

Extended consultation for Adult Overnight Residential Respite (including additional questions about who provides the respite)

Further information on the provider options

Southampton City Council is consulting on proposals for the future delivery of overnight residential respite services for adults with learning disabilities living in Southampton.

This is an extension to the consultation which occurred between October and December last year. After considering the feedback gathered so far, we have added in an extra two questions and some extra detail to the questionnaire. This will help us to further understand people's opinions about whether our respite services at Kentish Road and Weston Court are best provided by the Council, external providers or a combination of both.

Alongside the consultation extension, Southampton City Council will be undertaking further work with the provider market for residential respite services. This is to get an understanding of how much it is likely to cost the Council to commission external providers to deliver the Kentish Road and Weston Court services. This information along with the feedback from the consultation will inform the final decision.

To help you consider the different options about who provides the services at Kentish Road and Weston Court, we have provided the information below.

	<b>What if all overnight residential respite at Kentish Road and Weston Court is provided by External Providers?</b>	<b>What if all overnight residential respite at Kentish Road and Weston Court is provided by Southampton City Council?</b>	<b>What if overnight residential respite at Kentish Road and Weston Court is provided by a mixture of both the Council and external providers?</b>
<b>Overview</b>	<p>This would mean all overnight residential respite being managed and staffed by external provider/s. This includes Kentish Road (which Southampton City Council currently runs) and Weston Court.</p> <p>There could be one external provider for both sites, which could mean a single Registered Manager for the two sites. Or it could mean a</p>	<p>This would mean all the overnight residential respite at Kentish Road and Weston Court being managed and staffed by Southampton City Council.</p> <p>The Council currently runs a number of "Directly Delivered Services". These include its residential respite</p>	<p>This would mean that the Kentish Road Service continues to be managed and staffed by Southampton City Council and the Weston Court Service is managed and staffed by an external provider.</p> <p>Each service would have its own Registered Manager.</p>

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	<p>different external provider for each site, both of which would have to have their own Registered Manager.</p> <p>External providers are those providers who have their own company structure. There are a range of different external company types, e.g. charities, private limited companies. The company (provider) is the employer of all the staff that deliver the service/s.</p>	<p>service at Kentish Road and other services e.g. Southampton Day Services, which provide day care for adults with learning disabilities, Shared Lives services, Reablement Services. These services are internal to the Council and part of the Council's organisational structure.</p>	
<b>What does this mean for the service at Kentish Road?</b>	<p>Currently the Council manages and employs the staff at Kentish Road. This would no longer be the case, and an external provider would take over running the services</p>	<p>The Council would continue to manage and employ the staff at Kentish Road as it does now.</p>	<p>The Council would continue to manage and employ the staff at Kentish Road as it does now.</p>
<b>Would the staff team at Kentish Road change?</b>	<p>There could be some change in the staff team; however, TUPE* would apply and so it is possible that some of the staff currently working at Kentish Road would transfer to the new provider.</p> <p>*TUPE stands for Transfer of Undertakings (Protection of Employment) and protects employees when the business they work in is transferred to another provider. Under TUPE, staff working for the current provider would normally have the right to transfer to the new provider if their jobs are unchanged and their rights, terms and conditions and continuity of employment would be protected.</p>	<p>As there is no change in provider, the staff team would likely remain the same. However additional staff would be recruited if the number of beds at Kentish Road was increased.</p>	<p>As there is no change in provider, the staff team would likely remain the same. However additional staff will be recruited if the number of beds at Kentish Road was increased.</p>

	<b>What if all overnight residential respite at Kentish Road and Weston Court is provided by External Providers?</b>	<b>What if all overnight residential respite at Kentish Road and Weston Court is provided by Southampton City Council?</b>	<b>What if overnight residential respite at Kentish Road and Weston Court is provided by a mixture of both the Council and external providers?</b>
<b>What does this mean for the service at Weston Court?</b>	<p>Currently Southampton City Council commissions an external provider to manage and run the services at Weston Court.</p> <p>As the contract for this service is coming to an end, the Council would go out to tender for a new contract. The outcome of the tender could be that the provider remains the same or it could be a different provider*. Whatever the outcome, an external provider would continue to run Weston Court.</p> <p>*NB. There are other external providers that deliver respite services, in and around the south region and across the country and the procurement process is designed to identify the provider/s best able to offer good quality provision in the most cost-effective way.</p>	<p>Currently an external provider manages and runs the service at Weston Court. This would no longer be the case.</p> <p>Instead, Southampton City Council would take on the management and running of the service at Weston Court. This would also include the Council taking on management of the staff.</p>	<p>Currently Southampton City Council commissions an external provider to manage and run the services at Weston Court.</p> <p>As the contract for this service is coming to an end, the Council would go out to tender for a new contract. The outcome of the tender could be that the provider remains the same or it could be a different provider*. Whatever the outcome, an external provider would continue to run Weston Court.</p> <p>*NB. There are other external providers that deliver respite services, in and around the south region and across the country and the procurement process is designed to identify the provider/s best able to offer good quality provision in the most cost-effective way.</p>
<b>Would the staff team at Weston Court change?</b>	<p>This would depend on the outcome of the procurement and whether the existing provider or a different provider wins the tender.</p> <p>However, if there is a change in provider for any of the respite services, "TUPE" is likely to apply. TUPE stands for Transfer of Undertakings (Protection of Employment) and</p>	<p>As the running of the Weston Court service would transfer from an external provider to Southampton City Council, there is a potential for some change in the staff team; however, TUPE would apply and so it is possible that some of the staff</p>	<p>This would depend on the outcome of the procurement and whether the existing provider or a different provider is successful in their bid for the tender.</p> <p>However, if there is a change in provider for any of the respite services, "TUPE" is likely to apply. TUPE stands</p>

	<b>What if all overnight residential respite at Kentish Road and Weston Court is provided by External Providers?</b>	<b>What if all overnight residential respite at Kentish Road and Weston Court is provided by Southampton City Council?</b>	<b>What if overnight residential respite at Kentish Road and Weston Court is provided by a mixture of both the Council and external providers?</b>
	protects employees when the business they work in is transferred to another provider. Under TUPE staff working for the current provider would normally have the right to transfer to the new provider if their jobs are unchanged and their rights, terms and conditions and continuity of employment would be protected.	currently working at Weston Court would transfer to the Council.  TUPE stands for Transfer of Undertakings (Protection of Employment) and protects employees when the business they work in is transferred to another provider. Under TUPE staff working for the current provider would normally transfer to the new provider if their jobs are unchanged and their rights, terms and conditions and continuity of employment would be protected.	for Transfer of Undertakings (Protection of Employment) and protects employees when the business they work in is transferred to another provider. Under TUPE staff working for the current provider would normally transfer to the new provider if their jobs are unchanged and their rights, terms and conditions and continuity of employment would be protected.
<b>What does this mean for the service at Rose Road?</b>	<p>Currently Southampton City Council commissions Rose Road Association to provide 780 nights a year of residential respite at Rose Road. The Council's proposals, which form part of this consultation, are to deliver the majority of overnight respite for adults with learning disabilities from Kentish Road and Weston Court and to only use other provision for those people with more complex needs that cannot be met at Kentish Road or Weston Court (e.g. They may have medical needs requiring more complex clinical tasks to be undertaken by staff or they may need more staff to support them.)</p> <p>There will therefore still be a need for Southampton City Council to commission some overnight respite for adults with more complex needs. As the contract with Rose Road is coming to an end, the Council would run a procurement to award a new contract to deliver this service for people with more complex needs. Dependant on the outcome of the tender the current arrangements with Rose Road could continue or they could change to a different provider.</p>		
<b>Would the staff team at Rose Road change?</b>	<p>This would depend on the outcome of the tender and whether the existing provider or a different provider is successful in the tender.</p> <p>However, if there is a change in provider for any of the respite services, "TUPE" is likely to apply. TUPE stands for Transfer of Undertakings (Protection of Employment) and protects employees when the business they work in is transferred to another provider. Under TUPE staff working for the current provider would normally transfer to the new provider if their jobs are unchanged and their rights, terms and conditions and continuity of employment would be protected.</p>		

	<b>What if all overnight residential respite at Kentish Road and Weston Court is provided by External Providers?</b>	<b>What if all overnight residential respite at Kentish Road and Weston Court is provided by Southampton City Council?</b>	<b>What if overnight residential respite at Kentish Road and Weston Court is provided by a mixture of both the Council and external providers?</b>
<b>What is Southampton City Council's role?</b>	<p>Southampton City Council pays for and has responsibility for overseeing the quality and cost effectiveness of all services it commissions from external providers and does this through holding and managing contracts.</p> <p>If both Kentish Road and Weston Court were provided by external providers, the Council would hold a contract with the providers that sets out the services to be delivered, quality standards to be met and amount of bed nights to be provided. There would be regular contract review meetings held by commissioners with the providers to monitor performance of the services.</p> <p>However, Southampton City Council would not be directly responsible for managing or delivering these services and it would not employ the staff.</p>	<p>Southampton City Council would be the provider of respite at both Kentish Road and Weston Court and have direct responsibility for the quality and cost effectiveness of the services</p>	<p>For the Kentish Road service, Southampton City Council would be the provider and have direct responsibility for the quality and cost effectiveness of the services</p> <p>For the Weston Court Service, the Council would hold a contract with the external provider that sets out the services to be delivered, quality standards to be met and amount of bed nights to be provided. There would be regular contract review meetings held by commissioners to monitor performance of the external provider in delivering these services.</p>
<b>How would this be actioned &amp; what would be the timescales?</b>	<p>There would be a procurement to identify the provider best able to deliver the most cost-effective, good quality service at both Kentish Road and Weston Court. This procurement would be run by Southampton City Council's procurement team and commissioners who would specify the service, quality standards and amount of activity to be delivered.</p> <p>Following the procurement, contract/s would be awarded to the successful provider/s.</p>	<p>The contract with the external provider for Weston Court would expire and the management and running of the service would transfer to Southampton City Council.</p> <p>Transition of the management and running of Weston Court to the Council would begin in late April, dependent on the timing of the consultation decision being made.</p>	<p>For Weston Court, there would be a procurement to identify the provider best able to deliver the most cost effective good quality service. This procurement would be run by the Council's procurement team and commissioners who would specify the service, quality standards and amount of activity to be delivered.</p>

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	<p>Assuming the procurement starts in late April, the timescales for a procurement exercise would mean that new contracts would be awarded in Autumn 2025. This is dependent on the timing of the consultation decision being made.</p> <p>If there is a change of provider (which would definitely be the case in this scenario for Kentish Road and is a possibility for Weston Court), time will need to be built in for changes to be made, including transfer of TUPE eligible staff, any additional recruitment, registration with the Care Quality Commission, handover of information from one provider to another. It is estimated that the any new provider arrangements would be likely to be in place towards the end of this calendar year (2025).</p>	<p>Time would need to be built in for changes to be made, including transfer of eligible staff from the current Weston Court provider to Southampton City Council, any additional recruitment (which would also be needed for Kentish Road if the number of beds is increased), registration with the Care Quality Commission (for both the delivery of Weston Court by the Council and expansion of Kentish Road), handover of information from the current Weston Court provider to the Council. It is estimated that the new provider arrangements are likely to be in place from Autumn 2025.</p>	<p>Following the procurement, contract/s would be awarded to the successful provider.</p> <p>Assuming the procurement starts late April, the timescales for a procurement exercise would mean that new contracts would be awarded in Autumn 2025. This is dependent on the timing of the consultation decision being made. If there is a change of provider for Weston Court, time will need to be built in for changes to be made, including transfer of TUPE eligible staff, any additional recruitment, registration with CQC, handover of information from one provider to another. If there is a change of provider, it is estimated that the new provider arrangements for Weston Court are likely to be in place towards the end of this calendar year.</p> <p>There would be no change of provider for Kentish Road; however, if the number of beds at Kentish Road is increased there would be a need to apply for a change in CQC registration and also recruit additional staff. It is estimated that this could take up to 3 months and be in place from Autumn 2025.</p>

