

NORTH LINCOLNSHIRE COUNCIL

ADULT SERVICES CABINET MEMBER

NEW TYPE OF WORKER – REHABILITATION AND REABLEMENT SERVICE

1. OBJECT AND KEY POINTS IN THIS REPORT

- 1.1 To inform the Cabinet Member of the joint workforce development project within the re-ablement services.
- 1.2 To seek the Cabinet Member's endorsement of the project, joining staff and partners when necessary to discuss and move the project forward.

2. BACKGROUND INFORMATION

- 2.1 The government published the white paper "our health, our care, our say" which promotes realigning and integrating workforce, systems and services to ensure the care and support people receive enables them to make the most of their lives
- 2.2 The new type of worker (NToW) project began in April 2009 and is due to finish in March 2012. The project leader has been asked to research elements of health roles and the roles of the staff within the re-ablement services, which comprise, Community Support team, Intermediate Care and the two residential units. The provider services for NHS North Lincolnshire include physiotherapy, podiatry, occupational therapy, dietetics, speech and language and nursing.
- 2.4 This project will support this vision of integration by seeking to combine tasks completed by similar level health staff with the roles of adult social services staff and visa versa ensuring the customer receives the best service from all.
- 2.5 The project will ensure joint integrated working with North Lincolnshire NHS and will benefit the residents of North Lincolnshire. This also will support the Comprehensive Area Assessment (CAA), which will look at how adult social care is meeting people's needs and choices.

3. OPTIONS FOR CONSIDERATION

- 3.1 **Option 1** - To continue with the project and transform the job roles of the reablement service. Improving the service by combining health and social care tasks ensuring our customers receive the best service
- 3.2 **Option 2** - Cancel the project and redesign the service in a different direction.

4. ANALYSIS OF OPTIONS

- 4.1 **Option 1** – So far research has shown that training can be given to NLC staff for them to conduct health tasks (for example, following a health plan for physiotherapy, changing dressings, clipping toe nails etc) as these tasks are conducted by none professionals in the health service and training can be given to doctors receptions, residential home workers etc.
- 4.2 The legalities have been discussed with our Insurance and Audit department and with robust training procedures and assessments from health professionals the inclusion of health aspects would be possible.
- 4.3 Similar projects have taken place across England and all have had positive impact for customers.
- 4.4 **Option 2** – Extensive research into how we can provide a good service for our customers would need to be relaunched.

5. RESOURCE IMPLICATIONS (FINANCIAL, STAFFING, PROPERTY, IT) *All information relates to Option 1*

- 5.1 **Financial** – This project will be linked to the final phase of Fit for the Future review and will be within existing resources.
- 5.1.1 **Staffing**– Any changes to roles will be implemented to comply with the councils HR review process.
- 5.3 **Property** – No implications
- 5.4 **IT** – No implications

6. OTHER IMPLICATIONS (STATUTORY, ENVIRONMENTAL, DIVERSITY, SECTION 17 - CRIME AND DISORDER, RISK AND OTHER)

- 6.1 **Statutory implications** – Although not a legal requirement at this stage, government reports are pushing services and departments to transform in this way.

- 6.2 **Environmental implications – Option 1** would have a positive impact on the environment, as it would limit car journeys to the customer from two different agencies to one visit. Electronic communication will be used when appropriate and consultation will be sent to customers using means already established.
- 6.3 **Diversity implications** – A Diversity impact assessment has been started and will run along side the project.
- 6.4 **Section 17 – Crime and Disorder implications** – There is an opportunity to extend compliance with section 17 to increase the number of home safety assessments undertaken if using health staff to do this on our behalf.
- 6.5 **Risk and other implications** – Risk assessments will be conducted as part of the project planning.

7. OUTCOMES OF CONSULTATION

- 7.1 Trade unions have been consulted and have raised no concerns in relation to the project so far; they have been provided with access to relevant information and will be continually involved.
- 7.2 Consultation has been planned with service users, staff from North Lincolnshire Council and from North Lincolnshire NHS. This will ensure relevant stakeholders are included in the project and in the planning of any changes

8. RECOMMENDATIONS

- 8.1 That the Cabinet Member endorses the work being undertaken across the service.
- 8.2 That the Adult Services Cabinet Member continues to be informed of the progress of the project.

SERVICE DIRECTOR ADULT SOCIAL CARE

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Background Papers used in the preparation of this report: None