

# Decision Pathway – Report



**PURPOSE:** Key decision

**MEETING:** Cabinet

**DATE:** 18 January 2022

<b>TITLE</b>	<b>Adult Social Care In-House Rehabilitation Service Review</b>		
<b>Ward(s)</b>	All wards		
<b>Author:</b> Stephen Beet	<b>Job title:</b> Director – Adult Social Care		
<b>Cabinet lead:</b> Helen Holland, Cabinet Member Adult Social Care and Integrated Care System	<b>Executive Director lead:</b> Hugh Evans, Executive Director - People		
<b>Proposal origin:</b> City Partner			
<b>Decision maker:</b> Cabinet Member <b>Decision forum:</b> Cabinet			
<b>Purpose of Report:</b>			
<ol style="list-style-type: none"> <li>For Cabinet to approve the proposals outlined for the Council’s adult social care in-house rehabilitation service, entailing the closure of the South Bristol Rehab Centre and transfer of service delivery and associated staff group to the community health partner Sirona.</li> </ol>			
<b>Evidence Base:</b>			
<ol style="list-style-type: none"> <li>Rehabilitation care and support services are not typically a function of local authorities. Partners across the health and care system are more appropriately equipped to provide rehabilitation care and support. There is agreement across the health and social care system that Sirona Care and Health, the BNSSG community health services provider, is best placed with the necessary skills and facilities to deliver this service.</li> <li>In May 2021, Sirona Care and Health assumed control of 60 beds at the South Bristol Community Hospital, creating additional system wide capacity for the delivery of rehabilitation services. Sirona is already commissioned and funded by the CCG to deliver a full rehabilitation service from this site, and the closure of South Bristol Rehab Centre and transfer of the Council’s rehab workforce would provide the workforce to enable Sirona to fully open all beds in the community hospital facility. (Currently only 45 beds are in use). This would ensure no overall reduction in rehab beds in the city.</li> <li>The South Bristol rehab centre is no longer suitable accommodation; needs of service users have changed and the current accommodation cannot meet requirements.</li> <li>Sirona Care and Health have agreed with the Council to transfer rehab staff. This provides continuity of employment for the staff group at a nearby site in South Bristol, and TUPE regulations will ensure that staff terms and conditions are protected. The transfer may offer broader career development opportunities within the health sector for some staff. There will also be redeployment opportunities within the Council for any non-care staff who will not be part of the TUPE process.</li> </ol>			
<b>Cabinet Member / Officer Recommendations:</b>			
That Cabinet:			
<ol style="list-style-type: none"> <li>Approves the proposal for the Council to close the South Bristol Rehab Centre and to transfer rehabilitation service delivery to the community health partner Sirona Care and Health.</li> <li>Authorises the Executive Director: People, in conjunction with the Cabinet Member for Adult Social Care and Integrated Care System, to take all steps required to transfer the service to the community health partner Sirona Care and Health from April 2022.</li> </ol>			
<b>Corporate Strategy alignment:</b>			
<ol style="list-style-type: none"> <li>Supports ‘Empowering and Caring’ corporate theme</li> </ol>			

**City Benefits:**

1. The proposal for an enhanced rehab service delivered from fit-for-purpose accommodation will improve outcomes for citizens, by maximising people's independence to enable them to return home.
2. The proposal for the community health partner Sirona to deliver the service from South Bristol Community Hospital will enable a seamless transition of services from hospital discharge and for the community hospital to be used for its intended purpose
3. The proposal to transfer Council staff to Sirona ensures the retention of a skilled workforce in a system that has ongoing challenges with recruitment and retention. It may also offer broader career development opportunities within the health sector for some individuals.

**Consultation Details:**

1. Consultation with NHS partners (Sirona, CCG) has taken place and will be ongoing during the transition. It will be referred to a formal NHS governance meeting following a Cabinet decision.
2. Staff and union consultation will take place as part of implementation if proposal is approved by Cabinet
3. A full joint consultation, in line with TUPE Regulations, with staff and their representatives will take place throughout the process, if the proposal is approved by Cabinet.

**Background Documents:** N/a

<b>Revenue Cost</b>	£50k (estimate)	<b>Source of Revenue Funding</b>	ASC Transformation funding (approved as part of Change Services Portfolio funding)
<b>Capital Cost</b>	£ N/A	<b>Source of Capital Funding</b>	N/A
<b>One off cost</b> <input checked="" type="checkbox"/>	<b>Ongoing cost</b> <input type="checkbox"/>	<b>Saving Proposal</b> <input checked="" type="checkbox"/>	<b>Income generation proposal</b> <input type="checkbox"/>

**Required information to be completed by Financial/Legal/ICT/ HR partners:**

**1. Finance Advice:** This report seeks approval to close the South Bristol Rehab Centre and to transfer the service to the community health partner Sirona. It is understood that this is considered to be a TUPE transfer and that the majority of the staff group will transfer to Sirona. On this basis it is assumed that there will be limited transitional costs associated with the change, as staff will transfer, with a small number being potential deployed and any severance costs will be minimal (c.£50,000). This cost will need to be funded from the services revenue budget.

The Rehab Centre's revenue budgets (general fund) will be released by the transfer and it is estimated that a potential saving of c.£500,000 will be realised. This will contribute to the Council's savings proposals which will be brought forward to Council in February 2022.

The Rehab Centre building will continue to be used by other staff groups and associated running costs relating to this use, will therefore continue. The Council may wish to review how the building is utilised in the future, which may lead to further efficiencies or opportunities for change.

**Finance Business Partner:** Denise Hunt, 6<sup>th</sup> January 2022

**2. Legal Advice:** The Council's view is that the Transfer of Undertakings (Protection of Employment) Regulations 2006 ("TUPE") will apply to the transfer of rehabilitation staff from the Council to Sirona. Appropriate consultation should take place with affected staff prior to the transfer taking place and the Council's Managing Change Policy should be followed for those employees who will not transfer under TUPE.

**Legal Team Leader:** Husinara Jones, Team Leader/Solicitor 5 January 2022

**3. Implications on IT:** IT will carry out necessary activities in line with TUPE activities, this could include marking colleagues TUPE'ing out of the organisation as leavers, supporting migration of any data etc.

**IT Team Leader:** Gavin Arbuckle – Head of Service Improvement and Performance, 7<sup>th</sup> January 2022

**4. HR Advice:** The report is proposing to close the South Bristol Rehab Centre, which will have a significant impact on Bristol City Council employees and their employment. The employees will transfer to the new employer under the TUPE Regulations. There

will be a full and joint consultation with employees, their representatives, and the new employer. We will ensure all our internal policies and procedures are implemented in order to reassure employees. It is essential to keep these employees in the health and social care system as there is such a skills shortage currently.

**HR Partner:** Lorna Laing, HR Business Partner, 1<sup>st</sup> November 2021

<b>EDM Sign-off</b>	People EDM	10/01/22
<b>Cabinet Member sign-off</b>	Councillor Helen Holland	10/01/22
<b>For Key Decisions - Mayor's Office sign-off</b>	Mayor's Office	7/01/22

<b>Appendix A – Further essential background / detail on the proposal</b>	<b>YES</b>
<b>Appendix B – Details of consultation carried out - internal and external</b>	<b>NO</b>
<b>Appendix C – Summary of any engagement with scrutiny</b>	<b>NO</b>
<b>Appendix D – Risk assessment</b>	<b>NO</b>
<b>Appendix E – Equalities screening / impact assessment of proposal</b>	<b>YES</b>
<b>Appendix F – Eco-impact screening/ impact assessment of proposal</b>	<b>NO</b>
<b>Appendix G – Financial Advice</b>	<b>NO</b>
<b>Appendix H – Legal Advice</b>	<b>NO</b>
<b>Appendix I – Exempt Information</b>	<b>No</b>
<b>Appendix J – HR advice</b>	<b>NO</b>
<b>Appendix K – ICT</b>	<b>NO</b>
<b>Appendix L – Procurement</b>	<b>NO</b>