

**ADULTS COMMITTEE: MINUTES**

- Date:** Thursday 19th January 2017
- Time:** 2.00 p.m. to 4.00p.m.
- Present:** Councillors A Bailey (Vice-Chairwoman), P Brown, S Crawford, A Dent (Chairman), L Dupre, D Giles, R Mandley, T Orgee, M Smith, G Wilson and F Yeulett.
- Apologies:** Councillors C Boden, L Harford (Councillor Smith substituting) and Councillor M Tew (Councillor T Orgee substituting)

**223. DECLARATIONS OF INTEREST**

There were no declarations of interest.

**224. MINUTES – 8<sup>TH</sup> DECEMBER 2016 AND ACTION LOG.**

The minutes of the meeting held on 8<sup>th</sup> December 2016 were agreed as a correct record and signed by the Chairman.

The Action Log was noted.

**225. PETITIONS**

No petitions were received.

**226. FINANCE AND PERFORMANCE REPORT – NOVEMBER 2016**

The Committee received the November 2016 iteration of the Finance and Performance report. Officers informed Members that the forecast overspend within Children, Families and Adults had improved slightly with improvements in the position of the Learning Disability Partnership (LDP). Members noted that both bed delay indicators were red, directly related to the increased number of hospital admissions.

During discussion Members:

- Drew attention to the number of Delayed Transfers of Care (DTOCs) and requested an update regarding the current position. Officers informed Members that over the last three years the number of hospital admissions of people aged 85 and over had increased considerably. The performance over the last three months had reduced in direct correlation to the increased numbers of people arriving at hospital and all Council services to prevent delays were currently working at maximum capacity, which made spikes in demand difficult to respond to. A business case was being developed for a Sustainability and Transformation Plan (STP) together with the NHS that would if agreed result in increased investment in Reablement services. The service would be part of an integrated pathway for the intermediate tier with the NHS

designed to facilitate the discharge of patients from hospital more effectively. Officers confirmed that the business case did not feature in the budget for 2017/18 as funding had not yet been agreed.

- Queried the measure of admissions to residential and nursing care homes (aged 65+), per 100,000 population as it appeared confusing to members of the public and the direction of travel arrow was misleading. Officers agreed to review the measure, improving its annotation and providing comparative data. **ACTION**
- Questioned whether there were any other schemes that promoted greater integration between health and social care. Officers agreed to provide a list of the current bids that were progressing through the Sustainability and Transformation Plan (STP) process. **ACTION**

It was resolved to review and comment on the report.

## **226. BUSINESS PLANNING**

The Committee received a verbal update from the Interim Executive Director: Children, Families and Adults regarding the Business Plan. Since the presentation of the proposals at the December meeting of the Adults Committee a tracker had been developed and presented to the Chairman and Vice-Chairwoman who had agreed for it to be presented at each meeting of the Committee.

It was resolved to note the update provided.

## **227. DRAFT EMPLOYMENT STRATEGY FOR PEOPLE WITH LEARNING DISABILITIES OR AUTISM**

Members received the Draft Employment Strategy for People with Learning Disabilities or Autism. The strategy was developed following discussion about providing additional support to secure employment following concerns raised by the Committee. The strategy was presented in draft form in order for a consultation to take place with service users and representative groups.

During the course of discussion Members:

- Drew attention to financial incentives that were used to encourage employers to employ people with learning disabilities and questioned whether they were still in existence. Officers explained that such schemes had been withdrawn. Apprenticeship schemes were now tailored to meet the needs of specific groups.
- Highlighted the important role of Parish and Town Councils and confirmed with officers that they would also be encouraged to employ people with disabilities.
- Emphasised the importance of providing support to companies that employed people with learning disabilities. Officers explained that it would form part of the role of the Adults Employment Coordinator to support employers.

- Expressed concern with regard to the ambition of the strategy, noting that further detail was required and whether the Total Transport initiative would be able to meet the needs of the cohort.
- Emphasised the importance of embedding the strategy within frontline social care staff, supported by the Councils Human Resources team which would negate the need for a specific Adults Employment Co-ordinator post.
- Drew attention to the need for timescales, with relatively low numbers of individuals that would benefit from the strategy the Council was able to have a great influence over their outcomes. Officers explained that an action plan would follow the consultation with service users and stakeholders. Further consultation was taking place with Peterborough City Council as they had greater success in achieving employment for people with disabilities. There was also a Green Paper produced by the Government on the subject that was currently being consulted on and it was anticipated that it could be modified to meet Cambridgeshire's needs. Officers agreed to provide an update with detail on the developing action plan. **ACTION**
- Confirmed that the strategy was primarily designed for people with learning disabilities or autism, but would be beneficial for the physical disability and mental health client groups.
- Questioned whether there was a staff group of disabled employees of the Council that met regularly. Officers confirmed that one existed and agreed to establish whether the group still met on a regular basis. **ACTION**
- Noted that it was important that the hours during which the Disabled Bus Pass could be used be altered in order to allow people to travel to work.
- Noted that diagnosis rates of autism in Cambridgeshire exceeded the national average but employment rates were lower than the national average. Cambridgeshire had a dedicated autism team and a post diagnostic service.
- Highlighted the importance of designing and modifying jobs to make them accessible to disabled people.
- Suggested that statistical information contained within the strategy would be better presented as graphs and charts together with comparative data in order to view trends and patterns. Officers agreed to review the presentation of the data. **ACTION**

It was resolved to note the work on the draft strategy to date, which will be further informed by engagement and consultation with stakeholders.

## **228. HOME CARE DEVELOPMENT**

The Committee was presented a report that set out the approach of adopting an integrated commissioning process that enabled the delivery of outcomes and increased capacity in the sector. Home care was one of the main ways through which the Council

supported people and promoted independence and the report highlighted the need to move away from the current delivery model that focussed on time and task toward a model focussed on the outcomes of those being cared for.

During discussion of the report Members:

- Questioned how the savings allocated to home care within the Business Plan would be achieved through what was being proposed in the report. Officers informed Members that the savings would be achieved through efficiencies in specialist areas of activity, through a different approach to contracting services and through opportunities to work with the NHS to rationalise mobile home care rounds.
- Expressed concern regarding the rates paid to home care providers as it was difficult to recruit staff with many providers employing staff from overseas which in the future would become more difficult to do. Officers explained that the rates paid to providers were competitive and it was not anticipated that there would be a large reduction in the rate paid to providers.
- Confirmed that the delivery of the new contract was on schedule to go to the market in March 2017. A small buffer had been built into the timescales in order to accommodate the transferring of services across to providers.
- Noted the desire to have flexible relationships with care providers through open contracts with break clauses that allows new providers to be brought in, in order to open up the market. This would enable the neighbourhood cares model to develop more effectively. Through the pilot schemes it was anticipated that people would start to emerge from the support network who will become more formal care providers.
- Sought clarity regarding the timescales of the delivery of the new contract. Officers confirmed that the process was complex and explained that there was a Programme Board and manager overseeing the delivery and the procurement process would last for 6 months.
- Questioned how privately funded individuals would be affected by the change. Officers explained that it would affect people who have their care arranged by the Council and/or the NHS. A list of approved providers would be developed that could be shared with privately funding individuals if they approach the Council for advice.
- Noted that the Buurtzorg model of care was a person centred approach that was based on small localities with services developed around individuals. Primarily it was a health based initiative but the principles such as devolving high levels of responsibility to staff were being incorporated into the Neighbourhood Cares pilots. Effectiveness data had demonstrated that by decentralising savings were achieved in management and better outcomes and services resulted for individuals.

It was resolved to endorse the approach set out in the report. Namely, the adoption of an integrated commissioning process to enable the delivery of outcomes and increase capacity in the sector.

## **229. ADULTS COMMITTEE AGENDA PLAN**

It was resolved to note the agenda plan and the oral update provided at the meeting.

Added 9<sup>th</sup> March 2017: Children, Families and Adults Savings Proposals Tracker  
Draft Action Plan – Neighbourhood Carers  
Transforming Lives Update.

## **230. CARE HOME DEVELOPMENT**

Members received a report that requested they considered a proposal to intervene in the Care Home market in Cambridgeshire, involving an expansion of the current level of provision.

In order for the confidential appendix to the report to be discussed it was resolved:

To exclude the press and public from the meeting on the grounds the appendix to the report contains exempt information under Paragraph 3 of Part 1 of Schedule 12A of the Local Government Act 1972, as amended and it would not be in the public interest of this information to be disclosed: information relating to the financial or business affairs of any particular person (including the authority holding that information).

It was resolved unanimously:

- a) To support the principle of using Council assets to secure an expansion of affordable care home provision
- b) To commence a competitive dialogue with Service Providers to identify a strategic partner to develop a full business case.

Chairman