









Early Intervention Update







Early Intervention



Our joint approach to change Prototype in South Locality Preparing for Winter and rollout Impact if we get this right





Our joint approach to change

We need specialist external capacity & capability which will support us to deliver a common evidence based approach to change with 3 criteria for success ... 1. Have we delivered intended outcomes?

2. Have we made required savings ?

3. Have we created a solid platform for the next phase?

ASSESSMENT November / December 2017 Hold a mirror up to the System Identify and quantify opportunities

Approach in another area has reduced short term beds by **70%** and long term beds by **40%**

PROTOTYPE September 2018 – February 2019

Co-design new ways of working with appropriate engagement & consultation Engaging front line staff is key, they are the ones with the answers

<u>ROLLOUT</u> March – September 2019 Deliver the solution with local teams & realise benefit Not just process, tools & paperwork culture & mind-set of staff is key

EMBED October – November 2019 Support teams to sustain the changes permanently New challenges will arise and strong leadership is required



It's not what you want to do but how you are going to do it (CQC)

Prototype in South Locality



- We will co-design new ways of working in the South Locality with external support
- We do not have all the answers now this is positive!
- We must have flexibility so we can work out the links / opportunities between bed and home based services
- Processes and how people work with each other will change during the Prototype
- Geographical coverage and resource requirements will expand across the South Locality between September 2018 & March 2019
- We need to map what we currently have in the South Locality so that we can work out how best to align these resources
- Norman Power will be used to consolidate beds and to oversee new ways of working to ensure that older people receive the support they need at the right time and place
- During September we will form an initial design team made up of staff who are representative of the early intervention pathway





Preparing for Winter and rollout



- We will better align our existing resources

 e.g. ensuring that we provide adequate
 therapy input into short term beds
- We will put in place better arrangements for gate keeping and managing flow through community services
- We will fill any major gaps in existing services
- To prepare for rollout of new ways of working from March 2019 in the rest of the City we will bring staff together so they can get to know each other, hear what is going on in the prototype area and input their views
- We will implement earlier any changes coming out of the prototype area that we think will help us prepare for Winter and rollout across the City



Consistent standards with local variation

Impact if we get this right

Citizens

- ➢ By the right professionals responding more quickly to a crisis 2,900 to 3,500 older people will avoid acute hospital
- By receiving therapy led enablement in their own homes 2,300 to 4,000 older people will live more independently

Staff

- Co-designing the solution
- Working across boundaries
- Career pathway

Statutory Organisations

- £27.5m £37.5m recurrent savings
- Improved performance
- Enhanced reputation







Delivering better outcomes at less cost











QUESTIONS





