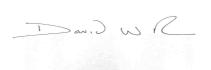
Public Document Pack



Executive Board Sub Committee

Thursday, 17 November 2011 10.00 a.m. The Board Room - Municipal Building, Widnes



Chief Executive

ITEMS TO BE DEALT WITH IN THE PRESENCE OF THE PRESS AND PUBLIC

PART 1

Item Page No

- 1. MINUTES
- 2. DECLARATION OF INTEREST

Members are reminded of their responsibility to declare any personal or personal and prejudicial interest which they have in any item of business on the agenda no later than when that item is reached and, with personal and prejudicial interests (subject to certain exceptions in the Code of Conduct for Members), to leave the meeting prior to discussion and voting on the item.

- 3. CHILDREN YOUNG PEOPLE AND FAMILIES PORTFOLIO
 - (A) SOCIAL WORKER CRITICAL SKILLS TRAINING

4. RESOURCES PORTFOLIO

1 - 3

Please contact Gill Ferguson on 0151 471 7395 or e-mail gill.ferguson@halton.gov.uk for further information.
The next meeting of the Committee is on Thursday, 1 December 2011

Item	Page No
(A) COMPUTER SALARY SACRIFICE SCHEME	4 - 10
5. HEALTH & ADULTS PORTFOLIO	
(A) EXTENSION OF LOCAL INVOLVEMENT NETWORK (LINK) CONTRACT	11 - 16

In accordance with the Health and Safety at Work Act the Council is required to notify those attending meetings of the fire evacuation procedures. A copy has previously been circulated to Members and instructions are located in all rooms within the Civic block.

Page 1

REPORT TO: **Executive Board Sub Committee**

17 November 2011 DATE:

REPORTING OFFICER: Strategic Director, Children and Enterprise

SUBJECT: Social Worker Critical Skills Training

WARD(S) Borough-wide

1.0 PURPOSE OF THE REPORT

1.1 To seek agreement to enter into a contract without conducting a tender exercise or seeking three written quotations in order to comply with procurement standing order 4.1, which places a requirement on the Council to invite quotations or tender for contracts with a value less than £156,442.

2.0 **RECOMMENDATION: That**

- 1. Under Procurement Standing Order 1.8.2 (e) SOs 4.1 be waived in respect of Afta Thought Training Consultancy Ltd; and
- 2. The Divisional Manager for Child Protection and Child in Need be authorised to enter into a contract with Afta Thought Ltd as the only provider of Social Worker Critical Skills Training of two days x two at a cost of £9,500.

3.0 SUPPORTING INFORMATION

- 3.1 In February this year Ofsted conducted a three yearly inspection of Safeguarding and Looked After Children services. Ofsted made 22 separate judgements, with 12 areas graded as good and 10 as outstanding. This outcome placed Halton Borough Council's services amongst the top performing Councils in the country. However, Ofsted did identify some areas that needed improvement, in particular Social Workers must;
 - Ensure that the quality of core assessment and plans for children in need and children in need of protection is consistently good and addresses both the risk and protective factors, as well as the implications of the family history.
- 3.2 The training needs of Social Workers are addressed by our Tools for Staff Working with Children & Young People training programme, most of which is delivered in house. Occasionally we need to use

external 'specialised' providers. Afta Thought is one of these specialist providers, who we have used before. Afta Thought deliver high quality training to the Public Sector and they are particularly skilled in using actors for training sessions that tackle sensitive issues. This makes their training unique. We are not aware of other providers who are able to deliver this highly specialised training.

- 3.3 Afta Thought's training is always well informed by current best practice and recent legislation. Feedback from Social Workers is always very positive and there is a high transfer rate to practice. We have found that their use of actors to role play situations with families delivers the best results and improves the practice of Social Workers. It has been identified that the delivery of training workshops by Afta Thought will enable us to comply with the action set out in 3.1.
- When Ofsted published the final report they set a tight deadline for complying with the action set out in 3.1. Whilst part of the action has been addressed by our current in house training programme, (several training events have already been held), we have, after a review, come to the conclusion that we still need this specialist training to give staff the opportunity to develop their skills via role play. Therefore this does not allow time for the formal tendering exercise, if we are to comply with the action set by Ofsted, and we are not aware of other specialist providers. We are also expecting Ofsted to carry out their second inspection of Contract, Referral and Assessment services (frontline child protection social work teams), and therefore there is an urgent need to have all our Social Workers trained, so we can demonstrate we have fully addressed this area of improvement.

BUSINESS CASE

4.1 **Value for Money**

The training will allow over sixty Social Workers and other practitioners to spend two days with specialist actors developing and enhancing critical skills for working with vulnerable children and young people and their families.

4.2 **Transparency**

This contract will be subject to issues of confidentiality and be open to scrutiny under the Freedom of Information Act, through the internal and external audit process and through the Policy & Performance Board scrutiny arrangements.

4.3 **Propriety and Security**

Integrity clauses will be built into the contract document and only staff with a need to know will have information about the contract.

4.4 Position of the Contract under the Public Contracts Regulations 2006

This contract is Social Work training and as such is largely exempt from the 2006 regulations. The requirement for transparency and non-distortion of competition are met by the details set out in the earlier parts of the business case. In any event, the value of this contract is below the financial threshold of £156,442,00

4.5 **Accountability**

This would remain with the Divisional Manager awarding the contract and once again the internal and external audit process. Policy & Performance Board will be relevant.

5.0 **POLICY IMPLICATIONS**

5.1 None

6.0 FINANCIAL IMPLICATIONS

- The funding for this training has been provided by the Children's Workforce Development Council, as part of the Social Work Improvement Fund Grant.
- 6.2 The contract is subject to annual renewal.

7.0 IMPLICATIONS FOR THE COUNCIL'S PRIORITIES

7.1 Children & Young People in Halton

This training will enable Social Workers to enhance their assessment skills, to better identify the right care plan and therefore improve outcomes for children and young people.

8.0 **RISK ANALYSIS**

8.1 NONE

9.0 **EQUALITY AND DIVERSITY ISSUES**

9.1 NONE

10.0 **LIST OF BACKGROUND PAPERS**

10.1 Ofsted's Inspection of Halton Borough Council's Safeguarding and Looked After Children services dated 25th March 2011.

REPORT TO: Executive Board Sub Committee

DATE: 17th November 2011

REPORTING OFFICER: Strategic Director – Policy and Resources

TITLE: Computer Salary Sacrifice Scheme

WARDS: Borough Wide

1.0 PURPOSE OF REPORT

1.1 To define the proposal for a salary sacrifice scheme to allow all permanent members of Halton Borough staff and temporary employees with a contract lasting longer than the lease be included to take the option to lease personal computer equipment for use within the home.

2.0 RECOMMENDED: That

- (1) the Board supports the development of this Scheme; and
- (2) the Board waives Standing Orders in relation to procurement allowing the Scheme to be developed and made available by the 30th November 2011, prior to Christmas.

3.0 BACKGROUND/SUPPORTING INFORMATION

- 3.1 Salary Sacrifice is an accepted financial scheme that allows the employees of an organisation to take advantage of an opportunity to gain the use of equipment and services that would sometimes be unavailable financially if such schemes were not available to offer such opportunity.
- 3.2 The Personal Computer (PC) Scheme will allow employees the opportunity to budget within their means and take advantage of discounted rates and spread payment options for modern and up to date computer equipment, whilst supported by the added benefit of maintenance and insurance options.
- 3.3 The PC Scheme in particular is aimed at allowing wider access to what is often expensive technology that for many is not just desirable but necessary to improve an individual's and their respective family's access to the internet and its benefits. General requirements for communication through social media are on the increase for many children and adults. Also a larger proportion of employment opportunities are now expecting a minimum level of computer literacy that can be expensive to maintain.

- 3.4 For those with access to technology within the home already, technology refresh within the home environment is just as important as it is within the workplace. Many families due to the costs associated with technology replacement retain equipment well past the potential of the device and the software within; ultimately restricting their access to the later software packages and their need to be familiar with such systems and communication options for their school and working lives.
- 3.5 Many of us expect to upgrade our mobile phone every two to three years; our home computing environment is just as important. A Scheme such as this PC Scheme will allow individuals the opportunity to budget for such technology as they do with their phone and refresh and maintain essential skills when using modern and up to date equipment.
- 3.6 This benefits the Authority as employees' skills increase through general acceptance and the use of new software within the home. Also the acceptance of change within the working environment becomes less stressful and is accepted quickly.
- 3.7 This Scheme will offer technologies from Apple as well as the more mainstream Microsoft platforms that many employees are currently working with at the moment. The offering made available will also include Tablet computing devices such as the Android OS device and the iPad2 as this market is now starting to dominate the home computer market, for both children and adults.
- 3.8 How will the scheme work within Halton?
- 3.9 It is intended to operate the Scheme twice a year, once before Christmas and again just before the summer as many of the major manufacturers release upgrades or new developments around these times, allowing the Scheme to stay current in its technology offering.
- 3.10 The Scheme will be open to all eligible of staff, whose salary exceeds the legally prescribed National Minimum Wage and checks will also be made prior to the completion of an order that any payments do not reduce any individual's salary below this level.
- 3.11 Equipment will be made available through a dedicated Halton Borough Council internet portal. For those members of staff with no current work or home access to an internet enabled PC the Council's Libraries will be able to offer assistance in this area.
- 3.12 Computer equipment such as laptops and standard PCs will be made available under a 36 month lease with a small final payment for the option to purchase if the individual wishes to do so. If not, the device can be returned and new equipment can be chosen again under the Scheme as you would with a mobile phone contract.

- 3.13 Those devices that are considered to be more technology sensitive such as the iPad2 and the competing Tablet devices, a 24 month lease, will be used as the change of technology and fashion relating to these technologies is quite considerable. Again the return of the device or a small final payment will be an option.
- 3.14 All devices will be covered by a full technical warranty and insurance to cover accidental damage.
- 3.15 Once an eligible employee has accepted the terms and conditions set out within the portal, an order will be placed for the chosen device and delivery will be arranged.

4.0 POLICY IMPLICATIONS

- 4.1 The process to date has involved the analysis of a number of similar schemes as well as the option of funding the scheme from within the Authority itself. The chosen scheme on offer delivers the least amount of financial risk to the Authority and offers the most financially viable options for the recipients of the Scheme in terms of the overall package inclusive of insurance and warranty supported by competitive rates in relation to the high street and the internet for the actual equipment on offer.
- 4.2 A visit to Shropshire County Council who operates a similar scheme with the supplier the Authority are intending to use has also taken place to evaluate the offering and its success.
- 4.3 Shropshire CC are also looking to operate as the Authority are, a scheme within the Authority's schools allowing parents and pupils to benefit through a similar scheme but utilising the considerable education discount the authorities can gain from the major suppliers such as Microsoft and Apple.
- 4.4 A pilot scheme of 4 schools within the Authority is in the planning stage at the moment, restricted to those schools that operate under the new Halton Schools' SLA. Financially this will benefit both the Authority and the schools whilst offering the pupils of the borough access to heavily discounted software and equipment in a similar scheme to the corporate offering this report is discussing but focused upon educational requirements and allowing wider access to current technology platforms.
- 4.5 The report requests that Standing Orders relating to the procurement of the Scheme and the associated suppliers is waived in order to initiate the availability of the service prior to Christmas. This will enable those members of staff considering the purchase of equipment at this time to consider the salary sacrifice scheme as an option, increasing the take-

- up and the financial opportunities associated with the scheme for the Authority.
- 4.6 Contractual agreements are with Legal at the moment and documents will be finalised for approval by the relevant signatories. Inclusive of both the intended hire agreement and the variation to an individual's employment contract.
- 4.7 The delivery of the web portal will be completed if approvals are gained for launch on the 30th November 2011.
- 4.8 This project has had involvement of the Payroll and HR Teams. Following discussion with HMRC, HR have been advised that the full tax and national insurance implications will not become clear until the HMRC Clearance Team have assessed the terms of the salary sacrifice scheme, i.e., the scheme can be set up in principle but the liabilities on the employee and employer are determined once the scheme has been submitted to the Clearance Team. Financial advice and support has been obtained from the Authority's Finance Team in assessing the lease arrangements and the viability of the scheme.

5.0 OTHER IMPLICATIONS

5.1 **Example Costs:**

Product	Samsung 15.6" 500GB, 2.2Ghz Note Book				
Warranty Term	36 month warranty				
Scheme Costs					
Hardware Costs	£339.98				

£2.82

Hardware Costs	£339.98
Warranty Cost	£50.00
Delivery cost	£10.00
Total Package Price	£399.98
VAT	£80.00
Sub Total	£479.98
Insurance cost	£78.45
Total Package Price	£558.43

Total Package Price (inc finance) £634.66

COST OF BORROWING £76.24

Monthly deduction from Gross Salary £17.63 Weekly deduction from Gross Salary £4.07

5.2 A GUIDE TO HIGHER RATE SAVINGS

Income tax saving

	National Insurance saving Total Saving	£0.35 £3.17			
	Total Payroll Savings Over Scheme	£114.24			
	High Street Savings	23%			
5.3	3 40% Tax Payer				
	Approximate net cost per week Approximate net cost per month Approximate cost of lease Employee's Package Price Example of Final payment	£3.34 £14.46 £520.42 £560.02 £19.80			
5.4	A GUIDE TO BASIC RATE SAVINGS				

Income tax saving National Insurance saving Total Savings	£1.41 £1.94 £3.35
Total Payroll Savings Over Scheme	£120.59
High Street Savings	24%

5.5 20% Tax Payer

Approximate net cost per week	£3.30
Approximate net cost per month	£14.28
Approximate cost of lease	£514.08
Employee's Package Price	£553.67
Example of Final payment	£19.80
Approximate cost of lease Employee's Package Price	£514.08 £553.67

5.6 **Employer NIC Savings Over Scheme** £35.03

Authority income margin to be 10% of the hardware value ex VAT.

5.7 **Employer NIC Costs of Running the Scheme**

Class 1a NIC will be payable by the Authority on the "benefit in kind" of providing the computer to the employee.

6.0 **IMPLICATIONS FOR THE COUNCIL'S PRIORITIES**

6.1 **Children and Young People in Halton**

6.1.1 Supporting the Council's employees and families in improving access to technology that would have potentially been out of reach for many. The development of a schools' scheme over the next 12 months will enhance this further.

6.2 **Employment, Learning and Skills in Halton**

6.2.1 Supporting the Council's employees and families in improving access to technology that would have potentially been out of reach for many. Improving adult learning and supporting the improvements in internet use.

6.3 **A Healthy Halton**

6.3.1 Improved internet access to key services and information services.

6.4 A Safer Halton

6.4.1 Improved internet access to key services and information services.

6.5 **Halton's Urban Renewal**

6.5.1 With the advent of the schools' schemes developing a greater base of individuals of all age groups that have access to and skills in using current technology and the platforms within

7.0 RISK ANALYSIS

- 7.1 The associated risk with this Scheme financially is limited, but as with any scheme such as this a small percentage of recipients will abuse the process and the potential for a small number of bad debts will be a fact. It is proposed that 15% of the income received from this Scheme is set aside to insure against such issues arising.
- 7.2 As noted within the body of the document careful consideration has been given to the ability of individuals to not over extend themselves financially. Whilst the Authority has no control over individuals' spending patterns, financial advice in the form of the contractual obligations and financial budgeting will be a prominent feature of the web portal. To support this it has been decided that only eligible employees who earn a salary that will remain above the legally set National Minimum Wage once deductions have been taken will be eligible for this Scheme.

8.0 EQUALITY AND DIVERSITY ISSUES

8.1 None

9.0 LIST OF BACKGROUND PAPERS UNDER SECTION 100D OF THE LOCAL GOVERNMENT ACT 1972

9.1 None.

SALARY SACRIFICE ANALYSIS

Example of salary sacrifice of £672.00 over 24 months

Normal Salary				Salary Sacrifice 0f £28.00per month			Monthly Difference	
	Gross Salary	£3026.08			Gross Salary	£ 3026.08		
					Salary Sacrifice		£28.00	
					New Gross Salary	£ 2998.08		-£28.00
Less	Pension Contribution (6.8%)		£205.77	Less	Pension Contribution (6.8%)		-£ 205.77	-£ 0.00
Less	National Insurance (10%)		£249.54	Less	National Insurance (10%)		246.63	-£ 2.91
Less	Tax (20%)		£439.40	Less	Tax (20%)		433.80	-£ 5.60
		-£ 894.71				-£ 886.20		
	Net Pay (Take Home Pay)	£2131.37			Net Pay (Take Home Pay)	£ 2111.88		£ 19.49
	Employers NI	£240.70			Employers NI	£237.8	37	£2.83

ADDITIONAL ANNUAL TAX & NI LIABILITIES

The 'benefit in kind' will need to be reported via a P11D and this will result in additional charges for the employee and the employer (Class 1a NI)

Based on the above :

Employee will have their tax code reduced in the following financial year resulting in an additional £26.80 tax being paid

Employer will be liable for <u>additional Class1A NI amounting to £18.55</u> (based on 2011/12 rate of 13.8%)

The Class1A NI is payable on the 'benefit in kind' due at 20% of the market value and this is payable for each year the 'asset' is available to the employee.

Therefore if the PC made available 2011/12 and final payment is made in Dec 2013 Class1a NI will be due 2011/12,2012/13 and 2013/14

Page 11 Agenda Item 5a

REPORT TO: Executive Board Sub Committee

DATE: 17 November 2011

REPORTING OFFICER: Strategic Director, Communities

SUBJECT: Extension of Local Involvement Network (LINk)

Contract

WARD(S) Borough-wide

1.0 PURPOSE OF THE REPORT

1.1 To request an extension to the exiting LINKs Host contract for the extended transition period to Local HealthWatch.

2.0 **RECOMMENDATION:**

That Members of the Executive Board Sub Committee approve that:

i) Halton and St Helens Council's extend the existing Host Contract by 6 months from April 2012- October 2012, plus an option for 6 x 1 month extensions if required.

3.0 **SUPPORTING INFORMATION**

- 3.1 In June 2011 Executive Board Sub approved an extension to the original LINk Host contract with Halton and St Helens Voluntary & Community Action (VCA), jointly contracted with St Helens Council, to take the contract to the end of March 2012. This was in line with 'Liberating the NHS' white paper time table as it was at that time.
- 3.2 Since this time the Government have announced that there would be an extended transition period from LINk to HealthWatch with the establishment of HealthWatch now taking place in **October 2012**, 6 months after it was originally anticipated.
- 3.3 The statutory duty of each Local Authority to provide LINk activity remains until the establishment of Local HealthWatch. This now leaves a potential **6 month gap (April 2012- October 2012)** in LINk provision in Halton that needs to be addressed.
- 3.4 This would allow for some flexibility in the event that the Government timetable for Local HealthWatch implementation is pushed back again, in line with the introduction of NHS Complaints and Advocacy services (under the HealthWatch banner) in March

2013.

- 3.5 St Helen's Council are keen to extend the jointly contracted Host contract with Halton and St Helens VCA for the duration of the transition period.
- 3.6 The Halton LINk Host have confirmed that they would accept an extension for the extended transition period should this be offered to them.
- 3.7 To date there have not been any performance issues with the LINk Host

4.0 **POLICY IMPLICATIONS**

- 4.1 The Government's vision is to strengthen patient and public voice through the development of LINks into Local HealthWatch. Local HealthWatch will continue with the role of LINK along with additional remit as a consumer champion at both local and national levels.
- 4.2 For LINks, the transition year needs to address two key challenges:
 - All LINks being supported to operate at the level of the best;
 - A smooth transition to local HealthWatch.
- 4.3 For local authorities the transition year needs to address:
 - What effective and valuable local HealthWatch arrangements would look like;
 - The level of investment required in local HealthWatch arrangements.
- 4.4 By extending the existing LINk Host Contract it will support the LINk to continue with establishing a transitional plan and it's transitional arrangements, promoting a smooth transition to Local HealthWatch.

5.0 OTHER/FINANCIAL IMPLICATIONS

5.1 LINks is currently funded through Department for Community & Local Government Formula Grant, this will continue for at least the remainder of the current spending review. There is sufficient grant to cover the periods identified.

6.0 **LEGAL IMPLICATIONS**

The Procurement team have agreed that this option as viable as the LINk service is Part B exempt under the Public Contracts Regulations 2006 as it is classified as a 'health and social care service' and the aggregated value of the contract would be less than £1 million. A waiver of standing orders would need to be approved.

A business case for waiver of standing orders can be found in Appendix 1

7.0 IMPLICATIONS FOR THE COUNCIL'S PRIORITIES

7.1 Children & Young People in Halton

None identified.

7.2 Employment, Learning & Skills in Halton

None identified.

7.3 A Healthy Halton

LINks provide the following functions:

- Promoting and supporting the involvement of people in the commissioning, provision and scrutiny of health and social care services
- Obtaining the views of people about their needs for and experiences of local services.
- Conveying those views to organisations responsible for commissioning, providing, managing and scrutinising health and social care services and recommending how services can be improved.
- Enabling people to monitor and review the commissioning and provision of local services.

7.4 A Safer Halton

None identified.

7.5 Halton's Urban Renewal

The views of local people on issues which may include access to centres that provide health and social care services may be sought by the LINk.

8.0 **RISK ANALYSIS**

8.1 If the LINk contract is not extended for the period April 2012 – September 2012 Halton Borough Council will need to make alternative arrangements to provide LINk support during the transitional period. This may incur additional cost and resource.

9.0 **EQUALITY AND DIVERSITY ISSUES**

9.1 The LINk seeks views on health and social care provision from all groups within the community in relation to health and social care

services available to Halton residents.

9.2 Any contract extension will make provision for the Host organisation to maintain and observe a written Equalities Policy.

10.0 LIST OF BACKGROUND PAPERS UNDER SECTION 100D OF THE LOCAL GOVERNMENT ACT 1972

Document	Place of Inspection	Contact Officer
Executive Board Sub Committee Report 15/07/11	Municipal Building	Angela McNamara Divisional Manager Commissioning

Appendix 1 Business case for waiving tendering Standing Orders

In light of the exceptional circumstances, namely a change in the Government timetable in extending the transition period to Local HealthWatch, it is requested that Standing Orders be waived on this occasion on the basis of SO1.8.2(f) in view of compliance with Standing Orders would be inconsistent with partnership arrangements with St Helens Borough Council.

St Helen's Council are keen to work with Halton Borough Council to continue the existing LINk Host arrangements during the extended transition period to ensure continuity and quality of provision is not compromised during an already turbulent time in the field of Health and Social Care, due to wide ranging reforms.

As the current Host arrangement is jointly procured with St Helen's Council, a deviation from this arrangement at this stage would require Halton to undertake, as a minimum, an 'advanced quote' process – incurring resource and possible financial implications.

Value for money and competition

The extension to the LINk Host contract will be subject to quarterly monitoring by both Halton and St Helens Councils, as it is a joint contract between the two Authorities. From Halton, this will be undertaken by a Policy Officer (Health). Quarterly monitoring of the Host contract is already well established where by progress towards the outcomes specified in the original contract is reviewed, identifying where remedial action is required to be taken.

In the letter from the Department of Health (dated 27.10.10) it is stated that '...local authorities **should** consider extending **existing LINks host**... unless there are strong operational reasons not to do so.' To date there have been **no** performance issues in relation to the Host organisation's progress towards and achievement of outcomes specified in the original contract specification.

St Helens and Halton CVA have agreed a 12.5% reduction in the half yearly budget (April 2012-October 2012) in light of the current financial situation that faces both Halton and St Helens Council's. This will enable the Host organisation to continue to deliver a LINk service to the public, ensuring that the level of quality is not compromised during the transitional period.

There would be resource implications of testing the market for a contract of only 6 months in duration. There is also a risk that in pursuing alternative arrangements that continuity of service to the public may be compromised and confusion may occur amongst the public and other stakeholders during what is already a potentially confusing transitional period from LINk to HealthWatch.

Any request for information under the Freedom of Information Act (FOIA) will be entered into the corporate FOI Tracking System to ensure that it is dealt with and responded to within the statutory 20-day period.

The LINk Host contract will be subject to the internal audit process of the Council. Internal Audit works to an Annual Audit Plan which is approved by the Business Efficiency Board.

Propriety and Security

Integrity clauses will be built into the contract extension document ensuring that only staff with a need to know will have information about the contract. The Host organisation shall ensure that it complies with all relevant legislation, including the Data Protection Act 1988 and the Freedom of Information Act 2000

Accountability

Accountability would remain with the Operational Director for Prevention and Commissioning and would be subject to scrutiny from internal and external audit processes and Policy and Performance Boards.

Position of the contract under the Public Contracts Regulations 2006

This contract is for a Health and Social Care service and as such is exempt from the 2006 regulations. The contract extension would be Part B exempt as the aggregated value of the contract is less than £1million.

The annual value of this contract is below the financial threshold of £156,442.00 and therefore a full tender exercise would not be required.