

To: HOUSING AND SOCIAL WORK SERVICES COMMITTEE	Subject: IMPLEMENTATION OF INTEGRATED DAY SERVICES FOR OLDER PEOPLE – PHASE 2
From: HEAD OF SOCIAL WORK DEVELOPMENT	
Date: 25 FEBRUARY 2009	Ref: PC/DM

1. Purpose of Report / Introduction

The purpose of this report is to seek approval to implement the second phase 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 such 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 August 2008 Committee approved staffing arrangements for the first phase of the roll out of Integrated Day Services and indicated that a report would be brought forward for the second phase.

3. Proposals / Considerations

- 3.1 The evaluation of the Sinclair Integrated Day Service, Coatbridge, recommended that increases to staffing levels be made within the existing service, arising from the complexity of need of people supported and the consequent increased care management responsibilities for staff. Revised staffing levels will be reflected throughout the roll out.
- 3.2 As there has not previously been a day service of any kind for older people in Motherwell, this development requires the creation of 2.35 wte Senior Integrated Care Worker posts and 5.38 wte Integrated Care Worker posts for that locality.
- 3.3 In addition, it is proposed to provide an enhanced level of staffing in other localities by the creation of 1 wte Senior Integrated Care Worker post and 4.13 wte Integrated Care Worker posts. It is further proposed to increase the hours of existing established posts by the addition of 0.11 wte Senior Integrated Care Worker posts and 0.5 wte Integrated Care Worker posts. The changes would be supported by increasing the hours of 1 existing part-time established Senior Clerical Assistant post by 0.5 wte.

- 3.4 To facilitate the creation of Locality Support Workers across all 6 localities, it is necessary, to redesignate 1.57 wte Escort Attendant posts based in Cumbernauld. This is in line with approval granted at previous Committee to redesignate Escort Attendant posts in Airdrie, Coatbridge, and Wishaw localities. Further discussions with NHS Lanarkshire are required before the full model can be rolled out in Cumbernauld, as day hospital provision there is provided by a contracted provider.

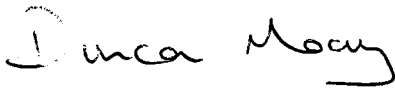
4. Financial / Personnel / Legal / Policy Implications

- 4.1 Appendix 1 reflects the staffing changes proposed. The additional cost to the Council will be met from the agreed transfer of funds from NHS Lanarkshire over the financial years 2009/10 and 2010/11.
- 4.2 The changes proposed represent an enhancement to service provision through the creation of additional posts and the reconfiguration of existing posts. It is not anticipated that there will be any redundancies as a result of these changes. Senior Managers will continue to consult with staff on the changes as they are rolled out.

5. Recommendations

It is recommended that Committee:

- (i) Agree the staffing proposals as set out at Appendix 1 of this report; and
- (ii) Remit the report to the Policy & Resources (Human Resources) Sub Committee for their consideration.



Duncan Mackay
Head of Social Work Development
4 February 2009

For further information about this report please contact Fiona Taylor, Service Manager tel: 01698 332822

Appendix 1

Appendix 1: Summary of Proposed Staffing Changes (Phase 2) and Cost Implications			
Post	Grade	Proposed Changes	Cost (including 25% on-costs)
Senior Integrated Care Worker	NLC 8	Create 3.35 wte	£102,866
Senior Integrated Care Worker	NLC 8	Increase by 0.11 wte	£3,377
Integrated Care Worker	NLC 6	Create 9.5 wte	£224,377
Integrated Care Worker	NLC 6	Increase by 0.5 wte	£11,809
Senior Clerical Assistant	NLC 5	Increase by 0.5 wte	£11,013
Escort Attendant	NLC 4	Redesignate 1.57 wte as Locality Support Worker	Nil
		Total	£353,442