

PEOPLE (ADULTS & HEALTH AND CHILDREN) JOINT SCRUTINY PANEL

28th August 2014

PEOPLE FIRST

Report of the Chief Executive

STRATEGIC AIM:	All
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1. PURPOSE OF THE REPORT

1.1 To consult Joint Scrutiny on the final report of the People First project

2. RECOMMENDATIONS

2.1 That Scrutiny notes and comments on the final report of the People First Project. Comments will be provided to Cabinet at its meeting on 2nd September 2014. Comments from the Cabinet meeting will be distributed prior to Council at its meeting on 8th September 2014 when this report will be considered.

3 REASONS FOR THE RECOMMENDATIONS

3.1 The People First review was commissioned by Council in January 2014 having considered Report 10/2014. The review has now concluded and this report sets out the resultant proposals. The report is attached at **Appendix A** to this report.

3.2 Comments from this Joint Panel will be provided to Cabinet at its meeting on 2nd September 2014 and by Council at its meeting on 8th September 2014 when this report will be considered.

3.3 Chapters 1 - 5 of the report set the context for the review and explain the process followed including the consultation process.

3.4 Chapters 6 – 16 contain the review proposals and this provides the background to the recommendations contained within this report.

4. THE PEOPLE FIRST REVIEW

4.1 The financial implications associated with the report are contained in Chapter 17.

4.2 The legal implications associated with the report are contained in Chapter 18.

4.3 The human resources implications associated with the report are contained within Chapter 19.

5. RISK MANAGEMENT

RISK	IMPACT	COMMENTS
Time	Medium	The People First review has been concluded within the originally approved timescales. The recommendations and proposals if approved will be implemented over a 3 – 5 year period as outlined in Appendix A to the report.
Viability	Medium	There is a significant amount of work to be undertaken over the next 2 – 5 years to implement the review and there are a number of risks associated with this including:- a. The impact of changes in government (local and national) policy in particular bearing in mind a potential change of administration both locally and nationally in 2015 e.g. Better Care Fund b. Staff resources – Rutland has for some time experienced difficulty in recruiting and retaining staff to support existing and emerging areas of work. It is vital that we are able to ensure the appropriate staff are in place to deliver against the recommendations and proposals contained in the People First report. (reference is made to this in Chapter 19 of the report) c. Partnership working – increasingly the success of our services is becoming reliant on effective partnership working. It is vital that in future we continue to build and strengthen our existing partnerships and develop new ones where appropriate
Finance	Medium	The review report identifies in Chapter 17 the financial implications associated with the report. This indicates that there is sufficient evidence to indicate that the financial savings target set for the review is likely to be met. The risk is rated as medium as all proposals are subject to further work, consultation and separate approval.
Profile	High	The consultation process for the People First review has ensured that the issue is high profile. One of the objectives of the review was to raise the profile of the work of the People Directorate and to give the community, our partners, stakeholders and service users an opportunity to comment on the future of services. Our media campaign and extensive consultation and engagement process has been relative to previous consultation processes

		<p>successful. This does of course mean that the outcomes of the review and their implementation will also be high profile</p>
<p>Equality and Diversity</p>	<p>Medium</p>	<p>Chapter 20 and Appendix L of the People First Report contain specific reference to the Equality and Diversity issues associated with this report.</p>

Background Papers

People First consultation feedback
 People First Baseline Reviews
 People First Report

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A Large Print or Braille Version of this Report is available upon request – Contact 01572 722577.

(If requested Large Print Version should be printed in Arial 16 to 22 pt)