

OFFICER DECISION RECORD 1 FORM

This form should be used to record Officer Decisions in Excess of £100k (but below the key decision threshold), or where required by Financial, Contract or other Procedure Rules or following formal delegation from Cabinet or a Cabinet Member or a Council Committee.

Decision Reference No: AHWB.050.2019 Rapid Response and Positive Step extensions

BOX 1**DIRECTORATE:****DATE: 22/07/2019****Contact Name: Cath Doman****Tel. No.: 566014**

Subject Matter: Use of Non Recurrent Better Care Fund Earmarked Reserve for the Intermediate Care Rapid Response Pathway and extra capacity in Positive Step to support Delayed Transfers of Care (DTC).

BOX 2**DECISION TAKEN**

To agree to use the Non-recurrent Better Care Fund Earmarked Reserve allocated to the Place Plan.

Intermediate Care Rapid Response Pathway

Approve the extension of the non- recurrent BCF funding for six months (1 March 2019 – 30 September 2019) - £362,123 - to enable the continuation of the Rapid Response Service until the resources can be released from the bed based service.

Approve the extension of the non- recurrent BCF funding for a further six months (1 October 2019 – 31 March 2020) - £362,123.

Positive Step Unit Capacity to support DTC

Approve the extension of the non- recurrent BCF funding for six months (1 March 2019 – 30 September 2019)

Extension of 6 additional Support Worker x 24 hour part time posts (0.65 FTE) - £41,820

3 part time x 21.5 hour part time posts - (0.58 FTE) - £25,500 Total £67,320

Approve the extension of the non- recurrent BCF funding for a further six months (1 October 2019 – 31 March 2020) - £67,320

Total investment required: £858,886

BOX 3

REASON FOR THE DECISION

The Rapid Response Pathway, Community & Bed based Health & Social Intermediate Care is part of transformation of intermediate care and wider system redesign as part of Doncaster Place Plan. The Positive Step capacity to support DTOC is also part of the Intermediate care redesign. Both business cases requested an extension of 12 months in March 2019. These were approved but only for six months and both were aligned to be reviewed at the same time. It was anticipated that through the Intermediate Care review, the future model and hence funding for the Rapid Response Pathway and Positive Steps Unit – PSU - would have been secured. However, this has not happened in the timescales required. An extension of a further six months has therefore been agreed.

BOX 4

ALTERNATIVE OPTIONS CONSIDERED AND REJECTED

- i. Cease programme delivery: Both programmes are commitments within the Place Plan and contribute to the performance of the Better Care Fund Plan. If the proposal is not supported there will be an increase in demand within the system, as alternatives will not be developed to direct people away. The savings will not be realised, the delivery of Place Plan will not be achieved and the return on the initial investment will not be fully realised. This is therefore not an option.
- ii. Stop the investment in the redesign of Intermediate Care: Without the investment the redesign of Intermediate care services will not be possible due to the double running costs that have been identified. The investment will enable the area of opportunity within the Place Plan to be delivered, the new model to be implemented and sustainable savings delivered.
- iii. Restrict admissions to Positive Step: Having to decline referrals to Positive Step would cause an increase in the delays in transfer of care and also increase the length of stay within the Acute Trust

BOX 5

LEGAL IMPLICATIONS

1. Section 1 of the Localism Act 2011 gives the Council a general power of competence to do anything that individuals may generally do.
2. Section 2B of the National Health Service Act 2006 (as amended by Section 12 of the Health and Social Care Act 2012) introduced a new duty on Councils in England to take appropriate steps to improve the health of the people who live in their area.
3. The extension of the intermediate care rapid response pathway and the extension to DTOC staffing supports the transformation of intermediate care and wider system redesign as part of the delivery of Doncaster Place Plan.
4. There are no specific legal implications in agreeing the draw down from the non- recurrent Better Care Fund for the Doncaster Place Plan.
5. It should be noted that Cabinet approved to delegate detailed spending decisions for the implementation of the Doncaster Place Plan £3m, other Integrated Functions £0.7m and unallocated

balance £0.7m, to the Director of People in consultation with the Chief Finance Officer and relevant Portfolio Holder, on the 27th March 2018.

6. Regarding the decision to extend the employment posts as set out in this report there should already be in place an agreement for each of these roles. These should be reviewed and amended accordingly prior to the extension taking effect. Advice should be sought from HR/Legal regarding the amended/varied/extended terms.

Name: _Nicky Dobson _ Signature: by email Date: 1st October 2019_

Signature of Assistant Director of Legal and Democratic Services (or representative)

BOX 6

FINANCIAL IMPLICATIONS:

Both Intermediate Care Rapid Response Pathway and Steps Capacity were initially approved for 6 months at JCOG on 26th March 2019 and a further approval request was supported at JCOG on 30th July to extend to the end of March 2020. Both of these schemes will be funded from the BCF earmarked reserve.

Cabinet approved to delegate detailed spending decisions for the unallocated balance of non-recurring BCF earmarked reserve to the Director of People in consultation with the Chief Finance Officer and relevant Portfolio Holder on the 27th March 2018. (Recently amended to Director of Adults to approve in consultation with the Chief Finance Officer and relevant Portfolio Holder. The Director of Adults to consult with Director of Children's Services if relevant to their portfolio via ODR AHWB.045.2019 Delegated decisions re BCF Non-recurrent Earmarked Reserve)

Name: H Rowlands Signature: __by email__ Date: 01/10/19

Signature of Chief Financial Officer and Assistant Director of Finance (or representative)

BOX 7

OTHER RELEVANT IMPLICATIONS

HR Implications

The role of Support Worker / Night Support Worker are established posts and have been previously evaluated under the Council's GLPC Job Evaluation system, JE ID number 6016 @ Grade 5.

Employees who were employed before 6 April 2012 and have 1 year's continuous service, or after 6 April 2012 and have at least two years continuous service, accrue employment rights. Employees who complete 2 years continuous service accrue rights to a redundancy payment.

Fixed-term employees have the right not to be treated less favourably than comparable permanent employees because they are on a fixed-term contract. This means you must treat fixed-term

employees the same as comparable permanent employees unless there are 'objectively justifiable' circumstances for not doing so (ie there is a genuine, necessary and appropriate business reason). This means the same or equivalent (pro-rata) pay and conditions, benefits, pension rights and opportunity to apply for permanent positions within the business.

Under the Fixed-term Employees (Prevention of Less Favourable Treatment) Regulations 2002, employees who have been on a fixed-term contract for four years or longer will usually be legally classed as permanent if their contract is renewed or if they are re-engaged on a new fixed-term contract.

The only exemptions are when employment on a further fixed-term contract is objectively justified to achieve a legitimate business aim or when the period of four years has been lengthened under a collective or workplace agreement.

Name: Paula Monk **Signature:** P Monk **Date:** 17/10/19

Signature of Assistant Director (or representative)

ANY IMPLICATIONS SENT TO DEPARTMENTS SHOULD GENERALLY BE SUBMITTED AT LEAST 5 WORKING DAYS IN ADVANCE TO ENSURE THESE CAN BE GIVEN THE RELEVANT CONSIDERATION.

BOX 8

EQUALITY IMPLICATIONS: (To be completed by the author).

The Equality Act 2010 requires the Council to show 'due regard' to the need to eliminate discrimination, harassment and victimisation and other conduct prohibited under the Act, to advance equality of opportunity and foster good relationships between those who share a 'protected characteristic' and those who do not share that protected characteristic.

Although there is significant equality implications for the Place Plan, the specific implications to resourcing the transformation is not applicable.

BOX 9

RISK IMPLICATIONS: (To be completed by the author)

Risks associated with not extending these two schemes:

- i. Interruption and further delay in implementation of two major Place Plan programmes
- ii. Delay in development and introduction of the Intermediate Care pathway
- iii. Risk that the redesign of the intermediate care bed base takes longer than planned and therefore release of recurrent funding is delayed.
- iv. Increase in delays in transfer of care and also the length of stay within the Acute Trust

BOX 10

CONSULTATION

Officers

Consultation has taken place through the Doncaster Integrated Care Delivery Group, Joint Commissioning Operational Group.

The proposal has subsequently been approved by Joint Commissioning Management Board, which includes officers and members.

Members

The decision requires counter-signing by the relevant portfolio holder.

BOX 11
INFORMATION NOT FOR PUBLICATION

In accordance with the Freedom of Information Act 2000, it is in the Public's interests for this decision to be published in full, redacting only the signatures.

Name: _Gillian Parker_ Signature __by email__ Date: _21/10/2019

Signature of FOI Lead Officer for service area where ODR originates

BOX 12
BACKGROUND PAPERS

Please confirm if any Background Papers are included with this ODR YES

(If YES please list and submit these with this form)

Business Cases to JCOG/JCMB

**BOX 13
AUTHORISATION**

Name: Phil Holmes__ **Signature:** 

Date: _21/10/2019

Director of Adults Health & Wellbeing

Does this decision require authorisation by the Chief Financial Officer or other Officer

YES/NO

If yes please authorise below:

Name: _____ **Signature:** _____ **Date:** _____

Chief Executive/Director/Assistant Director of _____

Consultation with Relevant Member(s)

Name: _____ Cllr Rachael Blake **Signature:**  **Date:** 23rd October 2019

Designation _____ Cabinet Member for Adult Social Care

(e.g. Mayor, Cabinet Member or Committee Chair/Vice-Chair)

Declaration of Interest YES/NO

If YES please give details below:

PLEASE NOTE THIS FORM WILL BE PUBLISHED ON THE COUNCIL'S WEBSITE IN FULL UNLESS IT CONTAINS EXEMPT OR CONFIDENTIAL INFORMATION.

Once completed a PDF copy of this form and any relevant background papers should be forwarded to Governance Services at Democratic.Services@doncaster.gov.uk who will arrange publication.

It is the responsibility of the decision taker to clearly identify any information that is confidential or exempt and should be redacted before publication.