



# Special Health and Social Care Overview Scrutiny

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## The Care Sector



# Background: National

- » **The policy and legislative expectations for expansive and improved care are high**
- » **The fragility and sustainability of the social care provider market is a shared concern across Wales and England**
- » **The co-dependence of social care and health in meeting need is understood by policy-makers and decision-makers; the scale and pace of reform and service integration is questionable**
- » **Social Services is not being sufficiently funded or being given parity of esteem with Health for budget allocations**



# Background: Local

- » **Forecasting of future demand by the Council demonstrates growing demands on services**
- » **The challenge of funding social care is a major issue in our Social Services Portfolio Business Plan**
- » **Our Portfolio Business Plan has achieved significant efficiencies through service reform and reductions in cost overheads; the limited scope for future savings is being independently reviewed**
- » **Our case for support as a low funded Council has been and will continue to be made**
- » **Flintshire remains a high performer**



# Local Context

- » **Concerns that the provider market is unsustainable**
- » **Cost pressures on providers and commissioners are significant**
- » **Service models are innovating and need to be expanded with investment**
- » **Demand is increasing and out-stripping supply**
- » **Over 2,000 workers employed in the sector; the sector has added value as an employer and procurer**
- » **Strength in our local and regional partnerships**



# Fragility of the Sector

- » **Whole sector issue**
- » **The interface with health is highly pressured**
- » **Recruitment and retention of staff**
- » **Opportunities and the time for being creative**
- » **Unprecedented local authority budget pressures**



# Immediate Cost Pressures

- » **National Living Wage**
- » **Compulsory Employee Pension Schemes**
- » **Payment for travel time**
- » **Removal of Apprenticeship Frameworks**
- » **Inflationary pressures**



# Changes Coming Over Next 5 Years

- » **Regulation and Inspection of Social Care (Wales) Act 2016**
- » **Progression of the National Living Wage**
- » **New policy and legislative requirements**
- » **Client expectations and potential legal rulings**



# Flintshire Residential Care Review

- » **Assessment of the residential market in Flintshire**
- » **Forecasting of demand and supply**
- » **Options identified**
- » **The options will need investment rather than generate savings to re-invest elsewhere**
- » **Extra Care**





# Care Homes in the Independent Sector

## **Quality Care Provision**

- ❖ 23 Independent Care Homes in Flintshire offering 700 places & employing over 1000 people in the care sector (excluding LA Homes)
- ❖ Working in partnership with Helen Sanderson Associates

## **Review the Regional Fee Methodology**

- ❖ Staffing, Training, pay differentials. Specialist skills

## **Access to Specialist Equipment**

- ❖ Profile beds and pressure mattress' Hoists & slings, specialist training etc.

## **Interface with NHS**

- ❖ Staff recruitment, Hospital admission and discharge

## **Capital Investment**

- ❖ Small business profile in Flintshire



## **Flintshire Care Providers**

### **Threats to Maintaining Domiciliary Care Services in Flintshire**

#### **» Government Legislation setting Wage Levels**

- Dom Care minimum wage = £8.40 due to travel time
- Increases in National Insurance, Holiday Pay, New Pensions
  - Average increase in costs to Providers 20% for 2016/17
  - Further Annual Rises in the Living Wage to £9.00 by 2020
    - Flintshire Fee increase 4% - giving a 16% shortfall

#### **» The End Result**

- The loss of Quality Care Provision
- The Delayed Transfer of Care (DToC)
- The loss of Flintshire Jobs and Businesses
- A third of all providers are predicted to exit the industry – 2016/17

**The loss of Choice, Health and Wellbeing of the Electorate**



# A Positive Approach to Care

## » **Contract Monitoring**

» High quality contract monitoring practices as recognised by Older People's Commissioner

## » **Outcome Focused, Person Centred Care Provision:**

» Helen Sanderson – One Page Profiles

## » **Our Workforce**

» Unison Ethical Care Charter for Domiciliary Care

## » **Our Partnerships**

» WLGA, Care Forum Wales, joint working with providers, regional planning and commissioning



# Potential Solutions

## » **Financial**

- » National investment in social care
- » Access to capital
- » Business development support

## » **Corporate and Political**

- » Social care solutions a top improvement priority
- » Striking agreements with Welsh Government

## » **Creative**

- » Alternative market and delivery models
- » Investment in direct provision and/or co-investment with providers



# Conclusions

- » **National recognition of the funding case**
- » **National investment in solutions**
- » **Creative local solutions**
- » **Joint working on a regional and local level**
- » **Risk-taking and urgency**