

## **Addendum to Director of Community Services Report on outcome of consultations on Adult Social Care Efficiencies**

1. The Director of Community Services had advised Councillors at Scrutiny Co-ordination Committee that though he had set a deadline for consultation on the proposed efficiency changes for December 1<sup>st</sup> (being the deadline for reports for Cabinet) that his final meeting with the T&G Trade Union Representatives was not able to take place until midday on December 1<sup>st</sup> after the deadline for reports. The Director therefore wishes to table this addendum for Scrutiny Co-Ordination Committee and Cabinet.
2. As a result of the discussions with the Trade Union officials the Director does not wish to make any changes to his recommendations to Cabinet but agreement has been reached with the Unions on both the approach to making some of the proposed changes and the way in which the impact may be monitored over the coming months.
3. The Trade Unions very specifically asked the Director to remove the proposal to delete the Deaf Development Officer Post and to look to change the way in which cooks were employed in day care centres so that their skills could be better used in training service users how to cook. The Director has rejected both propositions though he accepted that the issues for the cooks would have been worth exploring if the additional resources had been available but they are not. The Union Reps made it clear that their members would only act as support staff to service users in relation to food and that they would not take over the responsibilities of the cooks to actually prepare food.
4. The Trade Union Reps expressed specific concerns about 4 further elements of the proposals. These are:
  - Their concern that the proposal to introduce a 5% vacancy margin into the non-statutory services could be interpreted by managers as a vacancy freezes. The Director agreed (as he had with GMB Union) that there would be an agreement with the Unions as to how this could be effectively monitored.
  - Their concern over the merger of the day services for adults with Learning Disability at CIL and Wilfred Spencer. It was accepted that a full risk assessment was required (particularly in to health and safety of staff and the appropriate care needs of the service users) before the changes were actually carried out and this would be done between the managers and the trade union reps.
  - Their concerns (also this view was expressed by GMB Union) that specific jobs and post holders had been identified for post deletion prior to full discussion with the Trade Unions. It was agreed that discussions would take place on the detail of the post deletions after Council has agreed (or otherwise) the proposals.
  - There are concerns about the savings target already set for the review of Dementia Day Care before the consultation is completed. It was agreed that the Trade Unions should have formal meetings as part of the consultation in this area.
5. Overall the Trade Unions were concerned about the level of the savings and were disappointed to recognise that a similar amount of saving

would have to be found in future years unless the Government increased resources in this area. The Director assured the reps that all of these savings were being re-invested back in the Learning Disability Services.

6. The Trade Unions made some general comments on the need to improve day care for adults with learning disability and to look at the use of agency staff in the Directorate with which the Director agreed and shared with them work that was going on in both of these areas.
7. The Director agreed to share further information with the reps on the Equality Impact Assessments that had been undertaken on the changes and on the financial base of the commissioning savings in the Learning Disability Budget. The Director agreed to brief the Cabinet Member on the points made in the meeting.
8. There was broad agreement between the Director and the Trade Union Reps on the future direction of the services. The Trade Unions indicated that this ought to require further investment of resources not "cuts".

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