

# Impact Assessment

## Moving with dignity approach



12/01/2022

Reference: 2424-6083-4851-3063

Impact Assessments (IA) are a process of assessing how our proposals and decisions might impact upon different types of people and communities and developing proposals in line with relevant legislation.

**This is a legal requirement, and ensures the Council considers key legislation, including Equalities, Welsh language, Future Generations, Socio-economic Duty and Risk when developing proposals.**

**It will also help the Council make the best possible decisions for the people of Powys.**

# 1. Proposal Information

<b>Author name</b>	Michael Gray, Head of Adult Services
<b>Head of service</b>	Michael Gray, Head of Adult Services
<b>Portfolio holder</b>	Myfanwy Alexander, portfolio holder for Portfolio Holder for Adult Social Care, Welsh Language and Communications
<b>Proposal title</b>	Moving with dignity approach
<b>Description of proposal</b>	Through our moving with dignity approach, reduce the number of double handed care packages, thereby reducing cost of those care packages.

## 2. Savings and Consultation requirements

### Profile of savings delivery

2021-22	2022-23	2023-24	2024-25	2025-26	2026+	Total savings
£0	£400,000	£0	£0	£0	£0	£400,000

### Further information

There is well established evidence that an investment in occupational therapy resource can deliver significant returns in terms of both cost savings, and cost avoidance, if OTs are used to review new and existing double handed care packages. The proposal has the added benefit of releasing care capacity. This extra capacity can then be used in a more targeted way, which will assist with our ongoing efforts of transferring people from hospital in a timely manner.

### Consultation requirements

<b>Consultation required?</b>	No
<b>Justification</b>	Strengths based care and support planning and reviews are aligned with the Social Services and Wellbeing Act.

## 3. Impact on other service areas, geographical areas and data protection

### 3a. Impact on other service areas

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### 3b. Impact on geographical locations

The entire county
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### 3c. Data protection impact assessment

Will the proposal involve processing the personal details of individuals?	Yes
Is Powys County Council the data controller?	Yes
Further information	

## 4. Impact on Vision 2025

### 4a. The economy

Impact	None
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### 4b. Health and care

<b>Impact</b>	<p>We believe that reducing the number of carers going into a person’s home to assist with personal tasks makes for more consistent care, greater privacy for our residents and more personal one-to-one relationships with fewer carers.</p> <p>A recent report from the Royal College of Occupational Therapists (RCOT) demonstrates that funding occupational therapy services delivers a significant return on investment. There is a wealth of evidence that shows that Councils can achieve savings by making greater use of occupational therapy to personalise packages of care.</p> <p>The initiative directly contributes to our Vision 2025 Corporate Improvement Plan, and in particular our Health and Care theme, by ensuring that we work in a strengths-based way to promote independence and self-care wherever possible.</p>
<b>Impact rating</b>	Good
<b>Mitigation</b>	Ensure that occupational therapists are involved in right-sizing all proposed care packages and to be part of reviews as and when appropriate.
<b>Mitigated impact rating</b>	Good

#### 4c. Learning and skills

<b>Impact</b>	None
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#### 4d. Residents and communities

<b>Impact</b>	None
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#### 4e. Evidence

A recent report from the Royal College of Occupational Therapists (RCOT) demonstrates that funding occupational therapy services delivers a significant return on investment. There is a wealth of evidence that shows that Councils can achieve savings by making greater use of occupational therapy to personalise packages of care. To provide two examples:

Devon County Council have adopted this approach and achieved annual savings of £472,301; cost avoidance of £178,500 and a saving of 239 hours of care costs.

Rhondda Cynon Taf County Borough Council, based on 18 months' worth of reviews, have achieved £621K savings up to March 2019, and £215K of cost avoidance within the same period.

## 5. Impact on well-being goals including Welsh language and equalities

### 5a. A prosperous Wales

<b>Impact</b>	If there is a reduction in the level of care required, whilst ensuring that eligible needs are still met, there may be a corresponding reduction in worker travel across the County which will have a positive impact on the Council's carbon footprint.
<b>Impact rating</b>	Good
<b>Mitigation</b>	Ensure that occupational therapists are involved in right-sizing all proposed care packages and to be part of reviews as and when appropriate.
<b>Mitigated impact rating</b>	Good

### 5b. A resilient Wales

<b>Impact</b>	If there is a reduction in the level of care required, whilst ensuring that eligible needs are still met, there may be a corresponding reduction in worker travel across the County which will have a positive impact on the Council's carbon footprint.
<b>Impact rating</b>	Good
<b>Mitigation</b>	Ensure that occupational therapists are involved in right-sizing all proposed care packages and to be part of reviews as and when appropriate.
<b>Mitigated impact rating</b>	Good

## 5c. A healthier Wales

<b>Impact</b>	The moving with dignity approach is a strengths based approach that looks at what people can do for themselves, and how aids and adaptations can be used where appropriate to make sure that the level of care provided is sufficient and proportionate.
<b>Impact rating</b>	Good
<b>Mitigation</b>	Ensure that occupational therapists are involved in right-sizing all proposed care packages and to be part of reviews as and when appropriate.
<b>Mitigated impact rating</b>	Good

## 5d. A Wales of cohesive communities

<b>Impact</b>	None
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## 5e. A globally responsible Wales

<b>Impact</b>	The dignity with care approach is a strengths based approach that looks at what people can do for themselves, and how aids and adaptations can be used where appropriate to make sure that the level of care provided is sufficient and proportionate. This creates the conditions for people to live in dignity and achieve their full potential.
<b>Impact rating</b>	Good
<b>Mitigation</b>	Ensure that occupational therapists are involved in right-sizing all proposed care packages and to be part of reviews as and when appropriate.
<b>Mitigated impact rating</b>	Good

## 5f. A Wales of vibrant culture and thriving Welsh language

### Using Welsh

<b>Impact</b>	None
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### Promoting Welsh

<b>Impact</b>	Residents will be supported by Welsh speaking professionals in line with the Active Offer.
<b>Impact rating</b>	Good
<b>Mitigation</b>	Not specified

## Sports, Art & Recreation

<b>Impact</b>	None
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## 5g. A more equal Wales

### Age

<b>Impact</b>	We believe that reducing the number of carers going into a person's home to assist with personal tasks makes for more consistent care, greater privacy for our residents and more personal one-to-one relationships with fewer carers.
<b>Impact rating</b>	Good
<b>Mitigation</b>	Ensure that occupational therapists are involved in right-sizing all proposed care packages and to be part of reviews as and when appropriate.
<b>Mitigated impact rating</b>	Good

### Disability

<b>Impact</b>	We believe that reducing the number of carers going into a person's home to assist with personal tasks makes for more consistent care, greater privacy for our residents and more personal one-to-one relationships with fewer carers.
<b>Impact rating</b>	Good
<b>Mitigation</b>	Ensure that occupational therapists are involved in right-sizing all proposed care packages and to be part of reviews as and when appropriate.
<b>Mitigated impact rating</b>	Good

### Gender Reassignment

<b>Impact</b>	None
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### **Marriage or Civil Partnership**

<b>Impact</b>	None
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### **Race**

<b>Impact</b>	None
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### **Religion or Belief**

<b>Impact</b>	None
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### **Sex**

<b>Impact</b>	None
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### **Sexual Orientation**

<b>Impact</b>	None
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### **Pregnancy and Maternity**

<b>Impact</b>	None
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### **Socio-economic Duty**

<b>Impact</b>	None
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## **5h. Evidence**



A recent report from the Royal College of Occupational Therapists (RCOT) demonstrates that funding occupational therapy services delivers a significant return on investment. There is a wealth of evidence that shows that Councils can achieve savings by making greater use of occupational therapy to personalise packages of care. To provide two examples:

Devon County Council have adopted this approach and achieved annual savings of £472,301; cost avoidance of £178,500 and a saving of 239 hours of care costs.

Rhondda Cynon Taf County Borough Council, based on 18 months' worth of reviews, have achieved £621K savings up to March 2019, and £215K of cost avoidance within the same period.

## 6. Impact on key guiding principles & workforce

### 6a. Sustainable development principles

#### Long-term

<b>Impact</b>	Providing proportionate levels of care that meet eligible needs is aligned to the vision of the service. The approach enables us to work alongside people to have a care and support plan with a focus on achieving the maximum possible independence (as is realistic and possible for their individual circumstances) and delivers the desired outcomes.
<b>Impact rating</b>	Good
<b>Mitigation</b>	Ensure that occupational therapists are involved in right-sizing all proposed care packages and to be part of reviews as and when appropriate.
<b>Mitigated impact rating</b>	Good

#### Collaboration

<b>Impact</b>	The moving with dignity approach relies on practitioners working alongside people receiving care and providers to ensure care provided is proportionate and sufficient.
<b>Impact rating</b>	Good
<b>Mitigation</b>	Ensure that occupational therapists are involved in right-sizing all proposed care packages and to be part of reviews as and when appropriate.

<b>Mitigated impact rating</b>	Good
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### Involvement (including Communication and Engagement)

<b>Impact</b>	None
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### Prevention

<b>Impact</b>	There is a wealth of evidence that shows that Councils can achieve savings by making greater use of occupational therapy to personalise packages of care. The initiative directly contributes to our Vision 2025 Corporate Improvement Plan, and in particular our Health and Care theme, by ensuring that we work in a strengths-based way to promote independence and self-care wherever possible.
<b>Impact rating</b>	Good
<b>Mitigation</b>	Ensure that occupational therapists are involved in right-sizing all proposed care packages and to be part of reviews as and when appropriate.
<b>Mitigated impact rating</b>	Good

### Integration

<b>Impact</b>	The moving with dignity approach relies on practitioners working alongside people receiving care and providers to ensure care provided is proportionate and sufficient.
<b>Impact rating</b>	Good
<b>Mitigation</b>	Ensure that occupational therapists are involved in right-sizing all proposed care packages and to be part of reviews as and when appropriate.
<b>Mitigated impact rating</b>	Good

### 6b. Impact on the workforce

<b>Impact</b>	None
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### 6c. Impact on payroll

<b>Impact</b>	None
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## 6d. Welsh language impact on staff

Impact	None
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## 6e. Impact on apprenticeships

Impact	None
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## 6f. Evidence

A recent report from the Royal College of Occupational Therapists (RCOT) demonstrates that funding occupational therapy services delivers a significant return on investment. There is a wealth of evidence that shows that Councils can achieve savings by making greater use of occupational therapy to personalise packages of care.

The initiative directly contributes to our Vision 2025 Corporate Improvement Plan, and in particular our Health and Care theme, by ensuring that we work in a strengths-based way to promote independence and self-care wherever possible.

## 7. Likelihood and risks

No risks documented
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## 8. Overall summary and judgement

### Outline assessment

The moving with dignity approach is a strengths based approach that looks at what people can do for themselves, and how aids and adaptations can be used where appropriate to make sure that the level of care provided is sufficient and proportionate. The approach is aligned with our strengths based way of working, and our ongoing work to determine the most cost effective means of meeting eligible needs.

Cabinet reference	
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## 9. Additional evidence

## 10. Ongoing monitoring arrangements and governance

### Monitoring arrangements

Domiciliary care steering group

Finance saving tracker meetings

**Review date**

07/01/2022

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