

## REPORT

To: SOCIAL WORK COMMITTEE		Subject: MEMBER/OFFICER REVIEW OF DAY OPPORTUNITIES- FINAL PHASE OF IMPLEMENTATION
From: DIRECTOR OF SOCIAL WORK		
Date: 11 JANUARY 2007	Ref: DM/AB	

### 1. Purpose of Report/Introduction

The purpose of this report is to seek approval for the final phase of implementation arising from the member/officer review of day opportunities for people with learning disabilities and the best value review of independent living.

### 2. Background

- 2.1. The member/officer report on day opportunities for people with learning disabilities was approved by Social Work Committee in February 2003. The best value review of independent living was approved by Committee in March 2004. Much progress has been made and regular reports are provided to Committee.
- 2.2. The main aspiration of this field of activity is to provide support, opportunities and, where appropriate, services to people with disabilities in each locality, including people with complex needs.

### 3. Outstanding Implementation Plans

- 3.1. The proposals in this report form the last main structural changes of the modernisation programme. There are several different elements that are set out below.
- 3.2. Committee previously approved revised terms and conditions for some staff in learning disability day services, to allow services to be delivered at more flexible times (and not just school hours). There remain 22.57 wte former APT&C posts in day services for people with physical disabilities and mental health problems where these changes have not yet happened. This report contains proposals to harmonise these arrangements in order to provide services at times of need, not simply when it suits the service.
- 3.3. Consultation undertaken by the member/officer review group established that there was significant resentment amongst service users of the transport arrangements, which, at that time entailed spending lengthy periods of time on large, yellow buses. As services have started to become more individualised, so too have the transport options for service users. Consequently the need for buses has reduced, resulting in resources released to the sum of £291,121. It is proposed to honour a commitment made to carers' organisations by reinvesting this sum of money in extra support staff, so improving available staff ratios and enhancing the prospect of truly individualised care plans.

- 3.4. Changes to transport arrangements have meant that there is no longer a requirement to employ escorts for bus journeys, though there is a need to support some people with disabilities using transport. There is also a need to provide additional support to people with personal care or other complex needs – people whose level of need was such that they were historically excluded from Council day services. Ultimately the intention is for all transport options to be individualised. Consequently it is proposed to delete 17.13 wte former manual worker posts. Section 4 sets out the detail of these proposals.
- 3.5. Posts to be deleted include a number of posts at Edward Lawson centre, Wishaw. These were created at a time when there was a special unit at the centre for people with higher levels of need. This unit has not operated for many years and there are now people with higher support needs in all localities.
- 3.6. At present 368 people with disabilities access directly provided day services. For many years some people have been required to travel across North Lanarkshire to access services. Of the 368 people in services, 126 travel from their own local area to another. This has meant anomalies such as 20 people travelling daily from Coatbridge to receive services in Airdrie. Some of this arose because of the centralised way in which services to people with physical disabilities and mental health problems were provided. Some is the result of past practice. It is the intention, over time, to resolve these anomalies, support people in their own localities, and fairly deploy staff according to need across all services.
- 3.7. It is, therefore, the intention to retain a locality base in each of the main townships in North Lanarkshire and, in the case of Motherwell, create one for the first time. The prospect of using existing social work premises at Fern Street is being investigated. The suitability of existing provision elsewhere is also being assessed. Centrally located bases such as those at Hallcraig Street, Airdrie and Buchanan Street, Coatbridge are already the subject of planned or actual improvements funded through the capital programme. Aldarlee, sited on an industrial estate in Cumbernauld, is subject to a short-term lease and alternative, more suitable accommodation is being sought.

#### 4. **Proposals**

It is proposed to:

- Create 32 Locality Support Workers at NLC4 (mid point £15,099), at a total cost of £579,802 inclusive of 20% on-costs. These posts will require to receive enhanced Disclosure Scotland checks against the Adults at Risk Register.
- Create 1 Locality Manager NLC12 (mid point £31,845), at a total cost of £38,214 inclusive of 20% on-costs.
- Create 3 Locality Leaders NLC10 (mid point £27,729) at a total cost of £99,825 inclusive of 20% on-costs.
- Create 1 Administrative Assistant NLC6 (mid point £16,929) at a total cost of £20,315 inclusive of 20% on-costs.
- Create 15 Locality Workers NLC7 (mid point £18,840) at a total cost of £339,120 inclusive of 20% on-costs – these posts will attract 7.5% enhancement for irregular working hours and weekend enhancement.
- An existing Clerical Assistant / Typist post will transfer to the Motherwell locality.
- Delete 22.57 wte former APT & C posts from existing day services to people with physical disabilities and mental health problems (see Appendix 1)
- Delete 17.13 wte former manual workers (see Appendix 2).

4.1. Resources available to reinvest include:

Revenue

- Resources released from the deletion of 17.13 wte former manual worker posts £328,144
- Resources released from the deletion of 22.57 wte former APT&C posts in existing day services for people with physical disabilities and mental health problems £555,897
- Resources released from redesigned transport £291,121.

4.2. It is anticipated that through the application of the Council's redeployment policy there will be no compulsory redundancies. However, should early retirements or voluntary redundancies arise, these will be considered and if appropriate will be reported to Committee.

4.3. There are no additional resource requirements arising from the proposals, as summarised in Appendix 4. They offer, through creative and efficient service redesign, the prospect of providing more genuinely individualised services for people with disabilities than has ever been possible in direct services. Consequently, they take a major step towards securing the recommendations previously approved by Committee.

5. **Recommendation**

5.1. Committee is asked to:

- (i) approve the staffing changes set out in Section 4 of this report;
- (ii) endorse the continued progress being made to deliver individualised services to people with disabilities;
- (iii) remit this report to Policy & Resources (Personnel Sub) Committee for their approval; and
- (iv) otherwise note the content of this report.



**Jim Dickie**  
**Director of Social Work**  
**8 December, 2006**

*For further information on this report please contact Duncan Mackay, Head of Social Work Development, telephone 01698 332024*

## FORMER APT&amp;C POSTS TO BE DELETED

Designation	Grade	Post Hours	No of Posts	Salary including enhancements & oncosts
<b><u>Five Day Centre</u></b>				
Unit Manager	NLC11	35	1	£35,219
Senior Day Centre Officer	NLC10	35	1	£33,275
Day Centre Officer	NLC7	35	3	£67,824
<b><u>Adult Resource Centre</u></b>				
Assistant Manager	NLC10	35	1	£33,275
Day Centre Officer	NLC7	35	5	£113,040
Clerical Assistant/Typist	NLC3	35	1	£16,672
Clerical Assistant/Typist	NLC3	20	1	£9,527
Resources from post deleted due to closure of Alexander Resource Centre per report 27 <sup>th</sup> October 2005	NLC6	35	1	£20,315
<b><u>Main Street</u></b>				
Unit Manager	NLC11	35	1	£35,219
Depute Unit Manager	NLC10	35	1	£33,275
Day Centre Officer	NLC7	35	7	£158,256
				£555,897

## FORMER MANUAL WORKER POSTS TO BE DELETED

Designation	Grade	Post Hours	No of Posts	Salary including enhancements & oncosts
<b><u>Five Day Centre</u></b>				
Escort Attendant	NLC4	37	1	£19,155
<b><u>Adult Resource Centre</u></b>				
Escort Attendant	NLC4	19.5	6	£60,570
Escort Attendant	NLC4	8.75	1	£4,530
<b><u>Aldarlee</u></b>				
Escort Attendant	NLC4	19.47	5	£50,397
<b><u>ARCh</u></b>				
Escort Attendant	NLC4	20.5	1	£10,613
Escort Attendant	NLC4	20	1	£10,354
Escort Attendant	NLC4	15	1	£7,766
<b><u>Edward Lawson</u></b>				
Escort Attendant	NLC4	35	1	£18,120
Escort Attendant	NLC4	20	1	£10,354
Escort Attendant	NLC4	20	6	£62,124
<b><u>Hallcraig</u></b>				
Escort Attendant	NLC4	20	2	£20,708
Escort Attendant	NLC4	14.75	1	£7,636
<b><u>Buchanan Street</u></b>				
Escort Attendant	NLC4	19.5	3	£30,285
Escort Attendant	NLC4	15	2	£15,532
				£328,144

## POSTS TO BE CREATED

Designation	Grade	Post Hours	No of Posts	Salary including enhancements & oncosts
Locality Manager	NLC12	35	1	£38,214
Locality Leader	NLC10	35	3	£99,825
Locality Worker	NLC7	35	15	£339,120
Locality Support Worker	NLC4	35	32	£579,802
Administrative Assistant	NLC6	35	1	£20,315
				£1,077,276

## RESOURCE REQUIREMENTS PER PROPOSAL

Designation	Salary including enhancements & oncosts
Resources released from deletion of 22.57 wte APTC posts	£555,897
Resources released from deletion of 17.13 wte Manual Worker posts	£328,144
Resources released from redesigned transport	<u>£291,121</u>
	<u>£1,175,162</u>
Resources required to create new staffing establishment	£1,077,276