

WIRRAL COUNCIL

CABINET 15 JANUARY 2009

REPORT OF THE DIRECTOR OF ADULT SOCIAL SERVICES

**PROGRESS TOWARDS THE TRANSFORMATION OF ADULT SOCIAL SERVICES –  
EARLY VOLUNTARY RETIREMENT AND VOLUNTARY SEVERANCE UPDATE**

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**1. Executive Summary**

1.1 The council has agreed a major Transformation Programme for Adult Social Care in Wirral. This programme includes the revision of many services and structures and has a significant impact on the council's workforce. This report considers the impact of the Home Assessment and Reablement Team (HART) and the implications of reviewing the staffing within the Department.

1.2 The purpose of the report is to:

- Update cabinet on developments and seek approval for the use of the corporate efficiency fund for the development of the Home Assessment and Reablement team (HART)
- Inform members of the Early Voluntary Retirement (EVR) requests that have so far been received and to request Cabinet's approval to progress a number of Early Voluntary Retirement(EVR)/Voluntary Severance(VS)
- Seek approval to waive call in on the EVR issue so as to enable employees to plan their lives

**2 Introduction**

2.1 Delivering the Transformation of Adult Social Services is critical to the Council's strategic objective:

***“to improve health and wellbeing for all, ensuring people who require support are full participants in mainstream society”.***

In particular the programme gives focus to the improvement priority of 'promoting greater independence and choice'. On 6 November 2008 Cabinet agreed a number of key decisions to enable the Director of Adult Social Services to implement significant changes to service delivery in line with the new agenda and at the same time to deliver cashable efficiencies over the medium term. The approved programme sets a direction of travel for DASS and the potential impact on directly provided services has been reported previously to Cabinet.

2.2 Cabinet have agreed the direction of travel for in-house home care which is that the Council focuses its provision on re-ablement Services through its Home Assessment & Reablement Team (HART) and ceases to be a provider of long term home care which is offered under contract by the independent sector at approximately 50% of the cost of in-house services. This clarity of role and transfer

of services will meet the Department's remaining Service Reengineering savings target of £1,295,000. The process is underway and the projected efficiencies of £550,000 in the current financial year were reported to Cabinet in September.

- 2.3. The new HART service is being developed alongside a number of other initiatives with NHS-Wirral. The over-riding aim of this developing service is to ensure that people receive the most appropriate, cost effective and efficient services. To enable its continued development, improving services and delivering efficiencies in the longer term it is recommended that some costs of HART be funded from the Corporate Efficiency Investment Budget. The request is for £1.5million of the fund that currently has £1,659,000 available to use in 2008/09.

### 3 EVR – Implications Of The Transformation Programme

- 3.1 As part of the Department's plans to deliver these changes and achieve cashable efficiencies to provide a stable and sustainable budget, applications were sought from employees within the Department for EVR/VS.
- 3.2 Details of possible benefits have been requested by 465 employees and as at 17 December 2008 a total of 179 had requested approval of which 133 have been identified as suitable for approval in line with the restructure and needs of the department. The analysis across the Branches of the Department is as follows:

<b>Branch</b>	<b>Number of Staff</b>
Community Health & Wellbeing	3
Access & Assessment (Fieldwork)	19
Access & Assessment (Home Care)	102
Care Services	9
Finance & Performance	0
<b>Totals</b>	<b>133</b>

- 3.3 The age of these staff is:

<b>Age Range</b>	<b>No of staff</b>
16 – 19	0
20 – 29	1
30 – 39	3
40 – 49	11
50 – 59	80
60+	38

- 3.4 In accordance with the Council's policy on EVR/VS and Redundancy, all employees are entitled to receive Voluntary Severance under this process (multiple of 2.2 of Redundancy payment). There have been a number of issues which have had to be resolved and as a result the department have not been able to provide employees with timely responses to their requests. Therefore, in order for those employees to be able to plan their lives without further delay, Cabinet are asked to waive call in for this report

## 4 Financial and Staffing Implications

### 4.1 Financial Implications

#### 4.1.1 Based on the 133 identified staff the costs are as follows:

Branch	Severance	Pension	Pension, & Severance cost Total
Community Health & Wellbeing	£114,867	£46,121	£160,988
Access & Assessment (Fieldwork)	£514,318	£390,615	£904,933
Access and Assessment (Home Care)	£1,051,042	£797,085	£1,848,127
Care Services	£158,164	£37,356	£195,520
Finance & Performance	£0	£0	£0
<b>Totals</b>	<b>£1,838,391</b>	<b>£1,271,177</b>	<b>£3,109,568</b>

#### 4.1.2 In considering the funding of the EVR/VS payments, savings (i.e. reduced expenditure on salaries) in 2008/2009 are estimated to be as follows:

Cost of Severance	Salary saved	Net £ required for funding	Number of staff
£1,838,391	£318,927	£1,519,464	133

#### 4.1.3 Releasing the group of 133 staff meets the implications of department's Transformation Agenda before 31 March 2009. It is proposed that the £1,519,464 funding required to progress this proposal be allocated from the savings that will emanate from the allocation of the HART service to the Corporate Efficiency Investment Budget.

#### 4.1.4 The Pension costs will be charged to the department in 5 equal annual instalments, but as can be seen from the table below the related salary savings will pay back these:

Branch	Total Pension recharged p.a over 5 years	Annual Salary savings p.a	Net Annual Savings
Community Health & Wellbeing	£9,224	£118,855	£109,631
Access & Assessment (Fieldwork)	£78,123	£425,661	£347,538
Access and Assessment (Home Care)	£159,417	£1,187,819	£1,028,402
Care Services	£7,471	£181,227	£173,756
<b>Totals</b>	<b>£254,235</b>	<b>£1,913,562</b>	<b>£1,659,327</b>

4.1.5 The release of staff and the savings attached to the deletion of posts will assist the department in meeting its efficiency target of £425,000 reduction in Management and Support costs and £250,000 savings against the Fieldwork budget whilst at the same time rebalancing the workforce in relation to the numbers of qualified and non qualified staff as preparation for meeting the Personalisation Agenda.

4.1.6 The savings generated each year, will reduce the expenditure currently incurred and allows the department to meet existing efficiency targets, and is not therefore additional savings. To delay this until April 2009 would increase the costs and reduce savings due to no saving of salary being made in February and March 2009.

## 4.2 Staffing Implications

4.2.1 It should be noted that each individual proposal is being considered in detail before approval is given to ensure that the post can either be deleted, used as a 'bumped redundancy' to allow another employee to remain in employment, or whether the individual employee can be redeployed

4.2.2 Those staff whose application is approved will be invited to a meeting with the Principal Manager – Human Resources and their trade union representative to dismiss them in line with their request for EVR/Severance and also give them a right to appeal in line with legislation. However it is anticipated that as it is on a voluntary basis no appeals will be necessary

4.2.3 Cabinet will note that where possible if staff can be released on 1 February 2009, having waived their notice, then this will result in 2 months savings on salary; hence the request to waive call in with regard to EVR. If agreement cannot be reached then costs would be carried into 2009/10.

## 5 Equal Opportunities Implications

5.1 There are none arising directly from this report.

## 6 Community Safety Implications

6.1 There are none arising directly from this report.

## 7 Local Agenda 21 Implications

7.1 There are none arising directly from this report.

## 8 Planning Implications

8.1 There are none arising directly from this report.

## 9 Anti Poverty Implications

9.1 There are none arising directly from this report.

## **10 Social Inclusion Implications**

10.1 There are none arising directly from this report.

## **11 Local Members Support Implications**

11.1 There are none arising directly from this report.

## **12 Background Papers**

12.1 There are non arising directly from this report.

## **13 Recommendations**

13.1 That Cabinet note the contents of the report.

13.2 An allocation of £1.5m is made from the Corporate Efficiency Investment Budget to enable investment in the development of Home Assessment & Reablement Team (HART) service in 2008/09.

13.3 That an estimated figure of £1,519,464 in respect of EVR/VS is funded from the Departmental revenue budget

13.4 That it is noted that these changes allow for a reduction in expenditure to meet existing efficiency targets and does not allow for any additional savings.

13.5 That Cabinet agree that the call in for this report be waived.

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