

**TO: EMPLOYMENT COMMITTEE
4 OCTOBER 2017**

**FUTURE PROVISION OF SERVICES – BRIDGEWELL INTERMEDIATE CARE UNIT
Director of Adult Social Care, Health & Housing**

1 PURPOSE OF REPORT

- 1.1 The purpose of this report is to inform the Employment Committee of the outcome of the consultation held concerning the provision of services at The Bridgewell Centre and to note the proposed redundancies which may arise from it.

2 RECOMMENDATIONS

That the Employment Committee:

- 2.1 **Note the changes to provision of services outlined in the report.**
- 2.2 **The Executive, at their meeting on 9th May agreed a model for future commissioning of Intermediate Care Services, which included the de-commissioning of The Bridgewell Centre. It is therefore requested that the Employment Committee note the proposed redundancies that have arisen from that decision.**

3 REASONS FOR RECOMMENDATIONS

- 3.1 The model for future Intermediate Care provision enhances the current community service which provides rehabilitation services in people's own homes and reduces reliance on bed based services.
- 3.2 The model resulted in the staff currently working at The Bridgewell Centre, participating in a 30 day consultation programme the outcome of which led to staff being put at risk of redundancy on 21st August 2017.

4 ALTERNATIVES OPTIONS CONSIDERED

Option 4.1

- 4.1 **Do nothing – this would not meet future service needs.**

Option 4.2

- 4.2 **Refurbish/ re develop Bridgewell however this was found not to be an affordable option.**

5 SUPPORTING INFORMATION

- 5.1 Social Care in England is rapidly changing. People want control and independence over their lives. New services are being developed to meet their individual needs and to respond to the implications contained in the Care Act. Increasingly people moving into care homes require more complex and nursing care that can only be achieved to the highest standards in more modern and purpose built buildings.
- 5.2 The initial target for implementation of the new model was originally to be 1st April 2017; however, the decommissioning of a bed based intermediate care service from the Bridgewell Centre presented opportunities for further use of the site.
- 5.3 In particular the possibility of procuring a care provider to run a dual registered EMI (Elderly Mentally Infirm) residential and nursing Home for a period of time, pending the redevelopment of the former Heathlands Site.
- 5.4 A decision by Executive has now been made that the interim option is not value for money and therefore not a viable option to continue to pursue.
- 5.5 A 30 day staff consultation on the future of the Bridgewell Centre commenced on the 6th July.
- 5.6 The changed model of care means that staff currently working at The Bridgewell Centre will be at risk of redundancy, however every opportunity will be taken to ensure that redundancies are mitigated and redeployment opportunities are made available to staff.

5.7 Human Resources

- 5.7.1 Staff consultation began at a meeting with staff on 6 July 2017 and they were invited to get together in groups and put together a report on their ideas about the proposals and service as has been done in previous consultations. They were also offered one-to-one meetings. The local Trade Unions were included at that meeting
- 5.7.2 The closure of the Unit will affect all employees and there will not be a selection process for redundancy. The Executive approved the closure on 9th May. The expected closure date is 30 November 2017. Managers have been keeping in touch with the unit to ensure that staff are up to date on where the consultation has reached. A meeting was held with staff on 18 August 2017 to inform them of the outcome of the consultation. They were sent a letter on 21 August confirming the decision to close and putting them at risk of redundancy. Unison and GMB were invited to that meeting. Staff will be supported throughout the process in accordance with the Organisational Change Protocol, including redeployment where possible.
- 5.7.3 The total number of staff that would be affected are 32 and redundancies would apply to staff should no suitable alternative employment are as follows:

23 permanent staff entitled to redundancy, plus one who has been redeployed.
0 permanent staff **not** entitled to redundancy
6 reliefs entitled to redundancy
2 non permanent staff **not** entitled to redundancy

The types of post to be redundant (on regular hours) are:

Care Assistants (11.42 FTE)
Duty Coordinators (4.65 FTE)
Catering (1 FTE)
Domestics (1.35 FTE)
Business Support Assistants (1.75 FTE)

- 5.7.4 As the proposals in the report to Executive is resulting in redundancies amounting to over 20 redundancies at one establishment (details outlined 5.5.3) there is a legal requirement to serve a statutory notice (Advance notification of redundancies) under the Trade Union and Labour Relations (Consolidation) Act 1992. Otherwise known as an HR1 form. This notification has been sent to The Redundancy Payments Service acting on behalf of the Secretary of State for Business Innovation and Skills at least 30 days before the first dismissal.

The Chief Officer: Human Resources has also formally notified the recognised Trade Unions in accordance with Section 188 of the Trade Union and Labour Relations Act (TULRA).

- 5.8 The CCG are partly liable for a proportion of redundancy costs based on 50% of the time they were involved in the service. Detailed costings in Borough Treasurer comments.
- 5.9 In relation to seeking to mitigate the effects of potential redundancy Adult Social Care have taken the following actions, offered all staff who don't drive the opportunity to take driving lessons at Bracknell Forest Council cost if they then stay within the local system (eg Take up work for the new providers) and we are also looking to arrange a session where the five new providers visit Bridgewell to talk about the opportunities available.

6 ADVICE RECEIVED FROM STATUTORY AND OTHER OFFICERS

Borough Solicitor

- 6.1 The redundancies highlighted out in this report arise as a result of the Council decommissioning the Bridgewell Centre. The statutory criteria for redundancies under Section 139 of the Employment Rights Act 1996 is satisfied insofar as the Council will cease to carry out a specific business for the purposes for which the employees were employed.

Borough Treasurer

- 6.2 The cost of redundancies arising from the closure of the Bridgewell facility will be £0.278m. These costs will be shared between the Council and the CCG in proportion to the two organisations' funding for the services delivered during the time it has been a joint unit. The Council's share has been calculated at £0.191m, which will be met from the Structural Changes earmarked reserve.

Equalities Impact Assessment

- 6.3 A Workforce Equalities Impact Assessment has been completed and is attached at Appendix (to follow).

Strategic Risk Management Issues

- 6.4 Any proposals affecting the employees of Bridgewell will be dealt with under the Council's Organisational Change Protocol. Employee consultation began on 6 July 2017. They were invited to comment on the proposal. Staff have received a letter notifying them that they are at risk of redundancy and that the Council are seeking suitable alternative employment in order to minimise the need for redundancy. Their notice period up to 30 November will also be served, whilst we continue to seek to redeploy them. They will be given one to one meetings with both the Lead Officer and Human Resources to discuss the way forward for their circumstances and skills for redeployment. Given the numbers and type of work, it is unlikely that we will be able to redeploy all staff although there are a few posts for staff and managers that have been ring-fenced. The closure date of the Unit is planned to be 30 November 2017. Estimates on the cost of potential redundancy for each employee have been made and each staff member will be made aware of their entitlement in line with Council policy.

7. CONCLUSION

- 7.1 This report deals with a difficult and sensitive decision however is important to agree to the recommendations to avoid any further delay in implementing the agreed new model of service.

Contact for further information

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