

SUBJECT:	UPDATE REPORT - DEVELOPMENT OF MARDY PARK RESOURCE CENTRE
MEETING:	ADULTS SELECT COMMITTEE
DATE:	1ST March 2016
DIVISION/WARDS AFFECTED:	Mardy & other Bryn-y-cwm wards

1. **Purpose:**

- 1.1. To update Adults Select Committee members of the on-going development of Mardy Park Resource Centre [MPRC] as set out in the review report in Appendix 1 and Adult Select Committee report September 2015.
- 1.2. To seek endorsement for the recommendations set out below prior to Cabinet reports in April 2016

2. **Recommendations:**

- 2.1. That ASC endorse the on-going development of Mardy Park Resource Centre as a community hub supporting the health and well-being of the Bryn-y-Cwm community.
- 2.2. That ASC support the application for a call on reserves of £105,000 to fund expected redundancies as a result of the service redesign – see Appendix 2.
- 2.3. That ASC support the application to set up a capital budget for 2016 / 2017 (funded from reserves) to support the changes to accommodation required – Appendices 3a and 3b.

3. **Key Issues:**

- 3.1. A brief background to the review, themes and outcomes is given in Appendix 4.
- 3.2. Following approval from Cabinet in October 2015, work commenced to implement the recommendations of the review (Appendix 1). Individual work streams were established (including staffing, rehabilitation services, short breaks, community development & involvement) with representation from the staff teams, partners, elected members and others to deliver the finalised models of service delivery. Work to implement the recommendations of the review is progressing well and a brief update will be given in committee.
- 3.3. We are at a critical point in implementing the staffing and accommodation work streams and approvals are now required to move forward with implementation.
- 3.4. The staffing at Mardy Park is disproportionate to the needs of the service. It is necessary to reduce the staffing complement to support the new models of service delivery. See Appendix 2b.
- 3.5. Current infrastructure does not support the development of integration and place based services. Accommodation is limited and has an impact on the well-being of staff and their ability to undertake all necessary duties.
- 3.6. Current accommodation places limits on our ability to work with partners in the Aneurin Bevan Health Board and to develop co-located services that provide seamless, rather than disjointed, services to the people of Abergavenny.

4. **Reasons:**

- 4.1. By reducing the staffing compliment, the staffing will be proportionate to the outcomes and services based at the centre.
- 4.2. By making the changes to accommodation we will be able to create an environment for the various teams that supports team work, flexibility, integration and well-being.
- 4.3. By adopting the recommendations set out we will be able support place based working from the centre. We will also have the capacity and infrastructure to support more involvement from the community; both individual residents and groups.
- 4.4. We will be able to develop Mardy Park Resource Centre in line with a countywide approach to locality hub development.

5. **Resource Implications:**

- 5.1. **Redundancy costs.** Regular meetings have been held with all staff to advise of the implications of the review in terms of staffing. The new models of service delivery require staffing to be reduced by 9 people. The finalised costs will be known following interviews due to be held on the 9th March in readiness for Cabinet. The figure of £104,939 is given as estimated but is based on those expressing an interest in being made redundant.
- 5.2. **Infrastructure Costs.** To support the development of Mardy Park, necessary changes to the layout of the building are required. These changes are detailed in Appendix 3a and will be outlined in committee. The costs of accommodation changes are given in Appendix 3b. An additional £20,000 is required to upgrade equipment and to furnish new spaces.
- 5.3. A capital budget is required to fund the developments but funded via revenue savings as detailed:
 - 5.3.1. The development of Mardy Park is required to deliver savings (Mandate 34) for 2017 / 2018. It is anticipated that the new models will be in place by October 2016. Savings achieved 1.10.16 – 31.03.17 are required for the investment outlined in 5.2.

6. **SUSTAINABLE DEVELOPMENT AND EQUALITY IMPLICATIONS:**

The significant equality impacts identified in the assessment are summarised below for members' consideration:

None identified.

The actual impacts from this report's recommendations will be reviewed every 1 year and criteria for monitoring and review will include:

Re-consideration annually of the criteria listed.

7. **SAFEGUARDING AND CORPORATE PARENTING IMPLICATIONS**

NONE

8. **CONSULTEES:**

- People receiving services currently at Mardy Park

- Elected members
- Senior Managers
- Mardy Park Resource Centre staff and Union representatives
- Members of the local community surrounding Mardy Park

9. BACKGROUND PAPERS:

Appendix 1 – Report on the Review of Mardy Park

Appendix 2 – Existing and proposed staffing structure

Appendix 3a – Accommodation changes

Appendix 3b – Accommodation – summary of costs

Appendix 4 - Background, themes and outcomes summary of the review

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