

NORTH LANARKSHIRE COUNCIL

REPORT

TO: Social Work Committee	Subject:
FROM: Jim Dickie Director of Social Work	COMMUNITY CARE, CRIMINAL JUSTICE AND CHILD CARE BUDGET IMPLEMENTATION PROGRAMME
DATE OF COMMITTEE: 10 June 1997	
REF: JD/RP/DM/LMcC	

1. PURPOSE OF REPORT

- 1.1 To inform Committee of plans to implement the services contained within the 1997/98 budget agreed for the Department and to obtain approval to enter into contracts with providers and create new in-house posts and services.

2. BACKGROUND

- 2.1 The Social Work Department, in common with other Departments within North Lanarkshire Council, was required to make substantial cuts to some areas of service in order to reduce expenditure in line with available resources. The Department has over the past two months substantially reshaped its services in line with the budget savings required. Whilst some services have been closed or reduced every effort has been made to ensure that alternative services to clients are put in place and that those staff affected are provided with opportunities for redeployment.
- 2.2 However running parallel with this agenda of reducing some areas of service is one of developing new services to meet the additional responsibilities falling on the Department this year. This is the result of implementation of the Children (Scotland) Act, the continuing transfer of funding responsibility for residential care from the DSS, and the transfer of responsibility for certain clients from Health to Social Work.
- 2.3 These additional responsibilities were recognised when agreeing the budget and resources were made available to the Department from central government (included in the local government settlement), from Health Boards and by North Lanarkshire Council, by prioritising certain areas of Social Work Services for development from the limited resources available.
- 2.4 It is now imperative that the Department implement the budget programme if it is to meet its statutory responsibilities and its obligations to other agencies.

3. SERVICE DEVELOPMENT PROPOSALS

- 3.1 A detailed service development programme is set out below in respect of different care groups.

4. SERVICES FOR OLDER PEOPLE

4.1 Nursing Home & Residential Care £1.744M

The Department proposes to initially allocate the additional Care Element Transfer (CET) resources required to fund existing clients within residential care and nursing homes and to allow for growth in clients during the year in line with Scottish Office estimates. The Department will in accord with Community Care guidance keep the situation under review and should client choice determine that resources be re-directed to other types of service then the necessary adjustment will be made.

4.2 Home from Hospital £0.050M

South Lanarkshire were responsible for funding the Home from Hospital scheme for Law Hospital in 1996/97. It has been agreed with South Lanarkshire Council and Lanarkshire Health Board that it is more appropriate for North Lanarkshire to assume responsibility for North Lanarkshire clients. Consequently the Health Board will transfer to the Department their share of the costs of the scheme with the Social Work share funded from CET.

4.3 Care and Repair Scheme £0.015M

The development of a Care & Repair Scheme, in partnership with the Housing Department and Scottish Homes, will enable older people and people with physical disabilities to remain in their own homes by the provision of adaptations, property extensions and household repairs. It will be funded by CET.

4.4 Assessment and Care Management £0.223M

The ever increasing number of clients for whom the Department has a responsibility for assessment and review puts a huge strain on the administrative sections. In recognition of this it is proposed to create 7 posts at GS1/2 level to administer this responsibility, funded from community care implementation monies.

The Department has identified a shortfall in the numbers of social workers and occupational therapists based in local area teams. In order to meet its responsibilities under community care legislation, it is proposed to fund four social worker posts and two occupational therapists posts from community care implementation monies made available for 1997/8. The posts could be filled by releasing vacancies which were frozen as part of the budget exercise.

5. SERVICES FOR PEOPLE WITH MENTAL HEALTH PROBLEMS

5.1 Care Management Project - Chryston £0.107M

The closure of Gartloch and Woodilee Hospitals by Greater Glasgow Health Board requires that alternative services be provided in the community for people with mental health problems and people with dementia. It is proposed to create a post of Care Manager with responsibility for supporting people with mental illness in the Chryston area by purchasing necessary packages of care from Richmond Fellowship, Bield Housing Association and other providers. The project will be financed from funds received from Greater Glasgow Health Board.

5.2 Advocacy £0.040M

People with mental health problems require the assistance of an independent advocate to advise and represent them at times when they may be less able to make decisions for themselves. The Social Work Department, because of its role as a service provider and as a fundholding agency, cannot act as independent advocates. It is appropriate that this be provided by a voluntary sector organisation independent of both the local authority and existing care providers, and it is proposed that advocacy be commissioned from such an organisation. It will be financed from funds received from Lanarkshire Health Board.

5.3 Home Support and Day Care £0.060M

At present Lanarkshire Association for Mental Health provide home support and day care in different locations in North Lanarkshire, with the exception of Bellshill and Motherwell (other than a limited service). It is proposed to extend the service provided by this organisation to ensure it is available in all parts of the authority, financed by monies received from Lanarkshire Health Board.

5.4 Community Mental Health Support Workers £0.030M

The Social Work Department, in partnership with Lanarkshire Health Board and Lanarkshire Healthcare NHS Trust, have developed a model of joint working to provide community based care and treatment to people with severe and long term mental health problems. This will be introduced in the Cumbernauld area and will require the creation of 2 Support Worker posts, financed by monies received from Lanarkshire Health Board.

6. SERVICES TO PEOPLE WITH LEARNING DISABILITIES

6.1 Supported Employment Initiative £0.100M

Many people with learning disabilities are able to take up job opportunities in mainstream work situations. To achieve this they require support to overcome the initial obstacles to employment and the provision of intensive support, particularly during the early stages of employment. It is proposed to commission Enable to provide a supported employment project across North Lanarkshire, working with existing employers to create job opportunities for people with learning disabilities. The initiative will be financed by monies received from Lanarkshire Health Board.

6.2 Day Opportunities £0.200M

Within North Lanarkshire there is a shortage of day care available for people with learning disabilities. The proposals are that two projects be developed, one managed by Enable who are a voluntary organisation specialising in this field and an in-house project. The services will not be centre based but will provide day opportunities for approximately 20 people by means of accessing facilities in the community. The funding for these projects was provided by the Council as part of the budget process in recognition of the need to provide services for young people with special needs leaving the education system.

6.3 Advocacy £0.040M

People with learning disabilities often require the assistance of an independent advocate to advise and represent them where they may be less able to make decisions for themselves. The Social Work Department, because of its role as a service provider and as a fundholding agency, cannot act as independent advocates. It is proposed that funds received from Lanarkshire Health Board be used to support the development of advocacy for people with learning disabilities. This is likely to involve the commissioning of a provider independent of the local authority and existing care providers.

6.4 Respite Care £0.365M

Over the past year 2 specialist residential respite services were opened in North Lanarkshire at Ferrie House in Gartcosh and High Barwood in Kilsyth. A third unit at Buchanan Street in Coatbridge which is owned by North Lanarkshire Council but managed by PHEW, a local voluntary organisation, is due to open in July. The additional resources necessary to fund this increase in provision has come from Health Board monies, CET and from monies allocated by North Lanarkshire during the budget exercise. The development of these new residential services greatly enhance the provision of respite care in North Lanarkshire.

6.5 Care Co-Ordinators (Learning Disability) £0.090M

There are across North Lanarkshire a number of people living in the community with significant learning disabilities who have complex needs. Providing support to these individuals and their families is a priority of the Department. It is proposed to create 6 posts of learning disability Care Co-ordinators to work with clients to identify needs and provide appropriate support. The post will be on APIV/V/QSW scale but staff recruited to fill these posts will require specialist knowledge and particular skills relative to the challenging nature of the work involved. It is anticipated that some posts could be filled with people seconded from a Health background and where this is the case it may be necessary to pay the individual based on the Health Board scale. The posts will be phased in over a period of time and the funding is being met from monies made available by Lanarkshire Health Board.

7. SERVICES FOR CHILDREN

7.1 Home Based Respite £0.060M

Many families of children with special needs who require respite care prefer the option of family based care to that provided in a residential setting. There is currently a successful Shared Care scheme which trains, recruits and funds carers to provide this service. It is intended to increase the scope of this scheme by placing children with an additional 13 carers. Funding for the scheme is from CET.

7.2 Additional Posts £0.270M

The increased responsibilities and new burdens arriving from the implementation of the Children (Scotland) Act requires that the existing staffing within the Department is augmented.

It is proposed that 2 posts of Senior Child Care Officer at PO2 level be created at HQ with specific responsibility for implementing certain aspects of the Act, together with six qualified social worker posts in area teams (APIV/V/QSW).

In recognition of the new administrative responsibilities created by the legislation it is proposed to create six additional administrative posts in area teams. This will be the net increase resulting from creating 7 AP1 posts and reducing the number of GS3 posts by one.

The cost of the additional posts will be funded from the resources provided for the implementation of the Children (Scotland) Act.

7.3 Section 30 Payments £0.030M

Section 30 of the Children (Scotland) Act deals with financial assistance towards the expenses and maintenance, education or training of young people in care over school age but not yet 21 years of age. The Act has increased the funding responsibilities of the Department to young people from those which existed under the previous legislation. In recognition of this an additional allocation to the budget is proposed funded from criminal justice services the resources provided for the implementation of the Children (Scotland) Act.

8. CRIMINAL JUSTICE - SERVICES

8.1 Criminal Justice Staffing £0.14M

Additional workload in 1997/98 for Criminal Justice services provided by Area Teams and by Community Service has created a need for additional staffing. Funding for the additional posts required has been secured from the Scottish Office through 100% funding for Criminal Justice services, and there will be no cost to North Lanarkshire. The anticipated workload will require an additional 3.5 social workers, to be located in Area Teams, and a consequential increase in provision of 0.8 whole time equivalent Senior Social Workers, and 2 Administrative Staff. Staff will be allocated to Area Teams across the Authority according to workload demand. One additional Community Service Officer is required to manage the additional workload within the Community Service Scheme.

9. CONCLUSION

9.1 The creation of the above services will enhance the lives of many people across North Lanarkshire including some of the most vulnerable in society.

Creating these services will be a major task for the Department and it is imperative that this process is started as soon as possible, maximising the benefit to clients, enabling the Department to meet its new responsibilities and creating much needed employment opportunities in the public and independent sector within North Lanarkshire.

9.2 All of the changes regarding creation and deployment of new posts will take place in full consultation with the relevant trade unions. The development proposals have already been the subject of some consultation with service users and carers and will continue to be so in the context of the forthcoming Joint Community Care Plan.

10. RECOMMENDATIONS

Committee is asked to:

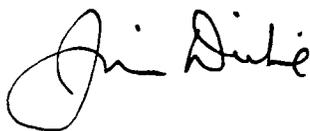
10.1 Note the allocation of additional resources from CET to residential and nursing home care as shown in 4.1 above, and request the Director of Social Work to provide periodic reports on the management of this budget.

10.2 Note the allocation of additional resources from CET to the Home from Hospital scheme for North Lanarkshire residents in Law Hospital as shown in 4.2 above.

10.3 Note the allocation of additional resources from CET to a Care and Repair Scheme as shown in 4.3 above.

- 10.4 Approve the creation of 7 administrative posts as shown in 4.4 above, funded by community care implementation monies, together with 4 social worker posts and 2 occupational therapist posts.
- 10.5 Approve the creation of a Care Management Project in the Chryston area for people with mental health problems and dementia as shown in 5.1 above, and approve the creation of a post of Care Manager at APIV/V/QSW. The project will be funded from funds received from Greater Glasgow Health Board.
- 10.6 Approve the creation of an advocacy project for people with mental health problems as in 5.2 above, funded from resources provided by Lanarkshire Health Board.
- 10.7 Approve the extension of the Home Support and Day Care project operated by LAMH as in 5.3 above, funded from resources provided by Lanarkshire Health Board.
- 10.8 Approve the creation of two additional community mental health Support Worker posts (APII) as in 5.4 above, funded from resources provided by Lanarkshire Health Board.
- 10.9 Approve the creation of a supported employment initiative managed by Enable as in 6.1 above, funded from resources provided by Lanarkshire Health Board.
- 10.10 Approve the creation of two day opportunities projects as in 6.2 above; one project to be managed by Enable and one project to be in-house. The staffing structure of the in-house project to be agreed with the Head of Personnel Services in consultation with the trade unions. The funding of the project is from monies provided by the Council for this purpose as part of the budget process.
- 10.11 Approve the development of advocacy for people with learning disabilities as in 6.3 above, from resources provided by Lanarkshire Health Board.
- 10.12 Note the allocation of additional resources to residential respite care as in 6.4 above, and the proposed commencement of the new service at Buchanan Street, Coatbridge in July.
- 10.13 Approve the creation of 6 learning disability Care Co-ordinator posts (APIV/V/QSW) as in 6.5 above funded from resources provided by Lanarkshire Health Board.
- 10.14 Approve the expansion of the Shared Care scheme as in 7.1 above providing respite care for children with special needs from CET monies.
- 10.15 Approve the creation of posts as detailed in 7.2 above of 2 Senior Child Care Officers (PO2); six qualified social worker posts (APIV/V/QSW); and six additional administrative posts in area teams. The changes are to be funded from resources provided for the implementation of the Children (Scotland) Act.
- 10.16 Approve the allocation of additional monies as in 7.3 above to the Section 30 budget, from resources provided for the implementation of the Children (Scotland) Act.

- 10.17 Approve the creation of posts as detailed in 8.1 above of 3.5 Social Workers .8 whole time equivalent Senior Social Workers, 2 administrative posts GS1/2 and 1 Community Service Officer to be funded from offenders monies provided by the Scottish Office
- 10.18 To remit the report to the Personnel Services Committee for their interest and attention.



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30th May 1997

For further information on this report please contact Duncan Mackay, Principal Officer (Planning & Development) (TEL: 01698 332067)