

People Advisory Panel 19 January 2009
Social Care Redesign (Adults) Update - Summary

Model agreed by East Cabinet in Autumn 2008:

- Prevention and re-ablement funded from efficiencies in administration / management and assumption that high quality, upfront service will reduce pressure on social care budget
- Local patch teams will provide responsive & personalised services with early resolution for users
- Eligibility criteria for care services is not changing but information, prevention and re-ablement will be widely available
- Provision separated and run on a more commercial basis
- Users to have personal budgets set by resource allocation system

Activities in place to achieve Transition and Transformation:

- Organisational structures currently out for formal staff consultation
- Public consultation in progress until 16th February. Evaluation to be published in March
- Advisory Task & Finish Group set up to monitor and challenge performance and implementation
- Approval for Resource Allocation System & new Charging policy to be sought in April 2009. Extensive testing currently underway.
- Implementation plan & risk register is fully established
- Shadow East Management Team now set up and planning the transition on the basis of the safe balance between continuity and change

Organisation issues:

- 2009-10 budget proposals to achieve Scenario and deliver New Model are challenging – They are achievable BUT are contingent on retention of skilled and experienced staff, reliable financial information, application of all SCR reform grant and other temporary monies to phase reductions safely, realising staff reductions and personalising service delivery
- Staffing policies need to be attractive and flexible (Voluntary Redundancy packages / Flexible and Mobile working etc)
- East Localities need to be established quickly and reflect user demands
- Strong corporate support will be required as there are several Legal, Personnel and Financial implications to manage
- Personalisation of services is a whole council response and requires synergy and co-operation across the organisation
- Strong member support & leadership is required for some difficult decisions!

Risks:

- Retention of key staff (service and support) is critical
- Robust ICT and information systems are essential
- Scale of change / available resource must be balanced
- Safeguarding & growth must be adequately resourced