



Adult Social Care Operational Remodelling (ASCOR) Project

What's happened since the last briefing? (Adult Social Care Newsletter Issue 9, dated 18/12/2014)

Service modelling north

A small group were asked to do an illustration of the early thinking and project proposals by developing a service model for North Devon. The draft northern model and the 'Professional Leadership' concept were discussed and were helpful in exploring the potential tensions between generic and specialist work.

Membership of the group was:

Elda Caldarone, Sarah Mackereth, Richard White, Mark Gierke, Angela O'Reilly, Victor Gough, Nadia van der Wath, Chris Alford, Catherine McKinley, Alison Steggals, Di Coombe, Katie Price, Alyson Badnell, Mark Jennings, Sean Day, Emma Barrow, Freya Woodward

What the illustration will show:

- Location and approximate numbers of staff working in learning disability, which include LD nurses and applied to the proposal (not including Autistic spectrum condition, specialist placement team)
- Location and approximate numbers of staff working in the Sensory team and applied to the proposal
- Location and approximate numbers of staff working in CDP and CCT
- Safeguarding staffing applied to the proposals
- Proposals for professional leadership
- Proposals for having practice managers whose primary focus would be older people or adults
- Proposals for having disability leads to support operational delivery of the changes
- Consideration of the retained in-house Social Care Provision services and applied to the proposal
- Consideration of the functions of CDP. A separate working group are looking more closely at CDP development and integrated working; the first workshop is booked for mid January.

A SWOT (strengths, weaknesses, opportunities and threats) analysis was undertaken on the CDP functions which will inform the work undertaken by the CDP working group.

Emerging themes and frequently asked issues from the north modelling discussions

- Concern of retaining specialist skills and roles, spreading specialist workers too thinly across teams
- Need to have a work force developmental plan to support both general and specialist skills and knowledge
- The importance of; sharing knowledge, closer working / alignment, between and within teams
- Relationship between professional leadership and operational management
- Disability Leads, one per geographical area and responsible for one disability specialism each countywide. Disability Lead to work closely with the Cluster Managers, CDP and Social Care Provision Managers in their locality as well as those across the county, will improve the sharing of learning and expertise.
- It was noted that there will be cultural challenges for staff involved
- Would it help to have enabling staff present in the Clusters areas?
- Discuss with the Cluster Managers, LD and Safeguarding Business Systems are likely to be effected by the proposed changes.
- Number of managers needed, to achieve required span of control in teams
- The Cluster Managers, Principle OT and Principal SW need to ensure that there are systems in place to provide suitable professional supervision and support.
- Propose changing the panel arrangements in the North, to have a joint local panel

What else is happening?

Analysis of the current referral and activity rates for the various teams has been undertaken to help inform the service modelling and the allocation of the additional Care Act expansion staff

A compare and contrast exercise between the standard brokerage and learning disability finance processes has started

Arrangements are in progress for AMHPs to form into a single Complex Care AMHP team, and to link with all complex care teams across the county.

A new structure is being established to recruit, deploy, and support newly qualified social workers through their first year in employment. A manager is being appointed to lead this work.

Implementation of the recommendations of the Safeguarding Adult review has commenced and a consultation with staff on the co location of the safeguarding hub and the safeguarding officers within the localities is complete. A review of the safeguarding alerts process is well underway and the proposal will be shared in more detail in the coming weeks.

Agreement for the workforce development team (adults) to move from HR into operations. Discussions with affected staff have begun and the transfer is expected to take place in late January / early February.

Next Steps for the modelling:

- Further discussions on the internal structure of CDP
- Further development of roles and requirements of professional leadership
- Look at the illustration for North Devon to consider the spans of control in teams
- It is acknowledged that where people are based needs to be clearly identified
- Draft models will be developed for Southern and Eastern to further test the application of the proposal.

How can I contribute?

- Regular information will be provided to managers and staff, read and think about the information. This newsletter will be the main vehicle for communication
- Feedback comments to your manager
- Participate in team discussions regarding the remodelling

The operational staff reference group meets monthly and will be regularly discussing the remodelling, each area has a representative, please feedback or discuss your thoughts with them.

Who do I ask if I have a specific question?

There is a dedicated **mailbox** (adultsocialcareoperationalremodelling-mailbox@devon.gov.uk), where you can email your comments. E-mails will be used to develop frequently asked questions information sheet as well as informing the project group of local thoughts ideas and issues.

Project members will be available to facilitate team or service discussions. These will in the first instance use existing meetings; cluster managers, social care leadership, learning disability leadership group, safeguarding adults team meeting, but can also be individually arranged for distinct services. Please direct any request to the mailbox.

There may from time to time be additional events to discuss options and ideas as they emerge, these will be publicised through this newsletter

Where can I find more information?

Please use the following link for more information: <http://staff.devon.gov.uk/adult-care-management.htm>