

To: HOUSING AND SOCIAL WORK SERVICES COMMITTEE	Subject: RECONFIGURATION OF LOCALITY DAY OPPORTUNITIES FOR PEOPLE WITH DISABILITIES	
From: HEAD OF SOCIAL WORK DEVELOPMENT		
Date: 5 AUGUST 2010	Ref: RM/DM	

1. Purpose of Report / Introduction

To seek approval to improve outcomes for people with disabilities using social work day opportunities services by reconfiguring existing staffing arrangements.

2. Background

- 2.1 Traditional day centre services for people with learning and physical disabilities have been redesigned following the recommendations of a Member/Officer working group, approved by Committee in 2003 and progressively implemented since then. The aspiration to meet people's unique needs and preferences in more personalised, inclusive ways has involved major changes in how services are planned and provided.
- 2.2 The service operates in six localities (previously there was no service in Motherwell) and faces a number of challenges, including developing the capacity to support more people with increasingly high levels of need (associated with improved health care). This in turn will help diminish over-reliance on external providers with the associated costs involved. As a service regulated by the Care Commission the Council is required to demonstrate staffing levels that can achieve intended outcomes. Additionally, the workforce in day services must now be registered with the Scottish Social Services Council and achieve designated SVQ qualifications.
- 2.3 Considerable efficiencies have been achieved in the services through changes to transport arrangements that mean people are no longer travelling across the authority. All the six day opportunity services have now been inspected by the Care Commission and all have achieved ratings of 'good' or 'very good'.
- 2.4 The current staffing structure requires, in the light of experience, to be modified to allow for a different skill mix with associated adjustments to management capacity.

3. Proposals

- 3.1. It is proposed to achieve a more appropriate balance between Locality Workers (NLC7) and Locality Support Workers (NLC4) by altering the ratio between the two. At present there are three times as many of the former than the latter. It is proposed that there should be a majority of Locality Support Workers, to increase capacity to provide direct support.

- 3.2. There is a small enhancement of Locality Leaders (NLC10) required to recognise the span of responsibility is greater in some localities than others. These post-holders are responsible for providing the statutory responsibilities of assessment and care management for service users, and supervising lower grades of staff.
- 3.3 Appendix 1 summarises the proposed changes.

4. Financial / Personnel / Legal / Policy Implications

- 4.1. Locality day opportunities are regulated by the Care Commission and require to demonstrate they are adequately staffed to meet intended outcomes for service users. In this context it would not be competent to reduce levels of staffing. The changes proposed will be delivered incrementally in a managed way (i.e. as Locality Worker posts become vacant they will be filled with Locality Support Workers to progressively achieve the required balance) within existing resources and achieve a direct saving of £110,510. Furthermore, the two additional posts of Locality Leader at NLC10 grade will be achieved through delivering savings in budgets within other areas of the service.
- 4.2 The proposals have been presented to, and endorsed by, trades unions.

5. Recommendation

It is recommended that Committee:

- (i) approve the changes to staffing set out in Appendix 1; and
- (ii) remit the report to the Policy and Resources (Human Resources) Sub Committee.



Duncan Mackay
Head of Social Work Development
7 June 2010

For further information on this report please contact Bobby Miller, Manager, Younger Adults tel: 01698 332069

Appendix 1

Staffing as at March 2010

<u>Number</u>	<u>Job Title</u>	<u>Grade</u>	<u>Mid Point Salary</u>	<u>Total Cost</u>
104	Locality Worker	NLC7	20,388	2,120,352
34	Locality Support Worker	NLC4	16,341	555,594
	Contribution from other budgets			60,000
156				£3,276,054

Proposed Staffing

<u>Number</u>	<u>Job Title</u>	<u>Grade</u>	<u>Mid Point Salary</u>	<u>Total Cost</u>
20	Locality Leader	NLC10	30,006	600,120
66	Locality Worker	NLC7	20,388	1,345,608
76	Locality Support Worker	NLC4	16,341	1,241,916
162				£3,187,644

* Figures exclude on-costs

Staffing	Costs
Current	3,276,054
Proposed	3,187,644
Net Saving	88,410
On Costs	22,100
Total Saving	110,510