

PERTH & KINROSS INTEGRATION JOINT BOARD
REVENUE BUDGET 2023/24 TO 2025/26

	23/24 £'000	24/25 £'000	25/26 £'000
EXPENDITURE PRESSURES - Health			
1 Pay - Core Health			
Additional costs from a pay increase to NHS Tayside employed staff, based on a planning uplift assumption of 2% per year, in line with the latest NHS financial planning assumptions.	769	784	800
2 Pay - Prison/Podiatry/Dental			
Additional costs from a pay increase to NHS Tayside employed staff, based on a planning uplift assumption of 2% per year, in line with the latest NHS financial planning assumptions. Year 1 pressure includes brought forward unfunded deficit.	477	233	238
Sub-Total Pay & Cost Pressures Health	1,246	1,017	1,038
3 Psychiatry of Old Age			
Following a review of the workforce in line with the Health and Care (Staffing) (Scotland) Act 2019, and recognised safe staffing tools, the inpatient Psychiatry of Old Age wards (x 3) at Murray Royal Hospital were shown to be significantly under establishment. This pressure relates to the cost of additional staffing to meet legislative duties ensuring safe and financially sustainable service delivery.	850	0	0
4 Hospital at Home			
Hospital at Home is a key Scottish Government strategy currently being implemented across Scotland. The purpose of the service is to reduce hospital admissions for elderly patients by providing treatments in the comfort and familiarity of their own home. This pressure relates to year 2 of the first phase of Hospital at Home investment, approved as part of the Older People Strategic Delivery Plan and financial plan in 2022/23.	175	0	0
5 Frailty Interim Care			

		23/24 £'000	24/25 £'000	25/26 £'000
EXPENDITURE PRESSURES - Health				
Frailty at the front door is an essential part of the discharge without delay programme. It ensures the co-ordinated and integrated response, rapidly assessing and discharging patients back to their own homes or a homely setting. This prevents delay in discharge, hospital acquired infection and delirium for older people. This team is currently in place, however current funding will cease in March 2024.		0	228	0
Sub-Total Older People Pressures Health		1,025	228	0
6 Integrated Management Learning Disabilities				
Through the integration of Autism / Learning Disability services, this pressure provides a team leader post for the new integrated team.		75	0	0
Sub-Total Learning Disabilities Pressures Health		75	0	0
7 Advanced Nurse Practitioners (ANPs) - Community Mental Health				
These posts (3 wte) are essential to deliver a safe and advanced practice service. This will strengthen the role of the community mental health teams in improving patient outcomes and reduce waiting times for specialist clinics. The role will deliver advanced skills relating to Mental Illness including assessment, diagnosis and prescribing. The ANPs are autonomously skilled practitioners that will compliment the overall medical and nursing workforce within mental health services. The ANPs were approved as part of the Community Mental Health Strategic Delivery Plan in 2022.		195	0	0
8 Primary Care Lead GP for Community Mental Health				
The lead GP enables appropriate access to mental health services from primary care, and is key to the redesign of Perth & Kinross community mental health teams. This role was approved as part of the Community Mental Health Strategic Delivery Plan, approved by the IJB in 2022.		25	0	0
Sub-Total Community Mental Health Pressures Health		220	0	0
Total Pressures Health		2,566	1,245	1,038

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23/24 **24/25** **25/26**
£'000 **£'000** **£'000**

EXPENDITURE PRESSURES - Social Care

1 Pay			
Additional costs from a pay increase to Perth and Kinross Council employed staff, based on a planning uplift assumption of 3% per year, in line with the latest Council financial planning assumptions.	1,008	1,038	1,069
2 Care Home Contract Rates			
The uplift to the national care home contract is negotiated annually on a national basis, negotiations have not yet concluded and an assumption has been used to calculate this pressure. The uplift for 2022/23 was 5.6% for residential and 6.14% for nursing. This pressure assumes the rate for 2023/24 is increased at a similar level and for years 2 and 3, the assumed rate is lowered to 3.8%.	1,935	1,345	1,393
3 Real Living Wage for Adult Social Care			
A pay uplift for Adult Social Care workers in the third and independent sector has increased the hourly rate from £10.50 to a minimum of £10.90. This represents a 3.81% uplift. This pressure assumes 3.81% uplift for pay in all 3 years and also applies this uplift rate to non-pay elements of these contracts.	1,417	1,488	1,561
4 Free Personal Care Increase			
The uplift for Free Personal Care in 2023/24 has been set and confirmed by the Scottish Government at 9.51%. This increases the weekly free personal care residential rate to £233.10 and the nursing rate to £338.	596	631	684
5 External Transport Cost Increase			
The Public Transport Unit have advised they expect inflationary pressures to reach 9.4% for 2023/24.	65	0	0
Sub-Total Pay & Cost Pressures Social Care	5,021	4,502	4,707

23/24	24/25	25/26
£'000	£'000	£'000

EXPENDITURE PRESSURES - Social Care

6 Care at Home Demand			
The Older People population in Perth & Kinross is increasing, therefore the Older People Strategic Delivery Plan has recognised that additional funding will be required in future years to meet demand.	0	250	250
7 Enhancing Capacity in Dementia Services			
The number of people with dementia in Perth & Kinross is predicted to increase by 23% over the next 10 years. Extra capacity is required in both inpatient and community services to meet increasing demand. Community services also need to be redesigned to support people with dementia who have complex needs. In 2023/24, we will work with partners to co-design the new model.	150	350	0
Sub-Total Older People Pressures Social Care	150	600	250
8 Learning Disabilities Demand			
The pressure reflects the full cost of new clients and increase in cost of existing clients. It is difficult to predict need in future years, therefore years 2 and 3 are based on the year 1 pressure.	386	386	386
9 Learning Disabilities Transition			
Every year a predictable number of young people with a Learning Disability and/or Autism will transition from Education & Children's Services to Adult Social Work and Social Care. Despite early intervention the cost of many individuals' care packages is significant when they move to adult services.	611	566	566
Sub-Total Learning Disabilities Pressures Social Care	997	952	952
Total Pressures Social Care	6,168	6,054	5,909

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23/24 24/25 25/26
£'000 £'000 £'000

BUDGET REDUCTIONS AND SAVINGS - Health

<p>1 Vacancy Factor</p> <p>Proposal to increase the vacancy factor within non-inpatient health services to 5%, in line with the existing vacancy factor budget within Social Care. The vacancy factor being proposed is already being achieved through natural recruitment and turnover. The saving formally recognises this as available.</p> <p>Impact Analysis and Risk Assessment Promote Fairness/Reduce Inequality/Address Socio Economic Disadvantage: No significant impact identified Workforce: Front line regulated services protected Customer: No direct impact on patient experience Equalities/Diversity: No significant impact identified Outcome and Performance: No significant impact identified Strategic Commissioning Plan: No significant impact identified</p>	586	0	0
Sub-Total Central Reduction and Savings Health	586	0	0
<p>2 Vacancy Factor - Prison / Podiatry / Dental</p> <p>Proposal to increase the vacancy factor within Prison, Podiatry and Dental to 3%. The vacancy factor being proposed is already being achieved through natural recruitment and turnover. The saving formally recognises this as available.</p> <p>Impact Analysis and Risk Assessment Promote Fairness/Reduce Inequality/Address Socio Economic Disadvantage: No significant impact identified Workforce: Front line regulated services protected Customer: No direct impact on patient experience Equalities/Diversity: No significant impact identified Outcome and Performance: No significant impact identified Strategic Commissioning Plan: No significant impact identified</p>	291	0	0
Sub-Total Pay and Cost Reduction and Savings Health	291	0	0

23/24	24/25	25/26
£'000	£'000	£'000

BUDGET REDUCTIONS AND SAVINGS - Health

FUNDING - Health

3 Phase 3 of Older People Strategic Delivery Plan (OPSDP)			
The Older People Strategic Delivery Plan, approved by the IJB in March 2022, identified funding to be allocated in the next phase of implementation. This proposal utilises and allocates this funding to the pressures for Older People including Hospital at Home, Frailty Interim Care, Psychiatry of Old Age and enhanced capacity in dementia services. The funding originally identified within the OPSDP financial framework can now be allocated to meet these costs.	560	0	0
4 Scottish Government Uplift Funding			
Assumption of 2% pay and non pay uplift per year, in line with NHS financial planning assumptions. The uplift for Family Health and General Medical Services is not yet included in this figure but is expected to be c£1m per year. The uplift assumption for years 2 and 3 excludes Prescribing at this stage pending a revised financial plan.	1,462	921	940
Sub-Total Funding Health	2,022	921	940
Total Reduction, Savings and Funding Health	2,899	921	940

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23/24 24/25 25/26
£'000 £'000 £'000

BUDGET REDUCTIONS AND SAVINGS - Social Care

<p>1 Care Home Placements Since 2019 there has been a downward trend in the number of people choosing a residential care/nursing home placement in Perth & Kinross. This can be partly attributed to improved community services and supports which enable people to live at home for longer. This saving removes the associated underspend. Impact Analysis and Risk Assessment Promote Fairness/Reduce Inequality/Address Socio Economic Disadvantage: No negative impact. Workforce: No impact. Customer: No significant impact. Each person assessed as requiring a care home placement will be awarded funding as required. Equalities/Diversity: No impact Outcome and Performance: The ongoing demand for care home placements will be monitored closely. Climate Change: No significant impact. Strategic Commissioning Plan: This proposal is in line with HSCP strategic direction to shift the balance of care.</p>	500	500	0
<p>Sub-Total Older People Reductions and Savings Social Care</p>			
<p>2 Transformation of Complex Care</p>			

		23/24 £'000	24/25 £'000	25/26 £'000
BUDGET REDUCTIONS AND SAVINGS - Social Care				
<p>Investment was approved in 2022/23 supporting a transformation programme to develop a model of care providing high quality, financially sustainable support for people with complex care requirements. This included the creation of a specialist multi-disciplinary SCOPE team, a Technology Enabled Care (TEC) Overnight Responder Service, Positive Behavioural Support resources and the implementation of Core and Cluster Models. As a result, this will deliver savings associated with high cost and out of authority residential placements.</p> <p>Impact Analysis and Risk Assessment</p> <p>Promote Fairness/Reduce Inequality/Address Socio Economic Disadvantage: This will have a positive impact on people with a disability who are more likely to experience socio-economic inequalities due to factors such as reduced likelihood of being in employment.</p> <p>Workforce: None</p> <p>Customer: Improved range of community support for people with Learning Disabilities, their carers and families</p> <p>Equalities/Diversity: Will have a positive impact for people who have a disability in providing inclusive, increased community options for their care and support. People will reside closer to family and the communities of choice</p> <p>Outcome and Performance: Improved performance in shifting the balance of care towards community options</p> <p>Strategic Commissioning Plan: This is inline with the Strategic Deliver Plan for Learning Disabilities and Autism</p>		405	405	210
3	<p>Integrated Management Learning Disabilities</p> <p>Through the integration of Autism / Learning Disability services, this funding has been identified to create a team leader post for the new integrated team.</p> <p>Impact Analysis and Risk Assessment</p> <p>Promote Fairness/Reduce Inequality/Address Socio Economic Disadvantage: None</p> <p>Workforce: None</p> <p>Customer: None</p> <p>Equalities/Diversity: None</p> <p>Outcome and Performance: None</p> <p>Strategic Commissioning Plan: This supports the strategic plan in delivering integrated services.</p>	75	0	0
Sub-Total Learning Disabilities Reduction and Savings Social Care		480	405	210
4	Procurement and Commissioning Efficiencies			

		23/24 £'000	24/25 £'000	25/26 £'000
BUDGET REDUCTIONS AND SAVINGS - Social Care				
<p>In line with the strategic commissioning plan ensure there is a rolling programme of efficient procurement and commissioning to deliver best value and higher quality outcomes. Total budget £25million.</p> <p>Impact Analysis and Risk Assessment</p> <p>Promote Fairness/Reduce Inequality/Address Socio Economic Disadvantage: The HSCP strategic needs analysis will enable outcomes focussed commissioning and minimise any negative impact.</p> <p>Workforce: No impact</p> <p>Customer: Improved quality of services in social care.</p> <p>Equalities/Diversity: No negative impact</p> <p>Strategic Commissioning Plan: No significant impact.</p>		154	0	0
<p>5 Deletion of Vacant Posts</p> <p>In preparation for a challenging budget position from April 2023, the HSCP has applied vacancy management to all non-frontline posts. Posts that fell vacant between September 2022 and March 2023 were subject to assessment against an approved criteria. The criteria prioritised the recruitment of frontline roles in health care and social care and paused recruitment in some other areas. In addition, a review of posts which had remained vacant for more than 12 months was carried out. It is proposed that a small number of non-frontline posts are removed.</p> <p>Impact Analysis and Risk Assessment</p> <p>Promote Fairness/Reduce Inequality/Address Socio Economic Disadvantage: No impact.</p> <p>Workforce: Deletion of 5.23wte vacant posts from 1st April 2023 to achieve savings in year 1 and to bring forward a similar proposal to achieve savings in year 2.</p> <p>Customer: No impact on recipients of health and social care services delivered by HSCP.</p> <p>Equalities/Diversity: No impact.</p> <p>Outcome and Performance: Statutory requirements will be fulfilled. The impact on staff and managers will be minimal as these are mostly new posts that have never been recruited to or unfilled posts spread across different teams. Workloads will be re-assessed where required and staff will be provided with continued support.</p> <p>Strategic Commissioning Plan: No significant impact.</p>		325	175	0
Sub-Total Central Services Reductions and Savings Social Care		479	175	0

FUNDING - Social Care

6 Phase 3 of Older People Strategic Delivery Plan (OPSDP)			
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BUDGET REDUCTIONS AND SAVINGS - Social Care

	23/24 £'000	24/25 £'000	25/26 £'000
The Older People Strategic Delivery Plan, approved by the IJB in March 2022, identified funding to be allocated in the next phase of implementation. This proposal utilises and allocates this funding to the pressures for Older People including Hospital at Home, Frailty Interim Care, Psychiatry of Old Age and enhanced capacity in dementia services. The funding originally identified within the OPSDP financial framework can now be allocated to meet these costs.	668	0	0
7 Scottish Government Funding Allocation			
Scottish Government funding allocated to support Real Living Wage costs for Adult Social Care and the uplift for Free Personal Care . The year 1 allocation has been confirmed by the Scottish Government. The year 2 and 3 allocations are assumed to remain at a similar level.	3,932	3,932	3,932
8 Scottish Government Uplift Funding			
Assumption of 2% pay and non pay uplift per year, in line with NHS financial planning assumptions, for budgets that are transferred from NHS to support expenditure incurred in Social Care.	381	389	396
Sub-Total Funding Social Care	4,981	4,321	4,328
Total Reduction, Savings and Funding Social Care	6,440	5,401	4,538