

Budget Proposals 2013/14: Minor Decision: Business Unit: Adult Social Care

Combined Impact Assessment: Full assessment (Part 2)

The council and its partners are facing a significant challenge in the savings it needs to make over the next couple of years. This Full Impact Assessment has been developed as a tool to enable business units to fully consider the impact of proposed major decisions on the community. As a council we need to ensure that we are able to deliver the savings that we need to make from the 1st April and be able to justify our decisions through any legal challenge.

This full assessment, combined with the initial review, will evidence that you have fully considered the impact of your proposed changes and carried out appropriate consultation on those changes with the key stakeholders. The Combined Impact Assessment will allow Councillors to make informed decisions as part of the decision-making process regarding the council's budget.

Name: Dr Sonja Manton

Position: Assistant Director of Operations

Business Unit: Torbay South Devon Health Care Trust

Department: Operations

Date Commenced: 13 November 2012

Date: 31/01/2013

Summary from Overall Proposal

Proposals – Outline	Savings 2013/14		Implementation Cost Include brief outline + year incurred	Delivery In place 01/04/13 If earlier or later state date	Risks / impact of proposals <ul style="list-style-type: none"> Potential risks Impact on community Knock on impact to other agencies 	Type of decision*		
	Income £ 000's	Budget reduction £ 000's				Internal	Minor	Major
Staffing: Redesign Zone team structures and reduce frontline/zone based staff		500	None identified to date	TBC	<ul style="list-style-type: none"> The capacity of the zones teams will be reduced in the long term. If the reduction in demand on the teams is not proportionate this will impact on response times and outputs. The potential of reduced performance against response times and reviews. 		X	

Section 1: Purpose of the proposal/strategy/decision

No	Question	Details
1.	Clearly set out the purpose of the proposal	<p>The purpose of this piece of work is to redesign and realign the functions currently provided in community services in Torbay so that outcomes are achieved in the most effective way, reducing hand-offs and inequities to staff and “Mrs Smith” and maximising the use of resources within constrained budgets.</p> <p>Specifically this includes:</p> <ol style="list-style-type: none"> 1. Zone alignment – to identify how the existing number and geographical span of zones can be aligned to the new localities of the Torbay and South Devon Clinical Commissioning Group - (and considering what this means for the Western Devon localities) so that benefits from flexible use of staff and economies of scale in management resource can be benefited from

No	Question	Details
		<ol style="list-style-type: none"> 2. Care coordination and customer facing front end – to redesign the health and social care coordination service so that “Mrs Smith” benefits from this high level service consistently from Monday 8am until Sunday 10:30pm and this service is staffed appropriately according to demand throughout the day/week across the bay. 3. Hospital Discharge – to look for further opportunities for efficiencies from integrated hospital discharge arrangements and closer zone based links 4. To identify the most appropriate integrated assessment and care planning pathway for people with learning disabilities, identifying what specialist skills need to be retained separately and for what customer needs and what would be best accessed within existing zone structures 5. To identify the most appropriate integrated assessment and care planning pathway for older people with mental health needs, identifying what specialist skills need to be retained separately and for what customer needs and what would be best accessed within existing zone structures 6. Social Care Workforce – to analyse the current social care workforce supply and demand, roles and responsibilities and time spent, to allow the re-design of community social care support as part of an integrated multi-disciplinary team within reduced resources.
2.	Who is intended to benefit / who will be affected?	<p>Benefits to all existing and new customers who will be able to continue to access integrated care and support and have the opportunity to maximise their independence in a person centred way within the significantly reduced financial resources available to provide this assessment and care planning. There may be a slight reduction in our ability to meet all new customer demands in the same timescales as to date, if the reduced resources and the redesigned way in which they work does not allow us to compensate for the loss in resources.</p> <p>Key stakeholders are:</p> <ul style="list-style-type: none"> • People needing care • Families • Social Care Professionals • Partners
3.	What is the intended outcome?	<ul style="list-style-type: none"> • Ensure that our teams are working together in the most effective way to provide care and support to our existing and new clients • Reduction of waste and hand-offs in our systems and processes • Maximise the opportunities derived from integrated working and economies of scale • Reduction in staffing costs

Section 2: Equalities, Consultation and Engagement

Torbay Council has a moral obligation as well as a duty under the Equality Act 2010 to eliminate discrimination, promote good relations and advance equality of opportunity between people who share a protected characteristic and people who do not.

The **Equalities, Consultation and Engagement** section ensures that, as a council, we take into account the Public Sector Equality Duty at an early stage and provide evidence to ensure that we fully consider the impact of our decisions/proposals on the Torbay community.

Evidence, Consultation and Engagement

No	Question	Details
4.	Have you considered the available evidence?	This will form part of the detailed project planning of each of the parts of this proposal.
5.	How have you consulted on the proposal?	Not yet – this is an internal re-organisation of resources and therefore no consultation with the public is required. When details are developed, affected staff groups will be consulted with as appropriate.
6.	Outline the key findings	Not yet appropriate at this stage of the proposals.
7.	What amendments may be required as a result of the consultation?	See above

Positive and Negative Equality Impacts

No	Question	Details		
8.	Identify the potential positive and negative impacts on specific groups			
		Positive Impact	Negative Impact	Neutral Impact
	All groups in society			

No	Question	Details	
	generally		
	Older or younger people		Reduced responsiveness in assessment and care planning may be experienced if changes and redesign do not offset the reduced resources available. This may consequently mean a delay in service users receiving a service for their needs. Children should not be affected by these proposals, as these are currently not supported by these teams, only adults (18+)
	People with caring responsibilities		Reduced responsiveness in assessment and care planning may be experienced if changes and redesign do not offset the reduced resources available. This may consequently mean a delay in service users receiving a service for their needs.
	People with a disability	Maximisation of personal budgets to access as much care and support as possible within constrained budgets	Reduced responsiveness in assessment and care planning may be experienced if changes and redesign do not offset the reduced resources available. This may consequently mean a delay in service users receiving a service for their needs.
	Women or men		Men and women will be affected equally as these proposals treat and affect both groups in the same way
	People who are black or from a minority ethnic background (BME)		No differential impact
	Religion or belief (including lack of belief)		No differential impact
	People who are lesbian, gay or bisexual		No differential impact

No	Question	Details	
	People who are transgendered		No differential impact
	People who are in a marriage or civil partnership		No differential impact
	Women who are pregnant / on maternity leave		No differential impact
	Socio-economic (including child poverty)		No differential impact
9.	Is there scope for your proposal to eliminate discrimination, promote equality of opportunity and/or foster good relations?	<p>All adults supported by our teams will be treated in the same way and have access to the same opportunities as all other adults we support.</p> <p>The proposal will also:</p> <ul style="list-style-type: none"> • Maximise personal budgets to enable clients to access as much care & support as possible • Integrate the most appropriate assessment & care planning pathways for people with learning disabilities & mental health issues 	

Section 3: Steps required to manage the potential impacts identified

No	Action	Details
10.	Summarise any positive impacts and how they will be realised most effectively?	These will be identified when detailed project plans are developed – the main positive impact is the ability to rearrange and realign our community services & co-ordinate care to protect the level of support and responsiveness we are able to provide to our clients within a significantly reduced staffing complement brought about through the reductions in adult social care budgets.
11.	Summarise any negative impacts and how these will be managed?	Details will be developed as part of project plans. Reductions in responsiveness in assessment and care planning may result through the reductions in resources available – appropriate and acceptable levels will be agreed with the council as part of the Annual Strategic Agreement. Where demand outweighs our ability to support we will prioritise based on urgency, complexity and risk.

Section 4: Course of Action

No	Action	Details
12.	State a course of action [please refer to action plan]	Outcome 1: No major change required - EIA has not identified any potential for adverse impact in relation to equalities and all opportunities to promote equality have been taken. There are no inequitable adverse impacts foreseen with this proposal as developed at this stage.

Section 5: Monitoring and Action Plan

No	Action	Details
13.	Outline plans to monitor the actual impact of your proposals	The full impact of decisions will only be known once it is introduced.

Action plan

No.	Action	Reason for action / contingency	Resources	Responsibility	Deadline date
1					