

**NORTH LANARKSHIRE COUNCIL
REPORT**

To: HOUSING AND SOCIAL WORK SERVICES COMMITTEE		Subject: IMPLEMENTATION OF INTEGRATED DAY SERVICES FOR OLDER PEOPLE – PHASE 1
From: HEAD OF SOCIAL WORK DEVELOPMENT		
Date: 20 AUGUST 2008	Ref: DM/SM	

1. Purpose of Report / Introduction

The purpose of this report is to seek approval Committee to implement Phase 1 of Integrated Day Services for older people.

2. Background

- 2.1 Integrated Day Services combine local authority day care services and NHS day hospital services. They employ a combination of health and social work staff to support some of the most vulnerable older people living within our communities.
- 2.2 Following extensive consultation, the North Lanarkshire Health and Care Partnership approved a proposed model of Integrated Day Services in June 2005. The first, fully functioning Integrated Day Service was formally opened in Coatbridge in January 2007. This service has been subject to a positive evaluation undertaken in partnership with the Scottish Government's Joint Improvement Team.
- 2.3 In February 2008, the Older People's Partnership Board agreed that a further 4 Integrated Day Services should be introduced in North Lanarkshire. In addition, the Board remitted a proposed job description for a generic Integrated Care Worker to the Joint Human Resources and Organisational Development Group.

3. Proposals / Considerations

- 3.1. It is proposed that the model of Integrated Day Service for older people is developed in the Wishaw, Motherwell, Bellshill and Airdrie Localities.
- 3.2. Capital works have been carried out in Stewarton Day Centre, Wishaw, Sir John Mann Day Centre, Bellshill and Harry Walker Day Centre, Airdrie to facilitate the transition to an integrated model.
- 3.3. Currently, there is no Council operated day service provision in Motherwell. Partners in NHS Lanarkshire have agreed that Airbles Road Day Hospital can be adapted to accommodate the integrated day service for the Motherwell locality. This will provide a short term solution for the Motherwell area and allow time for the identification of a more suitable base in the longer term.

- 3.4. Specific contractual obligations of NHS Lanarkshire are affecting progress towards full integration of the Antonine Day Centre in Cumbernauld. This relates to the fact that the NHS day hospital provision in Cumbernauld is commissioned from a private provider. It is intended that this service, together with full staffing proposals for the Motherwell service, will be brought forward as part of the next phase of development.
- 3.5. Each service will have staff employed by Housing and Social Work Services and nursing staff employed by NHS Lanarkshire. There are joint posts of Integrated Service Co-ordinator and Senior Clerical Assistant, 50% funded by partner agencies, in each service.
- 3.6 The staffing establishment in existing Council day care services includes the posts of Unit Manager (Day Care), Senior Social Care Worker, Social Care Worker, Escort Attendant and Clerical Assistant.

4. Financial / Personnel / Legal / Policy Implications

- 4.1 In order to implement the proposals it is necessary to make the following personnel changes:
- Delete the existing 3 Unit Manager (Day Care) posts based at Stewarton Day Centre, Wishaw; Sir John Mann Day Centre, Bellshill and Harry Walker Day Centre, Airdrie.
 - Create and jointly fund, on a 50:50 basis with NHS Lanarkshire, 4 posts of Integrated Service Co-ordinator (NLC 13 £34,505 - £41,606). Discussions are currently underway with partners from NHS Lanarkshire in relation to the Senior Charge Nurse post at Airbles Road Day Hospital in the context of the Integrated Service Coordinator post proposed for Motherwell and based at the Airbles Road site
 - Create and jointly fund, on a 50:50 basis with NHS Lanarkshire, 4 posts of Senior Clerical Assistant (NLC 5 £15,201 - £17,352).
 - Re-designate the existing posts of Social Care Worker and Senior Social Care Worker to Integrated Care Worker and Senior Integrated Care Worker respectively, within Stewarton Day Centre, Wishaw; Sir John Mann Day Centre, Bellshill; Harry Walker Day Centre, Airdrie; and also within Sinclair Integrated Day Service, Coatbridge and East Stewart Gardens Day Centre (satellite of Sinclair), as agreed in principle by the Joint Human Resources and Organisational Development Group.
 - Re-designate 1.8 wte posts of Escort Attendant to Locality Support Worker (Older Adults). A revised job description has been approved by the Joint Human Resources and Organisational Development Group.
 - Create 1.8 wte posts of Locality Support Worker (Older Adults).
- 4.2 It is anticipated that through the application of the Council's Redeployment Policy, there will be no compulsory redundancies.
- 4.3 Appendix 1 reflects the changes proposed, resulting in a net additional cost to the council of £8,434 which will be met from the existing community care budget for 2008/9.

5. Recommendation

It is recommended that Committee:

- (i) agree the staffing proposals as set out in Section 4 of the report; and
- (ii) remit the report to the Policy & Resources (Human Resources) Sub Committee for their consideration.



PP

Duncan Mackay
Head of Social Work Development
1 August 2008

For further information on this report please contact Fiona Taylor, Service Manager, on telephone 01698 332822

APPENDIX 1: SUMMARY OF PROPOSED CHANGES AND FINANCIAL IMPLICATIONS

CURRENT						PROPOSED					CHANGES	
POST	Grade	NO	Salary Mid Point	Salary Total	Status	POST	Grade	NO	Salary Mid Point	Salary Total	Status	Salary Movement £+ Cost / - Saving
Unit Manager (Day Care)	NLC12	2	£34,505	£69,010	Delete	Integrated Service Co-ordinator (50%)	NLC13	4	£37,955	£75,910	Create	-£6,900
Unit Manager (Day Care)	NLC11	1	£31,803	£31,803	Delete							
Senior Social Care Worker	NLC8	10.78	£23,849	£257,092	Redesignate	Senior Integrated Care Worker	NLC8	10.78	£23,849	£257,092	Redesignate	£0
Social Care Worker	NLC6	30.63	£18,343	£561,846	Redesignate	Integrated Care Worker	NLC6	30.63	£18,343	£561,846	Redesignate	£0
Clerical Asst/Typist	NLC3	2.12	£14,241	£30,191	Delete	Senior Clerical Assistant (50%)	NLC5	4	£16,185	£32,370	Create	-£2,179
Escort Attendants	NLC4	1.89	£15,477	£29,252	Redesignate	Locality Support Worker	NLC4	1.89	£15,477	£29,252	Redesignate	£0
						Locality Support Worker	NLC4	1.89	£15,477	£29,252	Create	£29,252

SUB TOTAL	£979,194	£985,721	£6,528
ONCOSTS @ 30%	£293,758	£295,716	£1,958
TOTALS	£1,272,952	£1,281,438	COST £8,364