

DUNDEE CITY COUNCIL

REPORT TO: SOCIAL WORK AND HEALTH COMMITTEE - 26TH MARCH 2012

REPORT ON: THE DEVELOPMENT OF CARE AND SUPPORT ARRANGEMENTS FOR ADULTS WITH A LEARNING DISABILITY

REPORT BY: DIRECTOR OF SOCIAL WORK

REPORT NO: 149 - 2012

1.0 PURPOSE OF REPORT

- 1.1 The purpose of this report is to outline the planned development of care and support arrangements for adults with a learning disability in Dundee.
- 1.2 The planned developments relate to report 28-2012 'Future Supports for Adults with a Learning Disability in Dundee' which was submitted by the Director of Social Work to Social Work and Health Committee in January 2012.

2.0 RECOMMENDATIONS

It is recommended that Committee members:-

- 2.1 Remit to the Director of Social Work to progress the planned developments outlined within paragraphs 4.2.1 to 4.2.11 and Appendix 1 of this report;
- 2.2 Remit to the Director of Social Work to ensure the involvement of service users and their carers in the planned developments; and
- 2.3 Remit to the Director of Social Work to submit progress reports to Committee during the proposed 18 month process of change.

3.0 FINANCIAL IMPLICATIONS

- 3.1 The recommendations outlined in 2.1 above of the report will lead to a more efficient and effective use of the funding available and provide the opportunity to reinvest in services which best meet national and local priorities for adults with learning disabilities.

4.0 MAIN TEXT

4.1 Background

- 4.1.1 The primary focus of the developments described is to ensure greater personalisation, flexibility and equity of access to/delivery of supports to adults with a learning disability and their carers, however, it is anticipated that the number of adults with care and support needs will continue to rise and that this will further increase financial pressures within public services.
- 4.1.2 Given national and local policy regarding the care and support of adults with a learning disability and their carers and increasing financial pressure, the effective prioritisation of public service resources is crucial.

4.2 **Planned Developments**

4.2.1 A list of planned developments detailed in this section is provided in Appendix 1, target dates for completion are included.

4.2.2 The Learning Disability Strategic Planning Group will confirm a new strategy and commissioning framework and adopt an outcomes framework for adults with a learning disability.

The strategy and commissioning framework will be a ten year plan and will focus on a range of models of support for individuals with different levels of need. Models of support include an increase in accommodation with support for individuals with behaviour which challenges services, post school planning, the provision of education/ training/ employment supports, day and short break supports.

4.2.3 In keeping with current Community Care guidance on eligibility for services, the Learning Disability Service will adopt detailed guidance with regard to equity, priority and eligibility for services. This policy guidance will take account of an already developing policy framework regarding personalisation and the forthcoming duties arising from the Self Directed Support Bill which will have implications more broadly beyond supports for adults with a learning disability.

4.2.4 The arrangements for individuals who currently receive a support service from the Out and About team will be reviewed. Following approval of the planned developments individual discussions with service users and their carers/representatives will be progressed. This will ensure that any agreement about support for individuals takes full account of the specific needs of each person and their current circumstances. It should be noted that any changes for individuals will be in line with their assessed need and will be progressed in conjunction with each service user and their carer/ representative/ advocate. In situations where individuals have carers who provide substantial and regular support the carers will be offered a new/refreshed/renewed Carers Assessment or a Review of their current assessment to ascertain the potential impact of potential changes on the carers role. Most of the people who receive a service also have support from other services. It is anticipated that more personalised supports for individuals can be achieved by reducing the number of different services involved with an individual whilst, at the same time, creating a more effective use of available resources. An example of this might be where an individual receives a care at home/ housing support package whilst attending one or more day services. It is anticipated that for many people their needs should be able to be met by a primary support service. This will lead to less duplication of support planning and promote a lifestyle for adults with a learning disability which is less focussed around 'services'. The changes outlined will make possible a shift of resources to other developments outlined in the report.

4.2.5 The arrangements for individuals who currently receive a support service at Kemback Street Day Support Service will be reviewed. As with the other changes proposed following approval of the planned developments individual discussions with service users and their carers/representatives will be progressed. This will ensure that any agreement about support for individuals takes full account of the specific needs of each person and their current circumstances. Any changes for individuals will be in line with their assessed need and will be progressed in conjunction with each service user and their carer/ representative/ advocate. In situations where individuals have carers who provide substantial and regular support the carers will be offered a new/ refreshed/renewed Carers Assessment or Review of their current assessment to ascertain the potential impact of potential changes on the carers role. The usage of this resource has decreased in recent years due to the increase in available opportunities for more personalised supports and an increase in further education and employment opportunities. It is anticipated that for most of the people who attend Kemback Street, alternative models of support would be more appropriate and in keeping with the views of adults with a learning disability themselves. A small number may still require a Day Support Service from a building base and this will require a change of provision to another similar resource. For some people future care and support will be provided either by an existing team working on a 24 hours basis with them or enabling supports may be commissioned externally within a contractual framework for

this model of support. It is anticipated that the change to support arrangements will deliver better outcomes for existing service users and release resources to develop models of support in line with national and local priorities.

- 4.2.6 A short life working group comprising local authority, Community Health Partnership and external providers will determine any need to re-align or re-provision the range of day support services which are currently provided externally. Service user and carer consultation information will feed into this process. Further analysis of the information gathered during the scoping of current supports and any changes will be in response to evidence about identified needs of individuals and projections about future demand. An example of this may be a need to increase the availability of structured day support services for people with autism. The outcome of this work may require the provision of alternative models of support for some people or the re-tendering of some services. The use of Hawkhill Day Hospital will be considered as part of the work. A drop-in resource targeted at individuals with less complex needs will be developed.
- 4.2.7 All current spot purchased services will either be confirmed within existing contractual arrangements or will require to be tendered for. Standard rates for the provision of various models of support will also be adopted.
- 4.2.8 A short life working group will be assigned by the Learning Disability Strategic Planning Group to consider the options for the provision of a flexible short break support service. This will redirect individuals with less complex care and support needs from formal traditional models of respite support and enable more personalised outcomes which will also be most cost effective.
- 4.2.9 The former Employment Unit team and Supported Employment Team for adults with a learning disability are joining and will provide an Employment Support Service hosted within the Community Care service of the Social Work Department. The new Employment Support Service will be effective from 01 April 2012. A strategic planning group will be formed to ensure effective partnership working between employment support providers leading to more effective use of overall resources and effort targeted at agreed priorities.
- 4.2.10 There are plans to increase the capacity of Advocating Together and the SAY representatives to engage more widely with adults with a learning disability to build individuals' capacity to have a voice. The introduction of a volunteer co-ordinator role as an adjunct to currently procured services will enable a greater amount and range of community supports for adults with a learning disability and their carers.
- 4.2.11 Social Work and Community Health Services are led by a single manager. The further integration of operational teams will be progressed when all members of the team move to Claverhouse Office later in 2012.

4.3 **Consultation/Involvement**

- 4.3.1 There is a well established process of involvement of service users with a learning disability, their carers, family members and other key stakeholders. The details of the planned developments have been determined largely by the views which have been expressed through this involvement.
- 4.3.2 During the process of implementing the planned developments, individuals and their carers will be involved in determining which supports are appropriate for them.
- 4.3.3 The SAY representatives, who are individuals employed by Advocating Together and who have a learning disability, will continue to gauge the views of individuals during planned developments and continue to encourage individuals to express their views themselves.
- 4.3.4 Periodic briefings for staff within the Social Work/ Community Health teams will be provided at appropriate stages of the developments. Briefings have taken place for the workforce during March. These have included most Social Work and Community Health staff working within the Learning Disability Service. Just under 200 staff have attended the briefings, this constitutes at least 90% of the workforce. It is felt that the briefings were received well by

staff who are expressing their commitment to the planned developments. Staff who may be more affected by changes in service delivery are anxious to hear further details about the future and they have been reassured that individual and team discussions will be facilitated to support them through any change process. The number of staff who would be affected by the most significant changes is 13 out of over 200.

4.3.5 A learning disability providers forum is in operation in Dundee. The report outlining the policy for future supports has been discussed within this forum and agreement reached regarding the involvement of voluntary organisations in progressing the planned developments.

4.3.6 Advocacy organisations in Dundee who support adults with a learning disability will be involved in the process of progressing the planned developments.

4.3.7 A communication strategy will be adopted during the 18 month period of service developments. The primary aim will be to ensure the provision of up-to-date information for all involved parties and enable a process for involved parties to comment positively or constructively as developments are taken forward.

4.4 Conclusion

4.4.1 The planned developments require to be progressed within available resources. This means that financial resources must be released from areas where an identified decrease in provision has been agreed prior to the development of new arrangements. It should, however, be noted that this will not lead to any withdrawal of care and/or support to individuals and their carers separate from the current assessment/ review process within the Social Work Department.

4.4.2 It is not anticipated that the outlined developments can fully address the increasing demand for care and support which is largely due to the increasing number of young people with a learning disability/ autism. It is thought that the developments will, however, lead to further improved outcomes for adults with a learning disability and more efficient use of available resources.

4.4.3 The report outlines a process for change which spans 18 months. Due to the dynamic nature of the changes there will be a requirement for strong leadership to support a range of service users, carers, staff and partners as well as ongoing detailed financial planning.

5.0 POLICY IMPLICATIONS

5.1 This Report has been screened for any policy implications in respect of Sustainability, Strategic Environmental Assessment, Anti-Poverty, Equality Impact Assessment and Risk Management. There are no major issues.

5.2 An Equality Impact Assessment has been carried out and will be made available on the Council website <http://www.dundee.gov.uk/equanddiv/equimpact/>.

6.0 CONSULTATIONS

6.1 The Chief Executive, Depute Chief Executive (Support Services) and Director of Finance have been consulted in the preparation of this report.

7.0 BACKGROUND PAPERS

7.1 Equality and Diversity Rapid Impact Assessment.

7.2 Report 28-2012 'Future Supports for Adults with a Learning Disability in Dundee'

Alan G Baird
Director of Social Work

DATE: 19th March 2012

IMPLEMENTATION AND PROJECT PLAN

Text from Report	Areas of Development	Target Date for Completion
4.2.2	Confirm new commissioning strategy	October 2012
4.2.3	Policy development - equity/ eligibility	May 2012
4.2.4	Out and About reprovisioning	June 2012
4.2.5	Kemback Street reprovisioning	December 2012
4.2.6	Re-align/ re-provision day supports including the development of a drop in resource	March 2013
4.2.7	Reprovision all spot purchased support arrangements/ confirm arrangements within contractual framework	March 2013
4.2.8	Develop flexible short breaks support service	December 2012
4.2.9	Establish Strategic Planning Group with focus on employment support services	June 2012
4.2.10	Increase community capacity through work of Advocating Together	June 2012
4.2.11	Fully integrate operation of the Learning Disability Community Team	August 2013