

USING THE CARE ACT TO CREATE A PERSON-CENTRED PRACTICE FRAMEWORK

SSRG conference, April 2015

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The challenge has three dimensions;

- Managerial – clarity of vision and courage of convictions
- Policy – creating a policy environment that makes person centred practice possible
- Practice – supporting practitioners to find new ways of working

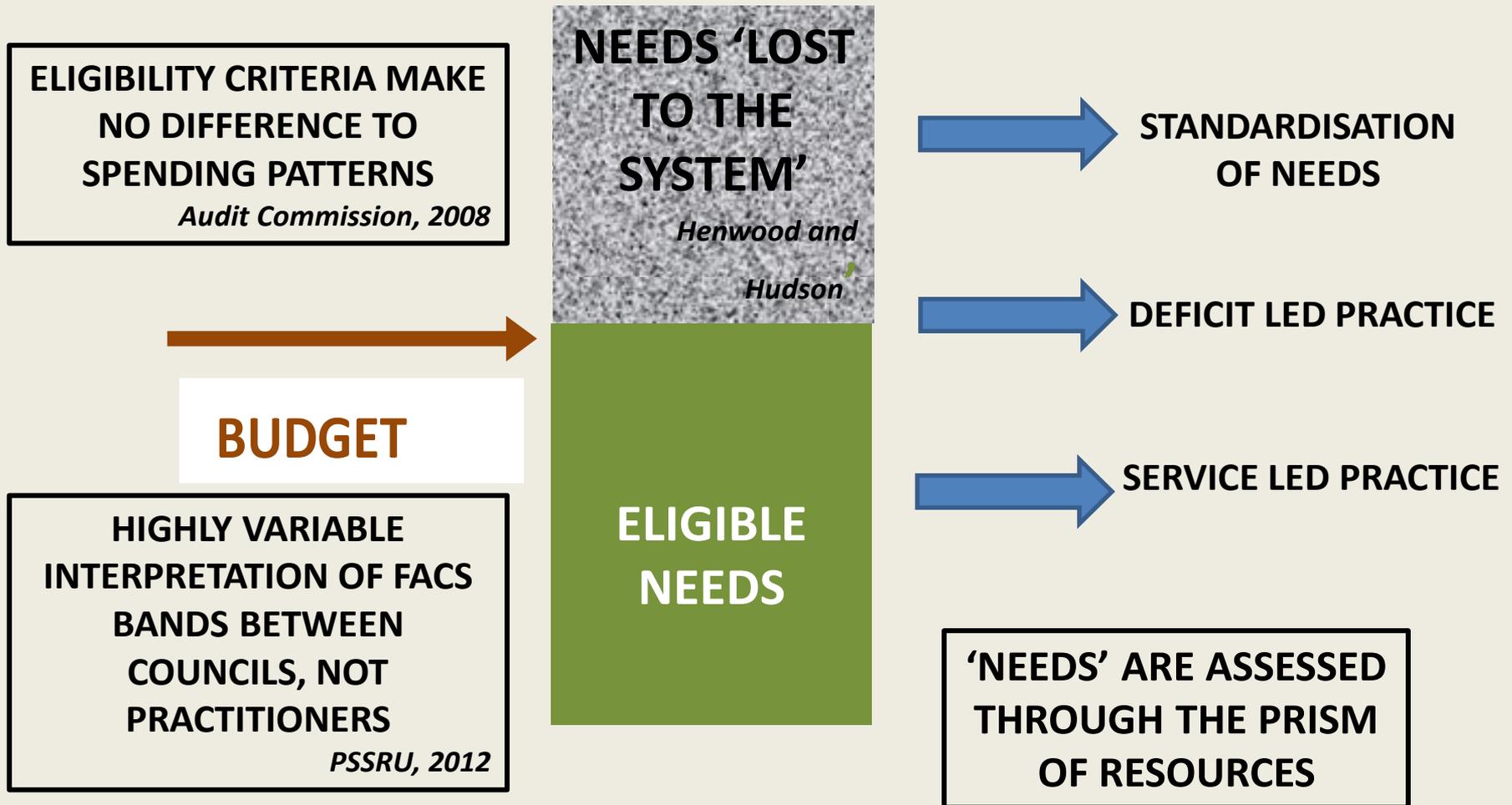
THE MANAGERIAL PERSPECTIVE

- The Council, in common with most, sees the challenge as creating a system that delivers the twin imperatives of *personalised supports* for all service users along with *demand minimisation*.
- While this was the ambition of the current national strategy based on personal budgets through up-front allocations to enable *choice*, it simply has not happened. The Council does not believe it can or will happen.
- The Care Act retains a *needs based* process, with the council responsible for deciding what a person's needs are, which will be met and with what resource.
- Therefore the challenge is how to make that process both *person-centred* and *person-led*. The focus shifts to the nature and quality of practice.

THE MANAGERIAL PERSPECTIVE

- While up-front allocations sought to marginalise the FACS based approach to assessment and resource allocation and therefore the damage it caused, its failure means that the fundamental problems associated with FACS have to be tackled.
- The Council's thinking is that the Guidance supporting delivery of the new national eligibility threshold will result in perpetuation of the effects of the FACS regime. New thinking is therefore required.
- The Borough has found it necessary to build an approach that, while it is confident will deliver the primary legislation, does not accept some aspects of Government's guidance.
- It is a work in progress, and at an early stages. Some aspects have yet to be agreed by Cabinet.

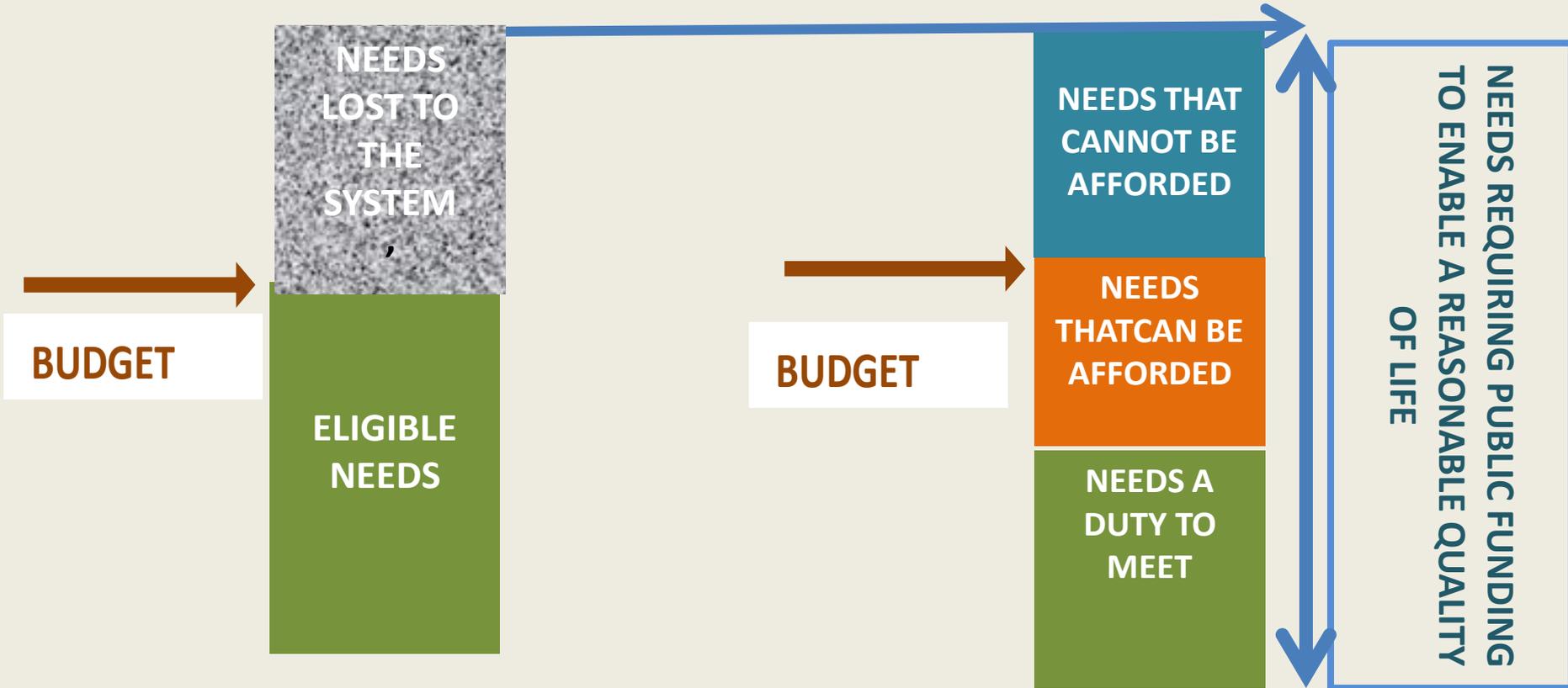
THE POLICY PERSPECTIVE



THE POLICY PERSPECTIVE

CURRENT SYSTEM

PROPOSED SYSTEM



THE PRACTICE PERSPECTIVE

- The over-arching philosophy is captured by giving definition to what is meant by being *person centred* and *person led*. This specifically rules out being *resource led*, *demand led* or *profession led*
- The strategy is to *democratise* the assessment process by two key methods;
 - Ensuring the person and the practitioner use the same assessment process
 - Declaring the criteria for when an assessment of needs is *fit for purpose* – *will deliver a level of well-being comparable to others in their community in the most cost effective way*
- The primary role of the practitioner is to support the person to develop their own *fit for purpose* assessment.

ISSUES AND CHALLENGES

- Legal concerns
- Team structures
- Budget management
- IT compliance
- Workforce development