

By: Andrew Ireland, Corporate Director Families and Social Care

To: Graham Gibbens, Cabinet Member for Adult Social Care and Public Health

Subject: **PHILBEACH DAY CENTRE FOR OLDER PEOPLE**

Classification: Unrestricted

Summary: This paper outlines the recommendations made regarding future service provision at Philbeach Day Centre for Older People in Hythe, Kent and the outcomes of the formal consultation on the proposal to decommission and re-provide the service.

There is minimal opportunity for increased stimulation as the service is provided in one room in a leased building with grounds that are hilly and steep. The service is not value for money. At the time of review there were 9 service users and a 63% vacancy rate. Due to some service users choosing to leave for alternate placements, there are now 3 left and they are keen to go to the alternatives that have been offered. There are 6 (3.58fte) members of staff.

The preferred option for the future is to decommission and re-provide the service as there are alternate, appropriate settings within the locality better suited to meet the needs of service users.

Local members received a written briefing prior to the consultation and raised no objections to the proposal. A formal 12 week consultation was held between 12 August - 6 November 2011. Five responses were received from local and parish councillors. No feedback was received from staff or service users and their carers. One respondent expressed concern about lack of provision for the future if Philbeach is decommissioned. The remainder of the respondents raised no objection to the proposal.

Introduction

1. (1) Currently four 'in-house' Older People's Day Centres are under review as part of Review of In House Services (PID 34) related to efficiency savings. The review of Philbeach Day Centre in Hythe was completed 24 May 2011. The review identified the following:

- The provision is not value for money. There are 9 service users (1 of whom has not attended for more than 4 weeks) and 6 members of staff (3.85 FTE). 2 service users have mental health needs and 1 has a learning disability and their needs would be better met in a specialist unit.

- Currently, only 28 of the 75 weekly places are used, equating to a 63% vacancy rate.
- Service users attend from Hythe, Sellindge, Hawkinge and Folkestone.
- There is minimal opportunity for increased stimulation. All activities are provided within one large room. The grounds of Philbeach Nursing Home cannot be accessed due to the hilly nature of the site. In addition, the site has a new owner and their intentions regarding the lease of the room to KCC are unknown.
- The quality of the service provided has increasingly been a concern to staff in regards to the maintenance of the area, quality of meals being offered and rising prices for additional services.

(2) The review recommended decommissioning the current service and re-provision through existing services as the preferred option.

(3) Decommissioning the service would :

- Support the personalisation ethos and allow service users direct access to services through choice and control.
- Maximise capacity at other settings and ensure that only those eligible for service are funded.
- Support KCC vision of becoming a commissioning authority through the review and modernisation of services.

(4) All eligible service users will be supported to find suitable alternatives such as Broadmeadow, Age Concern (Folkestone and Hythe) and potentially Summer Court and given a direct payment.

(5) Older People/ Physical Disability Divisional Management Team agreed that decommissioning was the preferred option for formal consultation.

Policy Context

2. (1) Bold Steps for Kent:
- Increasing choice and control for service users.
 - Supporting Personalisation and the use of personal budgets.

Substance of report

3. (1) A formal consultation was begun on 10th August 2011 in accordance with KCC procedure for Consultation on the Modernisation, Variation or Closure of Services and Establishments.

(2) KCC Cabinet Member for Adult Social Services and (then) Director of Learning Disability and Mental Health agreed a variation on the consultation process due to the size of the service.

(3) The following actions were taken:

<p>Step 2: Cabinet Member will chair a meeting of Officers and Elected Members to brief Elected Members, sharing with them relevant documentation and information on the proposals. The following Members should be invited:</p> <p>Chairperson – Adult Social Care and Public Health Policy Overview and Scrutiny Committee (ASCPHPOSC) Vice Chairperson – ASCPHPOSC Spokespersons for the Opposition The remaining members of ASCPHPOSC Local County Councillor's</p> <p>In addition to the Elected Members the following Officers should be present:</p> <p>The Responsible member(s) of DMT The relevant Head of Services The relevant Personnel Manager</p>	<p>August 2011: Cabinet Member for Hythe was provided with written briefing at his request.</p> <p>Variation of consultation process was agreed due to size of service.</p> <p>Variation agreed was: that local KCC members, Shepway district councillors and Hythe Parish councillors will be informed via letter of consultation. Meetings to be arranged only at their request.</p>
<p>Step 3: The Cabinet Member will chair a meeting (or series of meetings) with Officers and key stakeholders, including District Council Ward Members and other stakeholders such as representatives of the Kent Partnership Board (Learning Disability) to share relevant documentation and information on the proposals.</p> <p>In addition to the key stakeholders the following Officers should be present, as relevant:</p> <p>The Responsible member(s) of DMT The relevant Head of Services The relevant Personnel Manager</p>	<p>See note in Step 2 regarding variation of process.</p>
<p>Step 4: The responsible Officer will compile an information pack on the proposal being consulted upon and send a copy to everyone listed in 2 & 3 above and the following:</p> <p>Users, relatives and carers Head of Service / Establishment All Staff All ASCPHPOSC Members Local KCC Members (Shepway) The District Council and all the Local Members The Parish / Town Council</p>	<p>See note in Step 2 regarding variation of process.</p> <p>August 2011:</p> <ul style="list-style-type: none"> • Information regarding proposal given to user, relatives and carers at meeting. • Information given to all staff at meeting. <p>September 2011: Letter regarding consultation sent to stakeholders and members:</p>

<p>The relevant NHS bodies The Trades Unions</p> <p>All those listed in 2 & 3 above</p> <ul style="list-style-type: none"> • FSC Communications Team and / or The Press Office • Any other relevant person or organisation • LINKs 	<ul style="list-style-type: none"> • All ASCPHPOSC Members • Local KCC Members (Shepway) • The District Council and all the Local Members • The Parish / Town Council (including parish clerks) • The relevant NHS bodies: NA • The Trades Unions via formal consultation meetings with staff • Communications Team and The Press Office via phone call • LINKs
<p>Step 5: The Responsible Officer will arrange for consultative meetings to be held during the minimum 12 week consultation period. Everyone who is sent an information pack will be notified of the dates and times of the meetings and will be invited to attend.</p>	<p>August 2011:</p> <ul style="list-style-type: none"> • Consultative meeting held for staff, including Union and Human Resources representation. • Consultative meetings held for service users, carers and relatives. <p>See note in Step 2 regarding variation of process.</p>
<p>Step 6: The Responsible Officer should discuss with the Managing Director, Cabinet Member and Chairperson of ASCPHPOSC whether, in addition to the stakeholder meetings, there should be a Public Meeting on the proposals. A record of this discussion should be placed on record with Democratic Services.</p>	<p>See note in Step 2 regarding variation of process.</p> <p>Democratic Services informed.</p>
<p>Step 8: The Responsible Officer will ensure notes are taken of each meeting and are available to all attendees and to those listed in 2, 3 & 4 above.</p>	<p>Notes taken of each meeting.</p>

- (4) There have been 5 responses to the consultation:
- 3 from Shepway District Councillors
 - 1 from KCC local member
 - 1 from Hythe Town Council

(5) Issues raised are as follows:

<p>Philbeach is close to my division and I have visited one of the associated houses but am not familiar with the service offered by the day centre. Whilst I must accept your judgement that the service is not value for money I do wonder if the 'hilly nature' of the site is a problem. If people arrive by car or minibus it is not a problem and the steep walks are considered to be good exercise by older people who are still fit and wish to remain fit. The position on hill also means there are lovely views.</p>
<p>[I have toured the day centre and] I was very impressed with indeed with the day Centre which was not long set up at that stage. I was very impressed with the position approach to the provision made for local residents through Kent County Council. The area covered is wide and I know trawls from Lyminge and Hythe UK. This rural area which takes in my ward is poorly served and a perusal of Shepway's Local Development Framework, the very large increase in population of this area at Sellindge and Stanford by an increase in over 1200 new housing units and which can be expanded by additional units at Lympe [provisionally 400 units]. The population is increasing on this scale and on statistics available are recorded as being high for the length of life on average figures. This is not the time to cut this facility where there is increasing need from this aging population. I should hope this facility can continue with political support in view of Shepway's plans for expansion. If lost it is unlikely to be rescued at a future date. I was very impressed when I visited soon after the facility was opened as to its quality, enthusiasm and ability to provide for individual needs.</p>
<p>Have noted the arguments to move the above services and will support the move to alternative sites which I know can be found within Hythe.</p>
<p>Thank you for the information passed to me via Shepway District Council. I did have the pleasure of meeting Anne Tidmarsh at Hythe Neighbourhood Forum on 15th when she outlined to the meeting these proposals. On the basis of what I heard and now see, I would have no serious concerns about this closure as long as the 9 people thus displaced could be accommodated at Summer Court Hythe and any transport needs can be addressed. I agree that Philbeach is not ideally situated for this purpose and an alternative venue in the Town and on the "flat" would appear to be preferable. As part of the Consultation process I trust that the users of Philbeach will also be consulted and their concerns addressed.</p>
<p>I have nothing to add to (above) comments</p>

(6) All feedback was acknowledged at the end of the consultation period along with a brief statement regarding when the outcome of the decision was expected to be made public.

(7) A meeting and visit to modern older people's care facilities has been offered to the respondent expressing concern about lack of future service provision in the Hythe area.

(8) As part of the consultation process, KCC Older People Physical Disability Care Managers met with service users to discuss possible alternate placements, pending the outcome of the consultation and key decision. At that time, a portion of service users chose to move to alternate placements meaning that there are now 3 service users left at the centre.

(9) The Directorate Management Team (16 November 2011) has agreed that, based on outcome of consultation, option to decommission and re-provide the service is the preferred option and that a Cabinet Member decision on this option be requested.

Personnel and Training Implications

4. (1) There are currently 6 members of staff working at Philbeach.
- (2) Personnel Implications for this option are:
 - That Staff would immediately receive their “notice of redundancy” letters. The length of the redundancy notice would be 12 weeks from the date of the letter.
 - During the notice period staff will be offered “one to one” meetings with Human Resources, accompanied by a union representative or workplace colleague.
 - All staff will be given redeployee status through KCC and linked into Priority Connect.
 - Any member of staff who is unsuccessful in being re-deployed would be made redundant.
- (3) Given that remaining service users have expressed a wish to move onto alternate placements, staff will be asked to:
 - Support the closedown procedure for the service.
 - To work at an alternative establishment for the remainder of their notice period. (Staff can decline to do this.)
 - In the event that staff could not be meaningfully employed, authorisation would need to be sought from Director OPPD to place them on "garden leave" until the end of their three month notice period.

Financial Implications

5. (1) Current costs associated with running of the service per annum are:
 - Lease £20k
 - Staffing £84.2k
 - Facilities £7.5k
 - Travel £5k
- (2) Any savings against this will be offset by:
 - Cost of alternate provision for service users (to be determined after decision is made and alternate placements are accessed)
 - Cost of transport for service users (to be determined after decision is made and alternate placements are accessed) Cost of staff redundancy and / or retirement (amount to be determined)
 - Cost of dilapidations on the lease (to be negotiated with lease holders after decision is made).

Property Implications

6. (1) The service is provided in a room that is leased from the owners of Philbeach Residential Care Home which has recently been bought by a new business.
- (2) A requirement of the Lease agreement is to give 6 months notice.

(3) A meeting was held with the new owners on 1 September 2011. At that time, the new owners agreed that, if the final decision were to decommission the service, then that date could serve as the notification to terminate the lease.

(4) Lease can be terminated as of 1 March 2012.

Equality Impact Assessment

7. (1) Equality Impact Assessment was completed on 16 May 2011.

Implementation Proposals

8. (1) December 2011:

- Hold meetings to inform service users and carers of the final decision.
- Assess and transition service users.
- Hold meetings to inform staff of the final decision. Staff given notice of redundancy.
- Give notice to terminate lease and negotiate dilapidation costs.
- Notify stakeholders of decision.

(2) January 2012:

- Complete transition of service users to alternate provisions.
- Staff receives one-to-one meetings from HR.
- Close down of centre, including clearing of equipment.

February 2012:

- Complete close down of centre.

March 2012:

- Centre closed as of 1 March 2012.
- Service users all in suitable alternate placements.
- Staff redeployed into new roles, working notice period in alternate site or completing notice period on gardening leave.

Recommendations

9. The Cabinet Member for Adult Social Care and Public Health is asked to:

- a) NOTE outcome of consultation on proposal
- b) APPROVE decommission and re-provision of this service.

Background documents: None

Contact:

Name: Mary Silverton, Head of Service OPPD

Email: mary.silverton@kent.gov.uk

Phone: 01233 205738