

NORTH LANARKSHIRE COUNCIL

REPORT

TO: Social Work Committee	Subject: Craigneuk Day Centre Staff Restructure
FROM: Jim Dickie Director of Social Work	
DATE OF COMMITTEE: 10 June 1997	
REF: JD/RP/IC/MD	

1. INTRODUCTION

The purpose of this report is to seek Committee approval to the restructuring of the staffing of Craigneuk Day Centre.

2. BACKGROUND

- ◆ In January 1996, Craigneuk Day Centre Service was merged with the Day Care Services operating out of the St Andrews Church Hall, Forgewood.
- ◆ Craigneuk Day Care was initially set up to provide a meal service under the Strathclyde Regional Councils' "Winter Care" initiative.
- ◆ Users of this service range from the fully ambulant to wheelchair bound and from fully mentally alert to confused /forgetful.
- ◆ Currently 80% - 90% of those using the service require direct assistance or supervision to meet their personal care needs.
- ◆ Currently 50 % of the service users require physical assistance with toileting etc.
- ◆ Significant numbers of users also require help with feeding.
- ◆ Current grades are not appropriate to the requirements of the current client group.
- ◆ Current grades were set before the Day Centre Service was developed.

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3. RESOURCES

The cost of implementing this report in full would be £11,000 in year one with subsequent incremental increases for staff in ensuing years.

These could be met from current revenue budget.

4. PROPOSALS

Current Staffing	1 X AP3
	1 X AP1
	2 X 35 hour GS1/2
	2 X 28 hour GS1/2
	2 X 14 hour GS1/2
	2 X 18.5 hour MW3
Revised Staffing	1 X 35 hour RW 26
	1 X 35 hour RW 22-23
	2 X 35 hour RW 15/16
	2 X 28 hour RW 15/16
	1 X 14 hour RW 15/16
	2 X 18.5 hour MW3

5. CONSIDERATIONS

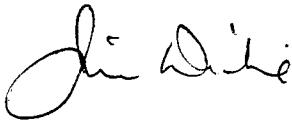
- Current grading structure does not adequately represent the care requirement on staff at Craigneuk.
- ♦ Applying residential grades/day work grades has no implications for the other Council Departments.
- ♦ Trade Union has indicated concern at current situation and is seeking changes.
- ♦ Increased flexibility is required from staff to meet clients needs and this is not feasible under current grades.
- ♦ Heads of Personnel Services have been consulted on the preparation of this report.

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- ◆ The structure set for Craigneuk Centre will be used as a model for other similar centres.
- ◆ There will be no reduction in service as a result of the revised staffing structure

6. RECOMMENDATIONS

- ◆ Council should authorise Director of Social Work to restructure staffing as set out on this report.
- ◆ Council should authorise Director of Social Work to grade new structure on residential workers grading.
- ◆ Report should be passed to Personnel Services Committee for its interest and consideration.



Jim Dickie
Director of Social Work
May 1997

For further information on this report please contact, Principal Officer (Personnel and Training) (TEL: 01698 332037)