

## Trade Union Consultation Meeting

Wednesday, 9<sup>th</sup> November 2022, 10.30am, Microsoft Teams

### Decision Notes and Actions Arising

**Attendees LBE**

Julie Mimmagh, Chair  
Shemelia Lewis, Note Taker

**Presenting Officers:**

Matt Casey  
Angela Osei-Owusu

**Trade Unions**

Paul Bishop (Unison)  
Anna Woodcock (GMB)  
Christine Sesstein (Unison)

**Apologies**

Tracy Adnan (Unison)  
Nick Long (Unite)  
Denise Handscomb-Teagle (GMB)

		<b>OWNER</b>
<b>1.</b>	<b>Restructure - closure of Rose Taylor – Older Persons Day Services</b>	
	<p><i>Matt Casey and Trevor Uys presented</i></p> <p>A review was carried out of the inhouse day services, looking at the delivery and efficiency of each service. Following this review, it has been identified that Rose Taylor has had a significant decrease in the number of service users attending over the last 2 years. The maximum number of service users who can attend Rose Taylor is 42 residents, however at present only 22 residents attend each week, whether this be full time or part time. Whilst initially the Pandemic may have attributed to the low attendance record, this is no longer the case, as the service has continued to be promoted by Adult Social Care, but with little success.</p> <p>It is therefore proposed to close the Rose Taylor Day service. All existing service users will be reviewed by the Older People &amp; Physical Disability Service with the view to offering either alternative day-care provision at Age UK, or given personal budget, via a direct payment, to source alternative day care support suitable to their needs and desired outcomes. 18 staff members will be affected by this closure.</p> <p>The average cost per person per day for private and voluntary sector day services provision is £54. This is very favourable compared to the current unit cost of Rose Taylor, where staffing alone is £100 per person per day (based on budgeted staff less vacancy factor with an average attendance of 22 people a day over 5 days per week). In addition to staffing costs, Rose Taylor has further non-staffing expenditure which the private and voluntary sector figures already include. And while both unit costs do not include transport expenditure, there is a considerable difference in the costs of both services that are very similar. The service has not spoken to the residents and staff as of yet but wanted to speak with TU representatives first.</p> <p>PB asked why are Age UK charging a lot cheaper than the current cost? MC responded that Age UK use a slightly different model, don't have the same overhead costs as the service does and a different staff structure. There are several reasons that contribute. PB responded can we not emulate this, so we don't have to close the day service? JM suggested that trying to emulate Age UK may affect staff pay and we cannot reduce</p>	

their pay. MC also added that it isn't just staff costs but also reflects the higher and more reliable number of regular users of the Age UK service.

TrU commented that the unit cost will rise depending on attendance. If Rose Taylor was to be full, the attendance cost would be £67. The lack of attendance increases costs. MC added the service has tried to look at oversubscribing so that if any service users couldn't attend that day, there would still be enough numbers, but this isn't the case at the moment. TrU also added that one of the reasons why the need has changed is that a lot more people are working from home to look after their older relatives and contributes to why people don't come back to use the service.

PB asked if data has been collected to evidence these claims? MC explained it hasn't but after speaking to families and asking people whether they want adult care packages shows that this can be the case. There are also less people going into residential homes because there are more family around to support their older relatives. Used those assumptions from other areas of the service. TrU added that there is evidence in LD that in four months from the start of COVID to the end of COVID, there was a 20% reduction in attendance. PB asked if it has recovered yet? TrU responded that it hasn't recovered fully but is getting better and a lot more referrals are coming through.

PB asked about the 18 staff members that will be made redundant. MC responded that there are a large number of vacant posts across other day services and Bridgewood care home, some within a 3-minute drive from Rose Taylor. The service aims to support all staff in whatever decision they decide to make. TrU added that there is opportunity to shadow for the transition period so they can make a choice for themselves whether they want to be made redundant or not.

AW commented that there are 10 staff that are over 55 that pay into the LGPS, two of which are over the normal retirement age, so there would be no pension costs arising in the event of leaving on the grounds of redundancy and drawing their LGPS. Does this mean their pension is affected? JM responded it will not have any impact on their pension and is simply referring to the cost if they were made redundant as there wouldn't be a capital cost for those on or over retirement age.

CS asked if moving away from centre-based services like other councils would work and has it been benchmarked? MC responded that other boroughs have done this for 10-15 years. Within Enfield, it has been promoted over the last 10 years for the public to use direct payments which means that people purchase for the day services whenever it is suitable for them. Looking at the statistics, people outside of Rose Taylor have purchased a lot of the services which are more half-day services that allow users to be more integrated into the community. TrU added that the evidence from LD services show that the community link initiative where young people come together and learn life skills and allow them to develop socialisation circle and this can be implemented for the other services. Some service users are not suitable for this approach, and they may be more centre based, but majority would benefit from this new model of service.

PB asked when are you talking to the staff? MC responded that he will first speak with his associate HR business partner and then approach them with the news. Want to ensure that staff will not be worried as it is currently a difficult time but will deliver the news once the go-ahead is received. JM asked if you can you invite TU staff members? MC responded Yes.

PB asked what is the plan to inform service users? Currently require information from the service about the users so that they can be moved to receive the care that they

	<p>need. Once the numbers and information are received, the service will contact Age UK to do joint assessments with family members so that the service users can be moved to the suitable day services. TrU added the service will need to review the dates on the action tracker and will be speaking with manager of Rose Taylor first before anyone else.</p> <p><b>TU's had no objections to proceeding</b></p>	
<b>2.</b>	<b>Restructure - introduce the Occupational Therapy Assistant role in the Older People Physical Disability structure</b>	
	<p><i>Angela Osei-Owusu presented</i></p> <p>The occupational therapy service is currently integrated with two teams consisting of occupational therapy and social work. Although there is integration, there is also separate workstreams which means there are separate waiting lists. Within the OT waiting list there is; urgent need, equipment needs and adaptations. Social work is a completely different workstream. To support both teams there is a social care assessor. Due to the pressure of the social work team the occupational therapy waiting list is growing. There are currently 12.5 vacancies in the structure that has been there for over a year. Therefore, it is proposed to convert 5 of the vacant OT posts to Assistant OT posts to help with the waiting list. Quite a few of people on the waiting list have low level needs and can be assessed by an unqualified worker thus benefitting the service. 7.5 posts will still be available which leaves room for qualified OT's should the service have the opportunity to recruit. Another benefit of having the vacant posts is that it leaves room for apprentices to join the service and progress in the structure.</p> <p>PB asked if the service has stopped recruiting from other countries? AO responded that the service is considering recruiting from Germany as there is an excess of qualified OT's. Due to the needs of the service and people on being on the waiting longer than they should, the service would like to immediately look at growing and enhancing talent within the UK.</p> <p>CS asked do you think the service will have success recruiting OT assistants? AO responded that people want the opportunity to be trained, become qualified and progress in their career. The main focus will be candidates that have a caring nature and want to assist others with their everyday needs.</p> <p><b>TU's had no objections to proceeding</b></p>	
<b>3.</b>	<b>Notes of previous meeting, 12th October 2022</b>	
	<ul style="list-style-type: none"> <li>Updated the absence policy and will be shared with TU staff as soon as it is ready. This update will clearly highlight that the phased return won't reduce anyone's entitlement to sick pay. Capability and grievance policies will soon be uploaded and as soon as it ready this will be shared with TU staff.</li> </ul>	JM
<b>4.</b>	<b>Any other business</b>	
	<p>PB asked when the pay award will be paid. JM responded the NJC and JNC award will be paid in November and will be backdated from April. PB asked if there is an update with the award for Youth and Community workers? JM responded there is no update but this usually is informed separately but will send update across as soon as possible.</p> <p>CS asked about whether LBE offer a garden leave policy. JM responded that LBE has never had one but has only been considered under specific circumstances.</p>	JM

	CS asked whether there was a Prayer room available. JM responded First floor and in b block south	
	<p style="text-align: center;"><b>Next meeting</b></p> <p style="text-align: center;"><b>Wednesday, 23 November 2022 10.30am</b></p> <p style="text-align: center;"><b>Microsoft Teams meeting</b></p>	