

TO: **EMPLOYMENT COMMITTEE**
18 JUNE 2014

REVIEW OF DEMENTIA SERVICES
**(Director of Adult Social Care Health & Housing/
Director of Corporate Services - HR)**

1 INTRODUCTION

- 1.1 The Employment Committee agreed at its meeting on 12 February 2014 that all redundancies arising from the Council decision to re-provision the in-house Dementia Service would be authorised by the Director of Social Care & Health in consultation with the Chairman of the Employment Committee.
- 1.2 The Dementia Service staffing issues were inextricably bound up with the budget process which is an Executive function and clearly the two could not be separated. Therefore at its February meeting the Employment Committee agreed that whilst the outcome of the Executive decision was known at the time of the 12 February meeting, there was insufficient time for the Organisation Change Protocol to be implemented which meant that a firm decision on which posts were to be made redundant could not be taken.
- 1.3 It was therefore necessary to agree a recommendation to ensure that the final decision on redundancies arising in Adult Social Care, Health & Housing was delegated to the Director in consultation with the Chairman.
- 1.4 Information report is to inform the Employment Committee of the final outcome of the Review of Dementia Services.

2 SUPPORTING INFORMATION

2.1 Background

- 2.1.1 In line with the overarching modernisation strategy for Older People's Services, a range of services have been remodelled to take a more focused approach to respond to this period of intense change in social care. Also the Council is facing a challenging period with an increasing demand for social care services with the associated resource issues. A recommendation was put forward to the Executive on the 11th February 2014 to commission the support for people with dementia from the independent sector and to suggest that the Council should no longer directly provide this service; this supports the key elements within the strategic direction for Older Peoples Services.
- 2.1.2 By ceasing to provide support through the in house Home Care Service for people with dementia, the Council significantly reduced costs whilst at the same time stimulating the development of a stronger, more sustainable and more diverse social care market. This is of significance as personalisation has brought about changes in the profile of services with people choosing to employ their own personal assistants and therefore being less reliant on Council provided services.

Unrestricted

- 2.1.3 The Dementia Home Care service employed a full time Assistant Team Manager, a full time Care Coordinator and 13 Support Workers. The service was costly in comparison to that commissioned from the independent sector and there were significant issues around the sustainability of a small stand-alone service. However, the staff group as a whole had a record of long term service within Bracknell Forest and their skills were valued.

Following the Employment Committee meeting in February, the Organisational Change Protocol was enacted which involved a proactive programme of redeployments.

2.2 Redeployment

- 2.2.1 The redeployment process has been an outstanding success. The department instituted a freeze on vacancies in the months leading up to the decision to re-provision the Dementia Service which meant that a substantial number of redeployment opportunities were made available to the staff concerned. The actual number of contracts which were therefore terminated were substantially less than those declared "At Risk". Of the 15 employees originally in scope for redundancy, 11 have been redeployed and so only 4 were declared redundant.

2.3 Financial Implications

The cost implications were severance costs of £55,555, balanced by annual salary savings of £112,010 making the total payback period 6 months.

2.4 Action taken

- 2.4.1 In accordance with the recommendation agreed previously by the Employment Committee, redundancy notices were issued to the posts identified through the Organisational Change process and they were deleted with effect from 30 April 2014.

3 **EQUALITIES IMPACT ASSESSMENT**

- 3.1 An Equalities Screening Record was completed and included in the original report to the 12 February Employment Committee.

4 **STRATEGIC RISK MANAGEMENT ISSUES**

- 4.1 These were outlined in the original February report to the Employment Committee.

Background Papers

Agenda and minutes of Executive December 2013 and February 2014

Agenda and minutes of Employment Committee February 2014

Contact for Further Information

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