

NORTH LANARKSHIRE COUNCIL  
REPORT

TO: Social Work Committee	Subject: BRANCHAL HOUSE STAFF RESTRUCTURING
FROM: Jim Dickie Director of Social Work	
DATE OF COMMITTEE: 10th June, 1997	
REF: JD/RP/IC/DR	

**1. INTRODUCTION**

- 1.1 The purpose of this report is to seek the committee's approval to the restructuring of current staffing levels at Branchal House.

**2. BACKGROUND**

- 2.1 Branchal House is a purpose built local authority establishment situated in the Coltness area of Wishaw, providing accommodation and support to twelve adults with learning disabilities who have a range of different care needs.
- 2.2 There are future plans to create a self-contained flat using existing staff accommodation and a room previously used for respite. This alteration within the establishment will provide some of the existing residents with the opportunity of developing skills for supported living in the community, where this is the person's choice, and consistent with their assessed needs.
- 2.3 At present, the staffing levels within Branchal are inadequate to meet the diverse needs of the existing client group. From 3.3.92 to date, reports produced by the Inspection Team which monitors all residential units, have highlighted the deficiencies in staffing levels as an issue which the Social Work Department should give priority to addressing.
- 2.4 Funding from Health Board monies would be available to assist the Department to improve staffing levels, and to ensure appropriate care is provided to residents who wish to move on to less intensively supported accommodation. This would be on condition that in the longer term, it would be capable of providing an appropriate residential service for people who require a high level of support.
- 2.5 Members are asked to note that the Department faces similar issues in relation to its second residential service at Craig Street, Airdrie, where Health Board monies could be attracted to improve the service provided to existing and future residents.

### **3. EXISTING STAFF**

- 3.1 At present, Branchal House has an establishment of 4 Part Time Social Care Worker Posts. Two of these posts are designated as 27.25 hours per week, with the other two posts having substantive hours of 25 hours, and 20 hours per week respectively.
- 3.2 To meet the exigencies of the service, the latter two postholders have also historically worked 27.25 hours per week, the difference between this and the substantive hours being worked on the basis of additional hours
- 3.3 Given the basic grade staff establishment as noted above, there was also always a need for each of the Social Care workers to work further additional hours beyond their 27.25 hours in order that residents needs could be met during colleagues off duty periods.
- 3.4 In view of this point, a temporary Social Care Worker was employed for approximately two years prior to reorganisation of local government and was funded by utilising the additional hours beyond the 27.25 per week which each Social Care Worker had formerly worked. This measure allowed greater flexibility in cover as it gave an additional member of staff.

### **4. PROPOSED APPROACH**

- 4.1 The Department proposes to address the urgent staffing problems at Branchal on an interim basis in order to bring it up to the level required by the Inspection Team, commence the process of implementing care plans for existing residents, and improve the level of service it can provide to people with intensive support needs.
- 4.2 A second phase of the process will be to jointly review the future role of the Department's two learning disability residential services to ensure that they are capable of providing a well focused, high quality service to clients who are likely to have higher support needs than previously met by the establishments. This will be subject of a further report to Committee.

### **5. INTERIM PROPOSALS FOR INCREASING THE STAFFING ESTABLISHMENT AT BRANCHAL HOUSE**

- 5.1 In terms of the Review of Staffing, it is proposed that the four existing substantive Social Care Worker Posts have their agreed hours increased to 38 hours per week on a contractual basis.
- 5.2 In addition to the proposals above, the recommendation is for the appointment of an additional full time Senior Social Care Worker Posts, as well as the establishment of 4 additional full time Social Care Worker posts.

5.3 This staffing level would comply with the recommendations of the Arms Length Inspection Team.

## 6. COSTS

6.1 Costs of these proposals are detailed below

1.	Senior Social Care Worker Post	£16,404.00
2.	4 x Full Time Social Care Worker Posts (38 Hours per week)	£51,456.00
3.	Increase in hours for 4 existing Part Time Social Care Worker Posts - Total of 52.5 Hours per week.	£17,772.30
4.	Employers Costs @ 11.5%	£ 9,847.60
	<b>Total</b>	<b>£95,479.90</b>

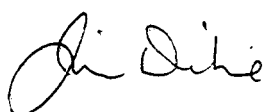
## 7. RESOURCES

7.1 The cost of implementing this report in full would be approximately £64,000.00 in year one, with full year costs of £95,479.90. There will also be incremental increases for staff in ensuing years. These costs could be met from Health Board monies and Care Element Transfer.

## 8. RECOMMENDATIONS

It is requested that Committee

- i approves the interim proposals for increased staffing at Branchal House
- ii remits the matter to Personnel Services Committee for its interest and attention
- iii notes that in due course the Director of Social Work will bring forward a further report on future proposals for the Department's learning disability residential services.



**Jim Dickie**  
**Director of Social Work**  
**30th May 1997**

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