

Southend-on-Sea Borough Council

Report of Corporate Director of Adults & Community
Services

to

Cabinet

on

8 January 2013

Agenda
Item No.

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Saxon Lodge and Spencer House
Community Services and Culture Scrutiny Committee
Executive Councillor: Councillor Salter
A Part 1 Public Agenda Item

1.0 Purpose of Report

- 1.1 This report outlines progress in re-developing the former Shelford site to provide supported living and respite provision for adults with learning disabilities.

2.0 Recommendation

- 2.1 That Cabinet notes that construction on the Shelford site has commenced with an anticipated completion date of February 2014.
- 2.2 That the Corporate Director, Adult and Community Services, in consultation with the portfolio holder, be granted delegated authority to complete the procurement of the care contracts and to manage all of the associated human resources issues.

3.0 Background

- 3.1 In 2007, Cabinet agreed to re-develop the former Shelford residential care site into a supported living scheme for adults with learning disabilities. Part of this development included building new modern facilities to replace Saxon Lodge, a 10 bed Council residential care home in Shoebury.
- 3.2 Genesis, a registered social landlord, successfully procured the site and construction has now commenced. The new site will offer two 4 bedded supported houses, a 4 bedded respite care home, and 13 individual flats. It is anticipated that the construction phase will be completed in February 2014 and the new residents will move in shortly after that.
- 3.3 The Care Quality Commission has advised the respite care unit must be registered as a care home. The other houses and flats will be regarded as

supported living and do not require registration as a care home. All of the supported living residents are likely to require high levels of personal support and the provider of this support will be required to register as a domiciliary care provider.

- 3.4 At present there are 8 residents living in Saxon Lodge who will transfer to the two new 4 bedded houses. The Community Team for People with Learning Disabilities is in the process of identifying the most appropriate people to move into the individual flats; these are likely to be adults already living in residential care homes and/or young people ready to leave their family home. Considerable work will be required to enable all of the residents to make the successful transition from where they live now to their new homes.
- 3.5 Although Genesis will be the landlord and manage the accommodation, the Council is required to procure the care support required for both the supported house and the respite care unit. This procurement has previously been agreed as part of the Council's Annual Procurement Plan.
- 3.6 The specification for the care is in the process of being finalised and we anticipate procurement will commence early in 2013 with contract award during the summer. The contract will come into effect before the construction has been completed to enable the new provider to support the residents through the transition process.
- 3.7 In addition to Saxon Lodge, the Council provides the care and housing support to up to 14 adults living at Spencer House, a supported living scheme managed by Swan Housing Association. As part of the procurement for the new Shelford scheme, Officers will explore the possible benefits of a single care support contract covering both Shelford and Spencer House. A single contract may offer economies of scale and allow greater flexibility across the staff group.

4.0 Other Options

- 4.1 The Council has a statutory duty to ensure appropriate staffing and support is available to meet the needs of both the permanent residents and the respite care service users.
- 4.2 The Council could exclude the respite care unit from the procurement contract and directly manage this element of the scheme. Officers are not recommending this approach as a single care provider across the whole of the scheme provides absolute clarity in respect of accountability and governance.

5.0 Reasons for Recommendations

- 5.1 Consultation on potential TUPE issues will need to take place with those staff who may be affected by the transfer of the undertaking to another employer. The care specification will need to set out clearly the numbers of staff transferring and their associated employment terms and conditions. Therefore,

it is recommended that the Corporate Director, in consultation with the portfolio holder, is granted delegated authority to conclude the procurement and deal with all the associated HR issues.

6.0 Corporate Implications

6.1 Contribution to Council's Vision & Corporate Priorities

The development of the Shelford site makes a positive contribution to the Council's vision of a safer and healthier Southend. The new service will be a real improvement in current services and contribute towards our aim of being an excellent Council.

6.2 Financial Implications

There are significant financial implications arising from this report.

The agreed budgets in 2012/13 for Saxon Lodge and Spencer House, including Supporting People income, are £518,750 and £255,200 respectively. Typically an adult with learning disabilities living in a residential care home costs £941.78 per week (£49,100 per year). If all of the 13 new residents are currently living in residential care the current total committed budget the Council is £1,565,950. We anticipate that the cost of the new supported living schemes will be lower than current residential care costs and this will generate savings in 2014/15. However, until the procurement has been completed, we are unable to forecast the level of these savings.

The Council currently spends £219,000 per year on respite care for adults with learning disabilities. We anticipate the new respite care unit will lead to a reduction in spending but again, at this stage, we are unable to forecast the level of savings.

The relevant costs and savings that will accrue from this project will be considered as part of the relevant annual budget process

6.3 Legal Implications

The procurement of the care support, and the TUPE of eligible staff, will be undertaken in accordance with all of the required legislation.

6.4 People Implications

There are significant staffing implications arising from this report.

Saxon Lodge currently employs 14 full and part time staff and there are a number of vacant posts covered by agency or fixed term workers. Spencer House employs 9 full and part time staff.

The TUPE issues are complex and will only be clarified in full during the procurement process. Some Saxon Lodge staff are likely to have TUPE

rights into the respite care unit and some Saxon Lodge staff **may** have TUPE rights into the supported living scheme.

It is likely that all of the Spencer House staff will have TUPE rights if this service is included within the procurement of the care support.

The Council's redundancy and redeployment policies will apply to those staff who are not eligible for a TUPE transfer.

6.5 Property Implications

There are no property implications in respect of Spencer House as this is not a Council owned property.

Saxon Lodge is a Council owned property and upon the transfer of the residents the property will be declared 'surplus to requirements' and will be sold at market value.

6.6 Consultation

Consultation has taken place with the staff and residents in Saxon Lodge. Formal consultation will be required with Spencer House staff if the procurement exercise includes this part of the service. This report was presented to CSCSC on 27th November 2012 and the Committee fully supported the proposal.

6.7 Equalities and Diversity Implications

There are no direct equality and diversity issues. The new service will result in an enhanced service for some of the most vulnerable people living in Southend.

6.8 Risk Assessment

The major risk is the outcome of the procurement produces a budget pressure for the Council in 2014/15. However Officers are confident this is a minimal risk as experience from Southend, and elsewhere, is that supported living schemes provide higher quality and lower costs than most long term residential care places.

6.9 Value for Money

The care contracts will be awarded following a competitive procurement exercise in accordance with the Council's standing orders.

6.10 Community Safety Implications

There are no direct community safety implications arising from this report.

6.11 Environmental Impact

The new Shelford construction complies with all of the Council's planning and environmental standards.

7.0 Background Papers

None

8. Appendices

None