



Cobot enhanced care

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Department: Adults' Health and Care

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Description of current service/policy

The introduction of 'Cobot enhanced care' across Hampshire represents an opportunity to transform the way care is delivered to Older Adults in the community, by adjusting the level of support service users require based on an assessment of:

Individual person's needs
Environment
Equipment
Technology e.g. Cobots

Innovative new cobot technology will be deployed to enable care workers to deliver more single handed care, freeing up additional care workers to provide care to other vulnerable adults.

Geographical impact: All
Hampshire

Description of proposed change

The overall aim for Cobot enhanced care is to optimise independence and confidence for both care giver and receiver through use of cobot technology, specialist equipment and training that enables personalised packages of care to be commissioned and delivered safely, effectively and consistently with fewer care workers.

Enabling more single handed care delivery improves capacity for care providers to address the demand for care, making the care workforce more resilient for the future. By working more independently, care workers build and sustain more rewarding relationships with those they care for. They will have increased flexibility and hours freed up and reduced infection control risk.

Impacts of the proposed change

This impact assessment covers HCC Staff (and partners)

Engagement and consultation

Has engagement or consultation been carried out? Yes

Over 35 care workers were engaged as part of the original HCC cobot pathfinder, 18 of those wore the cobot to deliver care over a 6-8 week period and fed back on their experiences. The majority reported that it made care delivery easier: it provided physical support around the lower back, reducing aches and fatigue; improved manual handling skills; enhanced their ability to use equipment; increased their confidence; and enabled them to deliver more care independently. As part of the Cobot Enhanced Care Programme, care workers will be engaged to contribute to the co-design of the new model of care and will have the opportunity to take part in a comprehensive training and development programme

Statutory considerations	Impact	Mitigation
Age: Positive	The cobot provides physical support around the lower back of the wearer when lifting, moving or handling objects or people. In the short term care workers feel less fatigued, in the long term they avoid injury and hopefully stay in the profession for longer. A wide range of care workers will be invited to wear cobots to enhance their care delivery, but ultimately, they will have a choice over whether they want to wear cobots.	
Disability: Neutral		
Sexual orientation: Neutral		

Race: Neutral		
Religion and belief: Neutral		
Gender reassignment: Neutral		
Gender: Positive	The cobot originally used in the pathfinder was manufactured for one size and tended to fit more female care workers than male care workers. As part of the specification moving forward, the cobot supplier must be able to manufacture and supply cobots in a range of sizes.	
Marriage and civil partnership: Neutral		
Pregnancy and maternity: Medium	The cobot is not suitable for pregnant care workers and therefore they will not be expected to wear a cobot to deliver care whilst pregnant.	If a care worker is pregnant and unable to wear the cobot to deliver care to a service user that is assessed as benefitting from a cobot, the care provider will support the care worker to deliver care to other vulnerable service users who do not require a cobot to have their care delivered.
Other policy considerations	Impact	Mitigation
Poverty: Neutral		

Rurality: Neutral		
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Neutrality statement (if all considerations have a neutral impact)

Any other information

The introduction of innovative physical assistive technology, such as cobots into care delivery is aimed to benefit care workers of all different ages, genders and ethnic backgrounds, allowing them to deliver care more effectively while also protecting them. The technology needs to be available in a range of sizes to ensure that many different care workers can benefit from this type of technology in care delivery.

The deployment of cobots will be focused in domiciliary care in the community across Hampshire and is therefore likely to impact external care providers of domiciliary care.