

Report of Deputy Director of Social Work and Social Care Services Adults and Health

Report to Director of Adults and Health

Date: 25 March 2020

Subject: The Establishment of Six Nurse Care Management Posts in the Learning Disability Service Funded by the Leeds Clinical Commissioning Group

Are specific electoral wards affected? If yes, name(s) of ward(s):	<input type="checkbox"/> Yes <input checked="" type="checkbox"/> No
Has consultation been carried out?	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Are there implications for equality and diversity and cohesion and integration?	<input type="checkbox"/> Yes <input checked="" type="checkbox"/> No
Will the decision be open for call-in?	<input type="checkbox"/> Yes <input checked="" type="checkbox"/> No
Does the report contain confidential or exempt information? If relevant, access to information procedure rule number: Appendix number:	<input type="checkbox"/> Yes <input checked="" type="checkbox"/> No

Summary

1. Main issues

- The purpose of this report is to establish 6 Nurse Care Manager Posts in the Learning Disability Service over a 3 year period, 2 posts 2020/21, 2 posts 2021/22 and 2 posts in 2022/23. The posts will be recruited into via external advert / competitive interview and recruitment will commence for the initial 2 posts in April 2020. The reason why there is not an internal recruitment exercise initially is solely on the basis that an essential requirement of the job description is a qualification in nursing and an extensive background in clinical learning disability services.
- The Learning Disability Service established a Pooled Budget in the late 1990's under the auspices of a Section 28a Agreement, the planned legal framework will be that of a Section 75 Agreement which will be implemented in January 2020. These arrangements give lead commissioning responsibility for Adult Learning Disability Services to Leeds City Council. This is significant as it includes commissioning responsibility for services to ably and support individuals with Continuing Health Care needs plus those individuals who are fully funded via social care.
- The CCG have confirmed that they are committed to transferring recurrent funding for 6 posts over the aforementioned 3 year period. The posts will be established at PO3 grade, which is roughly equivalent to a Band 6 Nurse based upon Agenda For Change bandings. The cost of each post, including on-costs is £48,042 per annum. Therefore the entire cost over the 3 years is £288,252. This report is seeking

permission to establish and recruit the initial 2 posts which will equate to the CCG transferring, on a recurrent basis £96,084 from 1st April 2020

2. Best Council Plan Implications (click [here](#) for the latest version of the Best Council Plan)

There are no specific implications relating to the Best Council Plan, this is a change in the law however there are a number of key areas within the plan which the change in legislation enhances.

- Safe, Strong Communities
 - a. Keeping people safe from harm, protecting the most vulnerable
- Outcomes
 - a. Be safe and feel safe
 - b. Live with dignity and stay independent for as long as possible

3. Resource Implications

The CCG have confirmed that they are committed to transferring recurrent funding for 6 posts over the aforementioned 3 year period. The posts will be established at PO3 grade, which is roughly equivalent to a Band 6 Nurse based upon Agenda for Change bandings. The cost of each post, including on-costs is £48,042 per annum. Therefore the entire cost over the 3 years is £288,252. This report is seeking permission to establish and recruit the initial 2 posts which will equate to the CCG transferring, on a recurrent basis £96,084 from 1st April 2020

Recommendations

- For the Director of Adults and Health to note the technical content of this report.
- Support the proposal which is critical to managing the clinical aspects of the service for the 250 individuals who are fully funded by Continuing Health Care.
- Agree a cost neutral recommendation for the Council by accepting the transfer of monies from the CCG on a recurrent basis.

1. Purpose of this report

1.1 The purpose of this report is to establish 6 Nurse Care Manager posts in the Learning Disability Service over a 3 year period, 2 posts 2020/21, 2 posts 2021/22 and 2 posts in 2022/23. The posts will be recruited into via external advert / competitive interview and recruitment will commence for the initial 2 posts in April 2020. The reason why there is not an internal recruitment exercise initially is solely on the basis that an essential requirement of the job description is a qualification in nursing and an extensive background in clinical learning disability services.

2. Background information

2.1 The work in the Learning Disability Service continues to increase in complexity and the technical application of the law, thus requiring complex assessment pertaining to clinical and health matters. The benefits of these posts are in relation to having a dual discipline service within Learning Disability with clear expertise and professional qualifications with regards to health conditions which impact on the complexity of

formulating individual support planning. There are an increasing number of people who are fully funded by CHC and these professionals would be able to contribute to meeting need due to their expertise in advances in clinical treatments and health technologies. Individuals are living longer with complicated physical and health needs and the prevalence of co-morbidities are also increasing, specifically with regards to gastro issues, epilepsy and respiratory conditions. Currently the service is working with an increasing number of people with highly complex and sometimes rare syndromes including Juvenile Battens Syndrome, Cerebral Palsy, Retts Syndrome and Lennox Gastaut Epilepsy. It is essential to develop a robust health perspective in order to safely meet need and the Nurse Care Managers are adept in supporting families to navigate complex health systems. It is envisaged that these roles will develop in order to establish strong links with other health care professionals including school nurses where individuals are in transition.

3. Main issues

- 3.1 The purpose of this report is to establish 6 Nurse Care Manager posts in the Learning Disability Service over a 3 year period, 2 posts 2020/21, 2 posts 2021/22 and 2 posts in 2022/23. The posts will be recruited into via external advert / competitive interview and recruitment will commence for the initial 2 posts in April 2020. The reason why there is not an internal recruitment exercise initially is solely on the basis that an essential requirement of the job description is a qualification in nursing and an extensive background in clinical learning disability services.
- 3.2 The Learning Disability Service established a Pooled Budget in the late 1990's under the auspices of a Section 28a Agreement, the planned legal framework will be that of a Section 75 Agreement which will be implemented in January 2020. These arrangements give lead commissioning responsibility for Adult Learning Disability Services to Leeds City Council. This is significant as it includes commissioning responsibility for services to ably and support individuals with Continuing Health Care needs plus those individuals who are fully funded via social care.
- 3.3 The CCG have confirmed that they are committed to transferring recurrent funding for 6 posts over the aforementioned 3 year period. The posts will be established at PO3 grade, which is roughly equivalent to a Band 6 Nurse based upon Agenda for Change bandings. The cost of each post, including on-costs is £48,042 per annum. Therefore the entire cost over the 3 years is £288,252. This report is seeking permission to establish and recruit the initial 2 posts which will equate to the CCG transferring, on a recurrent basis £96,084 from 1st April 2020.

4. Corporate considerations

4.1 Consultation and engagement

- 4.1.1 In terms of the establishment of these 6 clinical posts a paper is going to Members Brief in February and the Trade Unions were briefed and engaged with in late 2019 and February 2020. The Trade Unions are supportive of the proposal to create these 6 substantive posts.

4.2 Equality and diversity / cohesion and integration

4.2.1 An Equality, Diversity, Cohesion and Integration Screening Tool has been completed and is attached to this report as Appendix 1.

4.3 Council policies and the Best Council Plan

4.3.1 There are no specific implications relating to the Best Council Plan, this is a change in the law however there are a number of key areas within the plan which the change in legislation enhances.

- Safe, Strong Communities
 - a. Keeping people safe from harm, protecting the most vulnerable
- Outcomes
 - a. Be safe and feel safe
 - b. Live with dignity and stay independent for as long as possible

Climate Emergency

No direct impact from this change in the law.

4.4 Resources, procurement and value for money

- 4.4.1 The Learning Disability Service established a Pooled Budget in the late 1990's under the auspices of a Section 28a Agreement, the planned legal framework will be that of a Section 75 Agreement which will be implemented in January 2020. These arrangements give lead commissioning responsibility for Adult Learning Disability Services to Leeds City Council. This is significant as it includes commissioning responsibility for services to ably and support individuals with Continuing Health Care needs plus those individuals who are fully funded via social care.
- 4.4.2 The CCG have confirmed that they are committed to transferring recurrent funding for 6 posts over the aforementioned 3 year period. The posts will be established at PO3 grade, which is roughly equivalent to a Band 6 Nurse based upon Agenda for Change bandings. The cost of each post, including on-costs is £48,042 per annum. Therefore the entire cost over the 3 years is £288,252. This report is seeking permission to establish and recruit the initial 2 posts which will equate to the CCG transferring, on a recurrent basis £96,084 from 1st April 2020.
- 4.4.3 The work in the Learning Disability Service continues to increase in complexity and the technical application of the law, thus requiring complex assessment pertaining to clinical and health matters. The benefits of these posts are in relation to having a dual discipline service within Learning Disability with clear expertise and professional qualifications with regards to health conditions which impact on the complexity of formulating individual support planning. There are an increasing number of people who are fully funded by CHC and these professionals would be able to contribute to meeting need due to their expertise in advances in clinical treatments and health technologies. Individuals are living longer with complicated physical and health needs and the prevalence of co-morbidities are also increasing, specifically with regards to gastro issues, epilepsy and respiratory conditions. Currently the service is working with an increasing number of people with highly

complex and sometimes rare syndromes including Juvenile Battens Syndrome, Cerebral Palsy, Retts Syndrome and Lennox Gastaut Epilepsy. It is essential to develop a robust health perspective in order to safely meet need and the Nurse Care Managers are adept in supporting families to navigate complex health systems. It is envisaged that these roles will develop in order to establish strong links with other health care professionals including school nurses where individuals are in transition.

4.5 Legal implications, access to information, and call-in

4.5.1 This is a significant operational decision which is not subject to call-in.

4.5.2 This report does not contain any exempt or confidential information under the Access to Information Rules.

4.6 Risk management

4.6.1 The work within the Learning Disability Service has increased in complexity and these clinical posts are critical in terms of assessing, reviewing and monitoring the care and treatment of individuals who are fully funded by Continuing Health Care. Without this expertise the Council would not be in a position to act on behalf of the CCG in the Court of Protection.

5. Conclusions

5.1 If this proposal is accepted as a cost neutral initiative to the Council by the Director of Adults and Health we will immediately be able to establish, advertise and recruit to these posts to deliver the lawful clinical components in terms of care for the most vulnerable individuals in the city.

6. Recommendations

- For the Director of Adults and Health to note the technical content of this report.
- Support the proposal which is critical to managing the clinical aspects of the service for the 250 individuals who are fully funded by Continuing Health Care.
- Agree a cost neutral recommendation for the Council by accepting the transfer of monies from the CCG on a recurrent basis.

7. Background documents¹

7.1 None.

¹ The background documents listed in this section are available to download from the council's website, unless they contain confidential or exempt information. The list of background documents does not include published works.