

APPENDIX A

Dear Councillor Bull

Budget cuts – impact for Adult Services – Briefing for Overview and Scrutiny

Background

As you know, the council is having to make savings of £46m by the end of March 2012 with a further need for additional savings over the following two years.

Adult Services together with all other parts of the Council, was asked to come up with proposals to reorganise services within a very much reduced budget.

On 21 December 2010 these proposals were presented to Cabinet when they discussed their response to the Government’s cuts.

Among the difficult issues that Elected members have to consider is whether or not to close or cease a range of services.

Among the proposals are:

Cuts to services

Ward(s) Affected

The luncheon club at Jackson’s Lane by 1 April, 2011.
The four drop-in centres. The plan is that this service would stop no later than August 2011:

Highgate

Woodside House
Abyssinia Court
Willoughby Road
The Irish Centre

Woodside
Crouch End
Hornsey
Northumberland Park

The closure of the Homecare service no later than 1 April, 2012

All

Withdraw management support from the Cypriot Elderly & Disability project from 1 April, 2011 or as soon as possible thereafter

Woodside
Woodside
Tottenham
Tottenham
Hornsey
Tottenham

The Woodside Day Centre no later than April 1, 2012

The Haven no later than 1 April, 2012

The Six8Four Centre no later than April 1, 2012

Alexandra Road Crisis Unit no later than April 2012

The Whitehall St Centre no later than 1 April, 2012

We are looking at merging the services at The Grange and the Haynes Centre, to come into effect no later than 1 April, 2012

The Grange

Tottenham

Haynes Centre
The Red House no later than 1 April, 2013
Cranwood no later than 1 April, 2013
Broadwater Lodge no later than 1 April, 2013

Hornsey
St Ann's
Muswell Hill
Tottenham

These are provisional timings and are subject to change.

Restructuring of services: (All Wards)

Structural changes are also being made to support the introduction of Personalisation. This includes a new Re-ablement Service.

Action to date

Coincidental with the release of the cabinet papers on 17th December 2010 and the subsequent Cabinet meeting, a series of meetings were arranged for staff just before Christmas. Despite the short notice, many were able to attend. Individually addressed letters were also sent out to all those staff directly affected by the proposed cuts.

Subsequent to Cabinet's decision to approve more detailed consultation, we also wrote to almost 1500 users of services, residents of homes, their relatives and carers notifying them of the proposed cuts and advising them that there would be a series of initial awareness meetings in the early New Year. Some 20 of these meetings took place between 4th-7th January 2011. Headed by a senior manager, they gave audiences in the respective care homes and centres a chance to hear at first hand how the proposed cuts might specifically affect them and their loved ones. Not part of the formal public consultation process, the meetings were an opportunity for people to receive more information about this proposal than could be contained in a letter and represent the start of a regular dialogue and conversation with users of services, residents, their families and carers.

After the decision, we also, as a courtesy wrote out to or emailed health colleagues and other statutory partners as well as interested parties in the community, voluntary, private and independent sectors as a prelude to more regular discussions. We also wrote out to all local faith groups and churches to see if they were able to help, especially where, as in the case of foot care, drop-ins, there are no plans for the council to re-provide services.

The timing of these initial meetings was regrettable, but we had little choice given the timing of the Government announcement on what funding it was making to local councils and once proposals were in the public arena, the likely local coverage. We owed it to our staff, users of services, their families and carers and others to ensure, where possible, they heard of the proposed cuts first hand. We are conscious that not all of the letters we

sent out had arrived before the first of these meetings took place; we can only assume the volume of Christmas post and recent adverse weather conditions affected their delivery.

Next steps – Consultation Approach

The formal 90-day public consultation period will get underway very shortly. The key dates are:

Key date	Activity
24 January 2011	<ul style="list-style-type: none"> Public consultation opens
25 April 2011	<ul style="list-style-type: none"> Public consultation ends
26 April- 23 May 2011	<ul style="list-style-type: none"> Feedback reviewed and considered
TBC Jun 2011	<ul style="list-style-type: none"> Report to Cabinet on the consultation results
TBC Jul 2011	<ul style="list-style-type: none"> Final decision by Full Council on whether or not to proceed Any decisions regarding staffing levels to General Purposes Committee

Users of services, residents, relatives and carers will be informed, consulted and involved throughout the process. A monthly programme of meetings for each of the homes and centres affected are currently being scheduled for January, February and March.

Running in tandem with this process, will be the formal consultation of staff and staff-side representation commencing for those in non-statutory services (drop-ins and day care centres) from mid-January and for those in statutory services (principally residential care homes and the Alexandra Road Crisis Unit) only once final decisions have been taken. The period of consultation will vary from one to 3 months depending on the number of staff in each organisation in accordance with council procedures.

No action can or will be taken regarding issuing staff with notice periods before the final decision by Elected members when full account has been taken of the results of the public consultation. The exception to this is the Cypriot project where the two members of staff concerned have opted to take voluntary redundancy. The period of notice will vary depending on the length of service of each staff member involved, but not exceed 12 weeks.

We have also set up or are in the process of setting up as part of the formal public consultation process addresses to which both staff and members of the public can write, internal and public-facing web pages and have put in place procedures for handling complaints and general enquiries, including a helpline. There are also Frequently Asked

Questions and Answers being pulled together for both staff and the public. Details of sources of help are attached to this briefing.

Conclusion

We will be doing all we can to help and support both users of services, their families and carers and staff through this very difficult time.

As part of the ongoing consultation and communication process, we will be ensuring that all interested parties receive routine updates about the proposed changes.

SOURCES OF ADDITIONAL INFORMATION

Staff

Members

There is an email address and address where STAFF can direct any questions you might have: FeedbackandSupportforAdults@haringey.gov.uk; or they can write to FeedbackandSupportforAdults, 3rd Floor, 40 Cumberland Road, Wood Green, N22

The Chief Executive also now has a regular blog on Harinet:
http://harinet.haringey.gov.uk/intranet/news_publications/chief-execs-blog.htm

A Frequently Asked Questions list which will be maintained and updated as we get more questions, will be placed on the practitioner's zone on Harinet shortly. The details of both the e-mail address and where you can find the FAQ document are:

http://harinet.haringey.gov.uk/intranet/directorates/adultcultureandcommunity/soc_services/social_services-harinet-policies_procedures_and_guidance/budget_cuts_help_and_advice.htm

The Supporting Change arrangements can be found at:
http://harinet.haringey.gov.uk/intranet/directorates/peopleandod/orgdev/supporting_change.htm

Staff can also speak to HR and/or your manager as appropriate. Routine meetings are planned from the New Year. It is however important that anyone who is feeling stressed or worried by these changes contacts their manager or Occupational Health or speaks to a work colleague.

If you wish to indicate your interest in volunteering to take redundancy/early retirement please complete the VR1 form which can be found here Redundancy along with a redundancy calculator. A pension calculator is available below. Completed forms must be returned to Human Resources by email to hrpolicy.strategyteam@haringey.gov.uk by 31st December 2010. See HR FAQs.

Please see the page in Harinet entitled Redundancy where, among other things, you can find the redundancy and pension's calculator:

http://harinet.haringey.gov.uk/intranet/personnel/redeployment_restructuring/redundancy.htm

The contact details for union representatives are: Unison: Chris Taylor at abs1@unison.co.uk and for Unite: Cyril Andrews at hara1@blueyonder.co.uk or for GMB: please contact Dean Gilligan who is based at Ealing and works Mon-Wed for Haringey on either intothedrift@yahoo.co.uk or gmbtradeunion@ealing.gov.uk.

Member's Enquiries will be dealt with in accordance with the Council's procedure for handling enquiries from elected members (including Councillors, GLA members and MPs).

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Users of Services, their families and carers

Managers or staff in the relevant home or service are on hand to provide help and support

There will be a programme of regular briefings and meetings with users of services, families and carers for each of the facilities/services affected

Members of the Public

Formal complaints (complainants) and Freedom of Information requests as follows:

Email: lesley.clay@haringey.gov.uk

Tel: Ext 3398

Address: 2nd Floor, 40 Cumberland Road

Contact officer details: Lesley Clay 3398/Richard Baker 3307 or email: adultsocialcare.members@haringey.gov.uk

There is an email address and address where members of the public can direct any questions they might have: FeedbackandSupportforAdults@haringey.gov.uk; or they can write to FeedbackandSupportforAdults, 3rd Floor, 40 Cumberland Road, Wood Green, N22

There will be a formal 90-day public consultation around many of these proposals. Details of those meetings will be notified in early January 2011.

Webpage under construction

Helpline: 0208 489 1400 (Mon-Fri 0830 am to 5 pm)

Members of Parliament, Councillors and Chief Executive of the council:

Councillors: By name
 River Park House
 225 High Road
 London N22 8HQ

See link for further details, including telephone numbers

<http://www.minutes.haringey.gov.uk/mgCommitteeMailingList.aspx?ID=0>

Chief Executive: Kevin Crompton
 River Park House
 225 High Road
 London N22 8HQ

Email kevin.crompton@haringey.gov.uk

Tel 020 8489 2648

Fax 020 8489 2906

Members of Parliament

Lynne Featherstone MP

Telephone: 020 8340 5459

<http://www.lynnfeatherstone.org/contact>

Constituency office:

**FREEPOST RSAA-ZYEA-KLCJ
62 High Street
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<http://www.davidlammy.co.uk/contact.htm>