



PERTH AND KINROSS INTEGRATED JOINT BOARD

17 December 2019

CHIEF OFFICER STRATEGIC UPDATE

Report by Chief Officer/Director Integrated Health & Social Care (Report No. G/19/204)

PURPOSE OF REPORT

This report provides the Perth and Kinross Integration Joint Board with an update from the Chief Officer on progress with key developments, more details on which will be provided in future updates in 2020.

1. RECOMMENDATION

It is recommended that Members of the Integration Joint Board note the following updates and commit the Chief Officer to provide further reports, in due course, in relation to the matters covered.

2. FRANK' LAW – Free Personal Care for People Under 65 years

In 2017 the Scottish Government carried out a feasibility study on extending its free personal care policy to people under the age of 65 years. The findings from this study highlighted that some people under the age of 65 years, who were assessed as requiring services and support, were declining this because of the charges that this would incur, placing an added burden on these people, their families and carers. The Scottish Government concluded that extending free personal care to people under the age of 65 years would increase uptake in services and improve the fairness of charging arrangements. It determined that the policy should be extended to people aged under 65 years with effect from the 1st April 2019.

This extension has become known as 'Frank's Law' after Frank Kopel, a footballer who was diagnosed and later died from early onset dementia. His wife and family had campaigned for the Scottish Government to extend Free Personal Care to those under the age of 65 years, where they are assessed as needing this service, regardless of age, condition or means.

At the Perth and Kinross IJB on 1st May, the Chief Officer provided a progress report on the work that had been undertaken to support the implementation of Frank's Law. This involved making changes to our Contribution Policy to recognise that free personal care services were now exempt from charging for all age groups, while service users would still be required to make a contribution towards the cost of any non-personal care services that they received.

The IJB were advised that the Scottish Government had provided Perth and Kinross Council with recurring funding of £800k to offset the reduction in income. The IJB recognised that the full impact of this policy would not be able to be determined until later in the year, so requested a further report providing an update on how many people have benefitted from the implementation of Frank's Law and what this has cost.

Having applied the exemption in relation to free personal care to existing services users and those who have sought services since 1st April, there are now £722k recurring commitments against this budget, with £78 currently uncommitted.

At 1 April 2019 there were 608 clients aged under 65 years and in receipt of chargeable services. Of these people, 366 were in receipt of *personal care* services and therefore saw a reduction in their chargeable services. However, only 118 people saw a reduction in what they were asked to contribute. This was because the cost of their non-personal care services was still greater than their assessed contribution.

Since implementation, four people have requested an assessment for FPC. These people were previously fully funding their care without any support from Perth and Kinross KHSCP, as they had significant funds following compensation payments being awarded to them to fund their future care needs. As these four people are now eligible for free personal care they have requested the HSCP provide their services.

In summary, 122 people have seen a financial reduction in what they are asked to pay towards their care;

- 118 people saw a reduction in their contribution as at 1 April 2019, costing £130k
- 4 people will no longer have to pay towards the FPC elements of their care, costing £592k

3. The Care Home Market in Perth & Kinross

At the IJB on 1st May 2019, following some media coverage, the Chief Officer provided an update on Fourseasons Healthcare, a national, corporate care home provider with significant financial challenges that had been put up for sale. This led to a request to bring back information on the care home market in Perth and Kinross, which follows;

- There are 38 Care homes for Older People in Perth and Kinross; 2 in the public sector; 30 in the private sector; 6 in the voluntary sector.
- There are 13 Care Homes in the North Locality, 10 in Perth City and 15 in the South Locality.
- Across Perth and Kinross there are 1234 beds, with an occupancy level consistently around 98%.
- Work is underway to build a new 80 bedded care home in Perth City on the site of the Atrium and it is expected that this will become operational later in 2020.
- Through approaches we have had from developers we are aware of a number of other possible developments across Perth and Kinross, which would potentially bring additional beds into the local market. These are, however, commercially sensitive at this stage and planning applications have not yet been submitted.
- The following table shows that, based on Care Inspectorate grades, most Care Homes in Perth and Kinross are performing well. With 63% of all Care Homes evaluated as good or very good and 18% evaluated as excellent.

C.I data @ 31/10/19	Grade	Unsatisfactory	Weak	Adequate	Good	V.Good	Excellent
Quality of Care, Support and Wellbeing	No of care homes	0	2	5	9	15	7
	%	0%	5%	13%	24%	39%	18%

- However, two homes currently have a grade of 'weak' in relation to the 'Quality of Care and Support'. We have met with the management team in these homes, have requested an action plan and are closely monitoring the situation.

4. DEVELOPING OUR WORKFORCE PLAN

We are currently developing a Workforce Plan for the Health and Social Care Partnership. This will be a key document for the partnership, linking to our Strategic Commissioning Plan. It will aim to;

- ensure that we are making best use of our finite resources
- enable new and innovative ways of working
- support the development of more integrated, accessible and responsive services
- address our recruitment challenges

- promote our ambition to be a learning organisation with a positive, supportive culture
- equip our employees with the skills and knowledge to deliver safe and effective services.

In producing our workforce plan we will also address recent inspection and audit recommendations.

In developing our workforce plan we will link to Perth and Kinross Council and NHS Tayside's workforce plans, we will work closely with our staff side colleagues and also engage with wider stakeholders. Our plan will set out our vision for health and social care services and the workforce required to deliver this.

To progress this, the HSCP has been supported by HR colleagues to deliver a number of workforce development workshops throughout the autumn. This has enabled the current workforce arrangements, challenges and demands to be mapped, to inform robust workforce planning in the context of the new Strategic Commissioning Plan. This has informed the first draft of the workforce plan, which will be further developed and consulted on during the coming weeks. We are committed to working in partnership to plan and deploy our future workforce in the context of the challenging and complex landscape we work in.

We intend to finalise our Workforce Plan by March 31st 2020 and will share a draft of this with IJB Members early in the New Year.

Author(s)

Name	Designation	Contact Details
Gordon Paterson	Chief Officer/Director Integrate Health & Social Care	tay-uhb.chiefficerpkhscp@nhs.net

NOTE: No background papers, as defined by Section 50D of the Local Government (Scotland) Act 1973 (other than any containing confidential or exempt information), were relied on to any material extent in preparing this report.