

Cabinet – Supplementary agenda No.1

A meeting of the Cabinet will be held on:

Date: 4 April 2017

Time: 3.00pm

Venue: Civic Suite - Level 2, Gun Wharf, Dock Road, Chatham ME4 4TR

Items

- | | | |
|-----|--|-------------------|
| 11. | Recruitment Freeze
Addendum Report | (Pages
3 - 6) |
| 12. | Gateway 1 Procurement Commencement: Adult Substance
Misuse Specialist Treatment Services Recommissioning
Addendum Report | (Pages
7 - 10) |

For further information please contact Joseph Dance/Wayne Hemingway,
Democratic Services Officer on Telephone: 01634 332008/332509 or Email:
democratic.services@medway.gov.uk

Date: 3 April 2017



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বাংলা	331780	ગુજરાતી	331782	ਪੰਜਾਬੀ	331784	كوردی	331841	أروو	331785	Русский	332374
中文	331781	हिंदी	331783	Polski	332373	ଏହ୍‌ଶଂଫଦ	331786	فارسی	331840	Lietuviškai	332372



CABINET

4 APRIL 2017

RECRUITMENT FREEZE – ADDENDUM REPORT

Portfolio Holder: Councillor Alan Jarrett, Leader

Report from: Neil Davies, Chief Executive

Author: Carrie McKenzie, Chief People Officer

Summary

This addendum report brings forward one additional post to be considered for approval.

1. Details of the post requiring approval

1.1 The following additional post is coming forward for approval, the details of which are shown at Appendix 1: -

Regeneration, Culture, Environment and Transformation
Communications Account Manager

2. Revised recommendation

2.1 The Cabinet is asked to agree to unfreeze the posts as set out in Appendix 1 to the main report and in Appendix 1 to the addendum report to enable officers to commence the recruitment process.

Lead officer contact

Carrie McKenzie, Chief People Officer, Gun Wharf, Dock Road, Chatham Telephone: (01634) 332261 Email: carrie.mckenzie@medway.gov.uk

Appendices

Appendix 1 Recruitment Freeze Form

CABINET APPROVAL FOR RECRUITMENT TO VACANCIES

Please complete this form, with all required signatures, and return to the Organisational Change Team, HR Services, 3rd Floor, Gun Wharf. You will also need to send an electronic word version to resourcing@medway.gov.uk, so that the approval form can be inserted into the cabinet report. This form is not required for those posts covered by the exemptions list shown below.

DIRECTORATE	RCET		
SECTION	Communications and Marketing		
POST TITLE/S	Communications Account Manager		
GRADE AND SALARY RANGE	Range 5		
POST NUMBER/S	0079262		
LOCATION	GW		
DATE POST/S BECAME /BECOME VACANT	5.5.17		
MANAGER POST REPORTS TO	Head of Comms and Marketing		
*IS THIS REQUEST TO COVER PERMANENT RECRUITMENT	Y/N	YES	
*IS THIS REQUEST TO APPLY TO AN EXTERNAL AGENCY	Y/N	YES	
*IS THIS REQUEST TO COVER TEMPORARY RECRUITMENT FROM AGENCY POOL	Y/N	YES	
IF TEMPORARY PLEASE SPECIFY DATES FROM AND TO:	5.5.17 until permanent recruitment		
IF TEMPORARY PLEASE GIVE NAME OF EMPLOYEE COVERING VACANCY (if applicable)			
NAME OF RECRUITING MANAGER:			

(* please delete as appropriate)

Impact on Service – please include:-

- Information on the structure within this function indicating numbers of posts of the same type and how many corresponding vacancies – eg 20 care workers 2 posts vacant.
- Impact on the service if this post is not filled, with particular reference to services to the public.

<ol style="list-style-type: none"> 3 communications account managers - 1 post vacant Theatres - capacity to deliver revenue generating comms and marketing activity to target audiences will be critically affected. Public health, housing, waste and recycling, safer communities - comms and marketing to the public will be impacted by a critical gap in capacity.

Budget Issues

Please indicate:

1. The realisable savings if this post remained vacant until the 31st March 2018.
2. If any savings could be achieved by alternative ways of providing the service.

Comms account manager – vacancy
1. Realisable savings £35,857
2. Alternative savings means – nil

Please specify the funding source for this post:
Comms and marketing budgets
Public Health budgets – 20% salary contribution

Comments from Portfolio Holder

Signed:
Portfolio Holder

Dated:

Signed:
Councillor Alan Jarrett

Dated:

Signed:
Assistant Director, Transformation

Dated:



CABINET

4 APRIL 2017

GATEWAY 1 PROCUREMENT COMMENCEMENT: ADULT SUBSTANCE MISUSE SPECIALIST TREATMENT SERVICES RECOMMISSIONING – ADDENDUM REPORT

Portfolio Holder: Councillor David Brake, Adult Services

Report from: Dr Andrew Burnett, Director of Public Health

Author(s): Peter Gates, Programme Manager Substance Misuse and
Domestic Abuse
Jon Pitt, Democratic Services Officer

Summary

To set out the comments of the Health and Adult Social Care Overview and Scrutiny Committee which considered a report on the recommissioning exercise on 16 March 2017.

1. Background

- 1.1 The Head of Public Health Programmes introduced the report, supported by the Programme Manager for Adult Substance Misuse and Domestic Abuse. The service had last been recommissioned three years ago, with the previously separate services for alcohol misuse, opiate misuse and criminal justice having been brought together into a single service.
- 1.2 Good progress had been made during the last three years, with a significant improvement in successful outcomes amongst those accessing the service. The proportion of clients completing treatment dependence free had gone from bottom to top quartile. The commissioned service was provided by Turning Point, which a number of the Committee Members had recently visited. There was one year left under the current agreement, with the service needing to be recommissioned.
- 1.3 It was recognised that improvements needed to be made to the service given the relatively high rate of representation and also that a number of clients had been in treatment for over ten years. There was a need

to consider how service users could be better supported to recover from dependency, to better engage the voluntary sector and to make more effective use of advocates. A service redesign, based upon a full needs assessment, was underway. It was proposed that a detailed model be presented for consideration by the Committee in June 2017.

1.4 The Committee raised a number of points and questions as follows:

1.4.1 **Foetal Alcohol Syndrome** – In response to a Member question, the Head of Public Health Programmes advised that work with health visitors was being strengthened to provide training related to alcohol misuse in pregnancy. This would enable the provision of ante-natal and post-natal checks. Community and hospital based teams provided education about the risks associated with drinking during pregnancy.

1.4.2 **Support for substance misusers and families** – A Member said that they would like to see more help for families provided as a result of the recommissioning. She highlighted cases of older people in their 70's or 80's housing grown up children, as old as their 40's or 50's, as a result of them being unable to cope living on their own due to dependency. Key workers had provided initial support in such cases but there had not been sufficient follow up. The recommissioning should consider how to provide practical support in relation to substance misuse. The issues associated with ongoing methadone use also needed to be considered as it was clear that some people being provided with methadone in Medway were in an increasingly poor state of health.

1.4.3 The Head of Public Health Programmes advised that work was taking place with Turning Point to segment client groups. It was acknowledged that family and carer support was not robust enough. There was a need to strengthen work with organisations such as Carers First to enable them to offer support on an ongoing basis. It was clarified that someone still using methadone would not be classified as having completed the Turning Point programme dependency free.

1.4.4 **Reliance on voluntary sector** – A Member raised concern with regard to the proposed apparent reliance on voluntary sector providers to support adult substance misuse provision. She asked what engagement had taken place. The Head of Public Health programmes provided assurance that there would not be a reliance on the voluntary sector for service provision, although there would be engagement as this element of the service would be procured and not just expected.

1.4.5 **Transitional Arrangement** – Officers confirmed that a mobilisation programme would be put in place for a minimum of three months to ensure smooth transition from one provide to another in the event that an alternative provider was commissioned to Turning Point.

1.5 Members of the Committee gave thanks for the visit that had been organised to Turning Point.

1.6 The Committee:

- i) Noted the report and commented on the proposal to proceed with the recommissioning of redesigned specialist treatment services (Option 3) during 2017 for a contract start date of 1 April 2018.
- ii) Agreed that following a needs assessment, which would include patient and stakeholder engagement, the recommended service model would be presented to the Committee prior to contract award.

2. Recommendation

- 2.1 The Cabinet is asked to note the comments of the Health and Adult Social Care Overview and Scrutiny Committee as set out in section 1 of the Addendum Report.

Lead officer contacts:

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