

Equality Impact Assessment (EIA)

Adult Social Care (ASC)

Hammersmith & Fulham Budget proposals for 2015/16

EXISTING EFFICIENCIES, NEW EFFICIENCY SAVINGS, GROWTH FEES AND CHARGES

The 2015/16 efficiencies have been grouped under headings relating to back office savings measures which affects staff and in such cases equalities impacts are considered as part of staffing establishment reorganisations. Other items are to do with more efficient ways of delivering services to the customers and carers and those are detailed below.

All Departmental savings proposals are detailed in this report. They mainly relate to transformation agenda, investment from Health, Public Health and some staffing reorganisations.

Detailed EIA's will be carried out at the time the proposals are in development when the impact can be fully assessed.

1. Transformation Projects:

The strategic plan for Adult Social Care over the coming years is to improve frontline services and deliver on major service transformation programs. This will be done through:

	H&F 2015/16 Savings
Customer Journey Operations Alignment	£615k
Prevention Strategy with the aim to reduce costs by investing in assistive technology	£206k

Customer Journey Operations Alignment £615k: The aim of the measure is to design and implement a single ASC operating model and organisation structure which will include a core service offer to meet local service requirements.

This is likely to have a positive impact for the customer as it would

- improve the customer and carer experience, streamline processes and make the best use of the operations staff.
- It would also enable the Council deliver a better quality of service to customers and carers by reducing bureaucracy.
- It would also put the users and carers in charge of their information that goes through the system and improve integration with social care workers when the information required is always readily available.

Prevention strategy with the aim to reduce costs by investing in assistive technology £206k: This would have positive impact for users as it requires investment in assistive technology to prevent the cost of home care

services. This proposal is based on increasing the number of people using telecare thereby enabling them to stay at home for longer.

2. Procurement and Contract Efficiencies:

	H&F 2015/16 Savings
Reprocurement of contracts with a view to manage prices in residential and nursing placement and care at home	£597k
Home Care procurement exercise and new operating model	£118k.
Supporting People- reprocurement of supporting people contracts and contract negotiations with a view to manage prices within budget	£843k

Reprocurement of contracts with a view to manage prices in residential and nursing placement and care at home £597k

The aim of the contract efficiency savings is to reduce the cost of the Adult Social Care services currently commissioned through external providers

This would have a positive impact for the Council and ultimately benefit the service users as the Council would:

- Benchmark against the market to ensure contracts represent the best value for money and are competitively priced.
- Renegotiate contract terms and reprocure services where necessary to secure the best value and minimise concentration of risk
- Reduce the number of contracts to ensure these can be effectively managed within available contract management resources.
- Harmonise contract management processes and systems.

Home Care procurement exercise and new operating model £118k

One of the key priorities of the Department is enable more people stay independent for longer by providing Home care services through a new operating model. The Home care service contract is currently out to tender with the new model of service focusing on improving customer outcomes.

The service user would benefit from this positively as the new proposals will include regular reviews to ensure that older and disabled customers and their carers are getting the right service.

Supporting People- reprocurement of supporting people contracts and contract negotiations with a view to manage prices within budget £843k.

This proposal is centered around the reprocurement of supporting people contracts which is likely to have a positive impact on customers as aspects of this measure will involve reprocuring to ensure that a more efficient service is being provided.

Such decisions are subject to the usual decision making process which may include carrying out an Equality Impact Analysis at which stage the impact can be fully assessed.

3. Reconfiguration of Services.

	H&F 2015/16 Savings
Reducing the need for expensive out of Borough supported accommodation for Learning Disabilities	£89k
Substitution of external day care providers by maximizing in house day care provision	£87k
Review of Learning Disability residential care income	£37k
Review of all high cost and high needs placements for continuing Health funding:	£106k
Identify contracts that would benefit from investment from Public Health Supporting People:	£551k
Identify contracts that would benefit from investment from Public Health/Third Sectors:	£94k

There are a number of savings proposals which would impact the Learning Disabilities (LD) services. These include:

Learning Disability Supported Accommodation & Day Care services £89k & £87k

This will have a positive impact for Adult Social Care customers as this aims to meet the increase in demand and numbers of people with Learning Disabilities in the borough through new housing developments and a programme of remodelling existing accommodation services & Day Care services over the longer-term. There is a shortage of supply of high quality specialist housing provision in the borough to meet current and future complex health, social care and physical needs.

Through the delivery of new and re-modelled in-borough housing and support options for people, the Council's aims to provide access to a range of quality local housing provision avoiding the need for out of borough expensive residential care provision.

Review of Learning Disability Care Home £37k

This is part of the LD Strategy for accommodation and support and this is likely to have an adverse impact on a small number of customers and their carers. The savings proposed is year 2 of the review and to date external and individual service users meetings have taken place to discuss and arrange the service provision for the users. The equalities issues e have been fully considered and steps such as an independent facilitator has been employed to consider and mitigate any negative impact this may have on service provision.

Review of all high cost and high needs placements for continuing Health funding £106k

This refers to a combination of where residents get services from, more regular reviews of packages and benchmarking cost against partners' services most appropriate and the best value for money.

This would have a positive impact as there would be more timely and appropriate interventions in an integrated care co-ordinated approach which would provide appropriate levels of care.

Identify contracts that would benefit from investment from Public Health Supporting People: £551k

This proposal is for funding from public health for LBHF Housing support services. The Department would work with Public Health to review the housing support contracts and identify how the service specifications and contracts can be strengthened to include clear and measurable public health activity and this may have a positive impact on service users.

Identify contracts that would benefit from investment from Public Health/Third Sectors £94k

This would impact users of this service positively as this proposal is seeking funding from Public Health to improve the pathway to employment for people with Learning Disabilities.

4. Investment from Health.

	H&F 2015/16 Savings
Investment from Health through the Better Care Fund	£2m
Integrated Commissioning with Health	£260k
Improve Outcomes and reduce dependency amongst residents through better joint services with NHS	£157k
Additional income to be derived from collection of rental income from Central London Communities Health Care colleagues	£100k.

Investment from Health through the Better Care Fund: £2m. This represents the net benefit share that H&F will receive from Health for the savings that will be achieved in the local health system by reducing urgent

care bed usage and reducing demand for hospital. This will be achieved by supporting existing integrated services by extending and increasing capacity in adult social care crisis response, community independence and home care services.

We are looking to fundamentally transform the quality and experience of care across health and social care over the next five years. The proposal is to create new joined up support and care within communities which would aid integration of operational services encompassing community nursing, therapies and care management and have a positive impact for service users in health and social care.

Integrated Commissioning with Health: £260k

The savings arise from a review of Joint Commissioning between Health and Adult Social Care staffing arrangements . As this is a back officer review, it does not have a direct impact on service users and in such cases an equalities impact would be considered as part of staffing reorganisation.

Improve Outcomes and reduce dependency amongst residents through better joint services with NHS: £157k

This item relates to money being received by the Council from the NHS. There are no anticipated equality issues.

Additional income to be derived from collection of rental income from Central London Communities Health Care colleagues £100k.

This measure is proposing to charge Central London Community Healthcare (CLCH) service charges for the space shared with the Learning Disabilities team.

The Joint Learning Disabilities team is based at Parkview and the Council is in discussions with CLCH regarding a contribution to the service charges. There are no anticipated equality issues.

5. Shared Services:

	H&F 2015/16 Savings
Efficiencies proposed from the amalgamation of back office functions	£464k

Efficiencies proposed from the amalgamation of back office functions

This measure includes a review of senior management posts and the review of training programme £260k.

Review of the workforce development, planning and business support teams: £187k and shared services client affairs team £17k: As this is a back officer review, it does not have a direct impact on service users and in such cases an equalities impact would be considered as part of staffing reorganisation .

6. Other Efficiencies.

	H&F 2015/16 Savings
Joint work to be undertaken with Children's and Housing on No Recourse to Public	£100k

Fund clients	
Review of supplies and services budget:	£90k.

Joint work to be undertaken with Children's and Housing on No Recourse to Public Fund clients: £100K.

This proposal is for joint asylum service between Adult Social Care, Children's Services and Housing with the aim reducing budget pressures in this areas across the three departments. The Adults No Recourse to Public Funds budget is projecting an underspend in 2014/15. There are no anticipated equality issues.

Review of supplies and services budget: £90k.

Budget analysis to ascertain which budgets classed within supplies and services are projecting a range of small underspends and reduce the budgets accordingly to meet efficiency targets. There are no anticipated equality issues.

7. Growth.

Increase in demand for Learning disabled customers placements and care packages: £205k.

This is a positive impact as there will be additional funding to meet the increase in the demand for placements for people with needs arising from Learning Disabilities. These will all be of high relevance to disabled people and will support the participation of disabled people in public life and help to advance equality of opportunity between disabled and non-disabled people. These items will have a neutral service impact as the increase in budgets will meet the needs of these customers and carer and there will be no change to the service or to the eligibility for the service as a result.

8. Fees & Charges

Abolition of charging for Home Care Services.

The Council has a discretionary power to charge for social care services provided to residents who live in the community. The power to do so is contained in Section 17 Health and Social Services and Social Security Adjustments Act 1983 ("HASSASSAA 83").

Hammersmith & Fulham Council provides a range of domiciliary services (home care, day care and transport services) to its customers who qualify for the service. The Council has been charging a contribution towards the cost of providing home care services only based on its Charging Scheme since January 2009.

Charges for home care services have been a flat rate of £12.00 per hour since April 2012. The minimum charge unit is 15 minutes or £3.00 per quarter of an hour. Charges for home care services are based on actual hours of services provided.

In December 2014 the administration, as part of its commitment to social inclusion and in line with its election manifesto pledge, signalled its intention to abolish charges for home care.

Abolishing home care charges is expected to have a positive impact on current and future home care users as it improves their financial position and wellbeing for the 1266 current customers receiving homecare services in Hammersmith & Fulham of which 313 were contributing towards the cost of care.

Following the decision a small number of home care users who refused the services due to charging are anticipated to return back for assessment of services, which is expected to improve the independence and wellbeing of those affected.

Meals on Wheels: Reduction of charge to £3 per meal.

Hammersmith & Fulham provides a meal services for customers of the borough who meet the Council's Fair Access to Care Services (FACS) and charges customers a flat rate contribution towards the service.

Meals services are provided to customers by the contractor Sodexo Ltd. There is a part of a contract framework agreement with Sodexo Ltd and Hammersmith and Fulham Council is the lead authority. The contract commenced on 8th April 2013 and covers a five year period.

In December 2014 the administration, as part of its commitment to social inclusion and in line with its election manifesto pledge, decided to review customer charges for meals services and proposed to reduce the charge from £4.50 to £3 per meal.

A reduction in the meals charges is expected to have a positive impact on 127 current and future customers as it improves their financial position and wellbeing.