are likely to be more affected by the closure of Trem Y Glyn due to their protected characteristic(s). However, in most cases the negative impacts identified with closing Trem Y Glyn on people with protected characteristics is not significantly lessened or increased by the closure date, as keeping Trem Y Glyn open for a further 12/24 months only delays any negative impacts caused by closing the Care Home.
- 5.5 Closing Trem Y Glyn in March 2023 is likely to add to current pressures facing the health and social care system, due to the loss of 27 Care Home beds. This additional pressure could have a negative impact on people who may require a social care service in the next 12 months, the majority of whom will have a protected characteristic due to their age and/or disability and/or sex. As such, entering into a Deed of Variation to continue operations in Trem Y Glyn will have a positive impact on people that require social care interventions with these protected characteristics.
- 5.6 Socio Economic Disadvantage Impacts - The closing of Trem Y Glyn is likely to have a negative socio-economic impact on staff, those that may look to move into Trem Y Glyn in the next 12/24 months, residents and family and friends of residents. However, the negative impacts identified with closing Trem Y Glyn are not significantly lessened or increased by the closure date, as keeping Trem Y Glyn open for a further 12/24 months only delays any negative impacts caused by closing the Care Home.

- 5.7 Closing Trem Y Glyn in March 2023 is likely to add to current pressures facing the health and social care system, due to the loss of 27 Care Home beds. This additional pressure could have a negative impact on people most likely to be already at a socio-economic disadvantage (i.e. people with a disability and/or people that are assessed as requiring the Council to fund their social care services due to low income or having no assets). As such, entering into a Deed of Variation to continue operations in Trem Y Glyn will help support people that require social care interventions, who are also at a socio-economic disadvantage, at this time of predicted market instability.
- 5.8 Community Cohesion/ Social Exclusion/Poverty Impacts - The closing of Trem Y Glyn is likely to have a negative impact on community cohesion, social exclusion and poverty; however, there are actions that can help minimise this impact. The overall assessment is that the proposals will have a neutral impact as all identified negative impacts relate to the closing Trem Y Glyn and are not significantly lessened or increased by the closure date, as keeping Trem Y Glyn open for a further 12/24 months only delays any negative impacts caused by closing the Care Home.
- 5.9 Welsh Language Impacts - The closing of Trem Y Glyn will have a neutral impact on a person's ability to use the Welsh Language as there will be an individual assessment of needs for residents that are to move from Trem Y Glyn, which will take into account their Welsh Language needs. This will be the case regardless of the closure date.
- 5.10 Biodiversity Impacts - The closing of Trem Y Glyn is likely to have a negative impact on biodiversity as the loss of a local Care Home is likely to result in increased motor vehicle use for those visiting the former Trem Y Glyn residents and Trem Y Glyn staff that are redeployed/employed outside of Glynneath.

This will have a negative impact on the wider environment and air quality.

5.11 The overall assessment is that the proposals will have a neutral impact as all identified negative impacts relate to the closing Trem Y Glyn and are not significantly lessened or increased by the closure date, as keeping Trem Y Glyn open for a further 12/24 months only delays any negative impacts caused by closing the Care Home.

5.12 Well-being of Future Generations Impacts - In normal circumstances retaining Trem Y Glyn for a further 12/24 months would not be consistent with long term ways of working or prevention, when considering the significant financial impact on the Social Services budget. Investing this funding into other social care services, such as early intervention services, would be more in line with long term ways of working as these types of services better supports long term wellbeing. However, the current social care market in Neath Port Talbot is experiencing challenges, as the market has not regained its pre-pandemic stability and this is likely to last for another 12 months. As such, entering into a Deed of Variation to continue operations in Trem Y Glyn will help prevent further pressures on the health and social care system supporting long term ways of working by not acting in a way that could destabilise the health and social care system.

## **6. Valleys Communities Impacts**

6.1 The report presented to Members in October 2016 (Background Paper 12) recognised that the Closure of Trem Y Glyn would result in no Care Home provision within the Glynneath area.

6.2 At the time of the 2016 consultation, a key concern of respondents related to the difficulties of families visiting their loved ones if residents were relocated out of the area. It was agreed in October 2016 that the Council would fund specific

time-limited transport provision in proven cases of hardship, the details of this support will be developed as part of the exit strategy for Trem Y Glyn. Appendix 3 provides a list of other Care Homes in Neath Port Talbot area and the approximate distance from Trem Y Glyn.

- 6.3 As noted in Section 7 “*Workforce Impacts*” of this report, there is a risk of job losses within the Glynneath area when Trem Y Glyn closes. It is estimated that 73% of those working in Trem Y Glyn live within the local area and 93% live within Neath Port Talbot. However, processes will be put in place by both Pobl and the Council to try and limit redundancies. This will include the Council offering relevant Trem Y Glyn employees an opportunity to be interviewed for posts within the Community Wellbeing Team.
- 6.4 It is important to recognise the impact that closing Trem Y Glyn may have on the wider social care market within the area. The Council has arranged care and support services for 63 residents in Glynneath, of which 55 people are over the age of 65. This means that Trem Y Glyn supports around 47% of older people in Glynneath that have had care arranged by the Council. As at the 5<sup>th</sup> August 2021, there are currently 31 people receiving domiciliary care within the Glynneath area and there are currently 11 people living in the Glynneath area waiting for a package of domiciliary care (data for all age ranges). Between 2019 and 2021, 17 people from the Glynneath area moved into Care Homes outside the Glynneath area, this means that not all local residents utilise Trem Y Glyn to meet their Care Home needs.
- 6.5 It should be noted that the decision to close Trem Y Glyn has already been agreed and that the options within this report relate only to a potential amendment of the closure date. All options will ultimately result in the same general impact for the Glynneath Valley area, as previously identified in the report

presented to Members in October 2016 (Background Paper 12), with the main difference being the year in which these impacts occur.

6.6 However, due to current pressures within the health and social care system, Officers believe that the impact of Trem Y Glyn closing in March 2023 on people requiring social care interventions, both within Glynneath and the wider Neath Port Talbot area, will be more significant than if the Care Home closed in 2024 or 2025. This is because there are significant pressures and waiting times for services and the closure of a Care Home will further reduce available capacity.

## **7. Workforce Impacts**

7.1 The workforce impacts associated with the closure date of Trem Y Glyn has not changed since the October 2016 (Background Paper 12) and the October 2022 reports (Background Paper 3). The advice given in relation to workforce impacts in those reports was as follows:

- As this relates to a contracted service, the workforce issues will be the responsibility of Pobl.
- Where possible Pobl will offer alternative employment within their organisation.
- Staff who were formerly Council employees before 1<sup>st</sup> April 2012 will be offered any suitable vacant post in line with the Councils Redeployment Policy.
- Due to the continuing pressures for domiciliary care, the Council has a 'rolling' job advert for Community Wellbeing Officers. Many of the skills required to work within a Care Home will be transferable to domiciliary care. As such, the Council would be in a position to offer relevant Trem Y Glyn employees an opportunity to be interviewed for posts within the Community Wellbeing Team.

7.2 It should be noted that the decision to close Trem Y Glyn has already been agreed and that the options within this report relate only to the closure date. All options will ultimately result in the same impact for the workforce as previously identified in the reports presented to Members, the only difference will be the year in which these impacts occur.

## **8. Legal Impacts**

8.1 Members are asked to refer to Appendix 4<sup>2</sup> which sets out the legal impacts relating to the options.

## **9. Risk Management Impacts**

9.1 No additional risks other than those set out within the body of this report.

## **10. Consultation**

10.1 A consultation process was undertaken in 2016, the results of this consultation was provided to members in October 2016 (Background Paper 12). A further public consultation process has not been undertaken as this report is not looking to change the decision on closing Trem Y Glyn.

10.2 As noted in the report presented to Members in October 2016, the majority of respondents were opposed to the closure of Trem Y Glyn. However, Members were reminded within that report of the need to balance the concerns of respondents who have a connection to Trem Y Glyn with the impact of retaining the Care Home on wider Council stakeholders.

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<sup>2</sup> Not for publication pursuant to Regulation 5(2) & (5) of Statutory Instrument 2001 No. 2290 and Paragraph(s) 16 of Part 4 of Schedule 12A to the Local Government Act 1972. Pursuant also to Paragraph 21 of the Schedule, and in all the circumstances of the case, the public interest in maintaining the exemption is considered to outweigh the public interest in disclosing the information.



10.3 The key concerns raised by people in this consultation and the responses provided at that time were:

- Concern - The impact of the proposed closure on the wellbeing of residents and the ability to maintain contact.

Response - The assessment process will ensure that resident's wellbeing is maintained and family will be part of this process.

- Concern - Transport issues for those that visit residents in Trem Y Glyn if residents are moved out of the area.

Response - A transport survey was developed to better understand the impact, however none of the surveys were completed. The assessment process for residents that are moved into a new home will address transport issues. Furthermore, it was agreed that the Council would fund specific time-limited transport provision in proven cases of hardship.

- Concern – The impact of the closure on the Valley community and the loss of what is regarded as a quality Care Home.

Response - It was acknowledged that there were no alternative Care Homes in Glynneth.

- Concern - The proposal would mean people would be offered domiciliary care rather than a Care Home placement.

Response - It was confirmed that this was not the intention of the proposal.

- Concern - That the occupancy levels in the home were being manipulated by the Council to support the proposal.

Response – As part of the contract negotiations, the number of beds purchased by the Council will be reduced to 80%

- Concern - There could be a decline of care if Trem Y Glyn was scheduled to close.

Response - Assurances were given that the provider would be required to maintain standards.

- Concern – It was felt that the Council was going back on promises it had made about replacing the Care Home.

Response – Unfortunately, the position had changed since the original plans were developed. The need for residential care has reduced and the Councils financial position has deteriorated.

- Concern - The loss of employment caused by closing the Care Home.

Response - Where possible, Pobl will look to redeploy staff within their wider organisation. In addition, the Council agreed that staff that were formerly Council employees before 1st April 2012 will be offered any suitable vacant post in line with the Councils Redeployment Policy.

## **11. Recommendations:**

11.1 Having had due regard to the integrated impact assessment it is recommended that delegated authority is provided to the Director of Social Care, Health and Housing to:

1. Finalise negotiations with the Pobl Group to extend the current contract in relation to Trem Y Glyn for a period of 12 months, including agreeing the amended contract rates.

2. Suspend the requirements of the Council's Contract Procedure Rules under rule 5, in particular the requirement for competition.
3. On conclusion of these negotiations, to enter into a Deed of Variation to extend the term of the contract for a further period of 12 months, with the final costs being reported back to cabinet for information purposes.
4. For Officers to present a strategy for older people services in September 2023 so that Members can make an informed decision on Trem Y Glyn post March 2024

## **12. Reasons for Proposed Decision**

12.1 To ensure sufficiency of care within Neath Port Talbot.

## **13. Implementation of Decision**

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

## **14. Appendices**

Appendix 1: Trem Y Glyn Cost Breakdown from October 2021  
(Restricted)

*Not for publication pursuant to Regulation 5(2) & (5) of Statutory Instrument 2001 No. 2290 and Paragraph 14 of Part 4 of Schedule 12A to the Local Government Act 1972. Pursuant also to Paragraph 21 of the Schedule, and in all the circumstances of the case, the public interest in maintaining the exemption, is considered to outweigh the public interest in disclosing the information.*

Appendix 2: Integrated Impact Assessment

Appendix 3: Distance from Trem Y Glyn to other Care Homes in Neath Port Talbot

Appendix 4: Legal Impacts of the Options (Restricted)  
*Not for publication pursuant to Regulation 5(2) & (5) of Statutory Instrument 2001 No. 2290 and Paragraph(s) 16 of Part 4 of Schedule 12A to the Local Government Act 1972. Pursuant also to Paragraph 21 of the Schedule, and in all the circumstances of the case, the public interest in maintaining the exemption is considered to outweigh the public interest in disclosing the information.*

## **15. List of Background Papers**

Background Paper 1: Arrangements for the Provision of Domiciliary Care Services 27<sup>th</sup> June 2022 -

<http://modgov.npt.gov.uk/documents/s80189/Arrangements%20For%20The%20Provision%20Of%20Domiciliary%20Care%20Services.pdf>

Background Paper 2: Summary of Executive Decisions/Call-In Process 21<sup>st</sup> October 2022 -

<http://modgov.npt.gov.uk/documents/g9798/Decisions%2021st-Oct-2021%2014.01%20Social%20Care%20Health%20and%20Wellbeing%20Cabinet%20Board.pdf?T=2>

Background Paper 3: Future of Trem Y Glyn Residential Care Home 21<sup>st</sup> October 2021-

<http://modgov.npt.gov.uk/documents/s73116/Future%20of%20Trem%20Y%20Glyn.pdf>

Background Paper 4: Integrated Impact Assessment on Future of Trem Y Glyn Care Home 21<sup>st</sup> October 2021 -

<http://modgov.npt.gov.uk/documents/s73117/App%203%20-%20Future%20of%20Trem%20Y%20Glyn.pdf>

Background Paper 5: Impact of COVID-19 on the Sustainability of Older People Care Homes in Neath Port Talbot 16<sup>th</sup> September (Restricted) -

<http://moderngov.npt.gov.uk/ieListDocuments.aspx?CId=322&MId=9998>

Background Paper 6: Closure of Trem Y Glyn Residential Care Home 1<sup>st</sup> April 2021 (Restricted) -

<http://moderngov.npt.gov.uk/ieListDocuments.aspx?CIId=322&MID=9733#AI41455>

Background Paper 7: CIW Inspection Report of Trem Y Glyn  
Published January 2020 -

[https://gov.wales/docs/cssiw/report/inspection\\_reports/00011052-RYXX\\_c\\_200102\\_e.pdf](https://gov.wales/docs/cssiw/report/inspection_reports/00011052-RYXX_c_200102_e.pdf)

Background Paper 8: Trem Y Glyn Residential Care Home Feasibility  
Study 5<sup>th</sup> September 2019 (Item 3) -

<http://moderngov.npt.gov.uk/ieListDocuments.aspx?CIId=322&MID=8708#AI33528>

Background Paper 9: Decision of Agenda Item 6 Pobl Residential  
Care Contract in the meeting of Social Care, Health and Housing  
Cabinet Board, Thursday 16<sup>th</sup> March 2017 -

<http://moderngov.npt.gov.uk/mgAi.aspx?ID=19751>

Background Paper 10: Pobl Residential Care Contact 16<sup>th</sup> March  
2017 (Restricted) -

<http://moderngov.npt.gov.uk/ieListDocuments.aspx?CIId=130&MID=6724#AI19751>

Background Paper 11: Decision of Meeting of Special Cabinet,  
Thursday 13<sup>th</sup> October 2016 -

<http://moderngov.npt.gov.uk/mgAi.aspx?ID=16666>

Background Paper 12: Outcome of Public Consultation on the  
Proposed Renegotiation of the Residential Care Contract with Pobl  
13<sup>th</sup> October 2016 (Item 1) -

<http://moderngov.npt.gov.uk/ieListDocuments.aspx?CIId=158&MID=6832#AI16666>

Background Paper 13: Renegotiation of Residential Care Contract  
with Pobl 29<sup>th</sup> July 2016 (Item 1) -

<http://moderngov.npt.gov.uk/ieListDocuments.aspx?CIId=158&MID=6802#A115310>

Background Paper 14: Residential Care – Outcome of Procurement Exercise 7<sup>th</sup> December 2011 (item CAB-071211-REP-SS) -

<http://moderngov.npt.gov.uk/CeListDocuments.aspx?Committeed=158&MeetingId=2655&DF=07%2f12%2f2011&Ver=2>

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