

KEY HIGHLIGHTS FROM THE PERSONALISATION PROGRAMME NOVEMBER 2009

WORK AREA	WHAT	WHEN	WHO	DURATION
COMMUNICATION	<p>Personalisation Board meeting regularly to guide and direct overall programme.</p> <p>Personalisation Strategy is being developed for approval by Personalisation Board before wider consultation and engagement in the new year</p> <p>Staff Awareness Sessions A range of staff awareness sessions will take place to provide staff with a thorough understanding of the concepts related to Personalisation. Sessions promoting SDS</p>	<p>The board now meets monthly</p> <p>The Strategy will be finalised by December 2010</p> <p>Ongoing</p>	<p>The Board is led by Joy Hollister but also includes cabinet members and senior managers across Housing & Adult Social care</p> <p>The work is led by Denise D'Souza and Jaine Huntley</p> <p>All staff: Sessions being led by Jaine Huntley, Gemma Lockwood and Kathy Biggle</p>	<p>The Board will be in place for the duration of the Personalisation Programme</p> <p>The Strategy will run to April 2011</p> <p>4 Awareness Sessions have been implemented to date, to 55 staff within the assessment and access point teams. Further sessions are planned. Awareness of direct payments has been delivered to 3 mental health staff teams at team meetings. A Self Directed Support Practice</p>

	and Direct Payments have already taken place.			Forum has been created with monthly 1-hour sessions starting as from 1/12/09.
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SELF DIRECTED SUPPORT	<p>There is a drive to meet the NI130 Performance Indicator of 1000+? by April 2010.</p> <p>This will be achieved by reviewing 1400 cases with the intention of offering service users the opportunity of a self directed package of care</p> <p>A Resource Allocation System (RAS) is being piloted in OPCAT. The intention is for the RAS to be 'live' by April 2010</p> <p>Officers are working regionally with FACE to develop specialist aspects of the RAS such as calculating the impact of low cost</p>	<p>All service users will be offered the opportunity of Self-Directed Support by April 2010</p> <p>The pilot began in October and will run for 6 months</p>	<p>An executive group has been set up to develop increased opportunities for Self-Directed Support. This group is led by Denise D'Souza. A 'Dashboard' of performance is being considered by the executive in line with the Care-Networks Tool kit</p> <p>There is a Self Direct Support working group that is developing the RAS (SDS Systems) This work is led by Laura Scott Smith</p> <p>A sub group has been set up to improve information to service</p>	<p>Work continues to increase our Performance Indicators related to Self-Directed Support.</p> <p>Full rollout of the RAS will must take place by April 2010</p> <p>All service users must be offered the opportunity to take up Personal Budgets by 2011</p>

	<p>packages, mental health and personal health budgets</p> <p>Personal Budgets and Support Plans are being implemented in Learning Disability Services following on from the Individual Budgets Pilot. The service has a Resource Allocation System and this is used with all service users. Personal budgets are being promoted particularly for young people on transition to ASC and LD services.</p> <p>Personal Budgets and Support Plans are also being implemented in Adult Social Care using an interim process</p>		<p>users and carers about opportunities for self-directed support. This group is led by Kathy Biggle</p> <p>A sub group has been set up to develop contract and commissioning related to SDS this group is led by Sharon Lyons</p> <p>Learning Disability Services</p>	<p>This work has commenced and will run for the duration of the Personalisation Programme.</p> <p>Ongoing</p>
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	<p>whilst waiting for full implementation of RAS.</p> <p>Individual Service Funds are already being implemented in Learning Disability Services particularly in relation to Supported Living. A new type of support model is being worked on for the Wellington Road development.</p> <p>The Commissioning Team for Learning Disability and CLDT are working on Transitions to improve outcomes for independent living through personal budgets and supported living.</p> <p>Learning Disability Services have introduced Day Options through the In</p>		<p>Gemma Lockwood</p> <p>Learning Disability Services</p> <p>Anne Richardson</p>	<p>Began Nov 09</p> <p>Ongoing</p> <p>October 2010</p>
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	<p>House Services. Service users will have personal budgets and support plans for employment, educational and leisure needs with brokerage provided by a Day Options team.</p>	<p>Project has started.</p>	<p>Joanna Sharp, Steve Hook</p> <p>Mandy Voice and Jacqui Streeter.</p>	
WORK AREA	WHAT	WHEN	WHO	DURATION
EQUALITY IMPACT ASSESSEMENTS	<p>All aspects of the Personalisation agenda will be subject to an Equalities Impact Assessment.</p>	<p>A programme has been devised to cover all aspects of Personalisation</p>	<p>Kathy Sweeney leads on this piece of work.</p>	<p>An EIA specific to Personalisation is being finalised at a workshop in November 2009 and will be presented to Personalisation Board in December.</p>
UNIVERSAL SERVICES	<p>A Personalisation Strategy is being developed that will be</p>	<p>A Personalisation Strategy</p>	<p>Denise D'Souza is leading on the Personalisation Agenda</p>	<p>The Strategy will be engaged/consulted on in the new year with in put from the</p>

	<p>applicable across all Council services and to all Brighton and Hove residents</p> <p>Following a Brokerage event in the summer a Brokerage Scoping Paper is being produced to map current Brokerage Functions across the city</p>	<p>workshop will take place in November 2009</p> <p>The paper will be presented to Personalisation Board in December 2009</p>	<p>Jaine Huntley is leading on this piece of work.</p>	<p>CE</p> <p>All service users must be offered Individual Budgets by March 2011 so Brokerage must be in place by then.</p> <p>Discussions are taking place about how in house processes/teams may need to change to accommodate this.</p>
WORK AREA	WHAT	WHEN	WHO	DURATION
WORKFORCE DEVELOPMENT	<p>Personalisation will bring opportunities for workforce development.</p>	<p>A Workforce Strategy is now in place.</p>	<p>There is a dedicated work-stream assigned to this task led by Karin Divall</p>	<p>Working is on going and will be complete by 2011</p>

REABLEMENT	Re-ablement approach offered to all service users via the Community Solutions Team	Ongoing	There is a dedicated work-stream taking this work forward which is led by Karin Divall and aligns with development of reablement with Independent Home Care providers which is led by Lynn Mounfield	The work has been phased over the last year.
MARKET PLACE DEVELOPMENT	Personalisation will mean greater choices for service users. This means the local market will need to be ready to meet these social care needs.	A Market Strategy is now in place	There is a dedicated work-stream assigned to this task which is being led by Jane MacDonald. An Independent Sector Development Worker has been appointed to help develop this work	This work will be carried out over the duration of the project (2011) and beyond
COMMISSIONING	The Personalisation agenda is being aligned with the major Commissioning Strategies such as PD, OP & Carers	All strategies have been reviewed	The strategies are led in the main by the PCT in partnership with ourselves	The strategies are reviewed on a regular basis and will include consideration of the Personalisation agenda
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IT & SYSTEMS	Dedicated resource in place to ensure that IT	This work has commenced	There is a dedicated work-stream in place	This is a 3 year programme of work.

	systems can support changes required by Personalisation agenda.	& links to Personalisation timetable.	led by Phillip Letchfield and supported by Carol Fletcher (CF6)	
FINANCIAL	The financial impact of the Personalisation Programme is being assessed as part of a Financial Modelling Group	A working group has been set up to scope the financial impact.	Finance (Anne Silley) and ASC are working closely to ascertain costs and future costs. A dedicated Finance Manager (Steve Dabson) has been recruited to support Personalisation	Financial modelling is a key part of the Personalisation Strategy and the action plan will be finalised at a Personalisation Strategy workshop in November 2009
PERFORMANCE MONITORING	The Personalisation agenda links directly with a range of National Performance Indicators (NI 131, 132, 133, 135 & 136) It also aligns with the ADASS 5 key milestones and the SDS performance Dashboard,	These are reported on an ongoing basis	There is a dedicated resource to report Performance Indicators on a monthly basis. This work is overseen by Phillip Letchfield	Performance monitoring will cover the life of the project and beyond.