

AGENDA ITEM No. ...7.(b)...**NORTH LANARKSHIRE COUNCIL****REPORT**

TO: Social Work Committee	Subject: To Set A Rate For 1998/99 For Services Run By Enable Homes (Cumbernauld) and Advise On Organisational Changes
FROM: Jim Dickie Director of Social Work	
DATE OF COMMITTEE: 21st April 1998	
REPORT AUTHOR: Ronnie Paul	
REF: RP/KB	

1. PURPOSE OF REPORT

The purpose of the report is to obtain approval for the rates to be paid in 1998/99 to the four projects run by the above organisation and to advise Committee on structural and organisational changes.

2. BACKGROUND

- 2.1 Enable Homes (Cumbernauld) provides a residential respite service for people with learning disabilities at High Barrwood Kilsyth and this service has been operational for two years.
- 2.2 The same organisation have provided long term residential care for people with learning disability in the Cumbernauld area since 1992. These registered services operate from three group tenancies at Rose Street, Craigieburn Road and Stoneylee Road, Cumbernauld. Until 31 March 98 all three were managed by Enable, Cumbernauld Branch (Group Housing).

3. ORGANISATIONAL CHANGE

- 3.1 From 1 April 1998 the three group tenancies in Cumbernauld will be formally transferred over to Enable Homes (Cumbernauld) a charitable company registered in Scotland. Enable Homes (Cumbernauld) will then become the provider organisation for all four Enable projects in North Lanarkshire. This change of information will be reflected in revised registration certificates.
- 3.2 Enable, Cumbernauld Branch will revert to its original role as a campaigning organisation and one which advocates for and works with people with learning disability and under the auspices of Enable Homes (Cumbernauld) operate its residential services.

4. OPERATIONAL CHANGES

4.1 Over the past twelve months the Social Work Department and Enable have been reviewing the services provided in the group tenancies with a view to reshaping and improving the service and the following changes have been made :-

- (a) Staff structures have been revised to improve care staff client ratios and provide waking night cover by care staff.
- (b) Agreement has been reached that staff should be remunerated in line with NJC rates of pay thus allowing the organisation to recruit and retain suitability skilled and motivated staff
- (c) Revised shift patterns have been agreed which enhance staffing levels at times when clients need highest levels of support.
- (d) Structures have been amended to differentiate between caring and domestic duties.
- (e) Cooks have been employed at all premises to ensure that meals using fresh products are prepared in each one thus providing a more normal homely environment and providing opportunities for residents to enhance their skills.
- (f) The living arrangements are being reconfigured with a view that over time everyone will have their own room and this will require some reduction in places which can only be achieved when people chose to leave the project.
- (g) All of the above changes are geared to moving the culture within the tenancies to one of encouraging independence.

4.2 The revised arrangements address the most immediate issues and provide the basis for enhancing the care arrangements and promoting greater independence for the adults who live there. In the longer term the promotion of skills required for independence when taken together with the limitations of the current accommodation will necessitate a fuller review of the overall direction of the residential service. A key objective will be increasing the range of housing and care options available to current residents in line with the joint strategy for people with a learning disability. Developments will be the subject of ongoing discussion with Enable Homes (Cumbernauld) and consistent with assessed needs and client preference

4.3 The respite service at High Barrwood has not been subject to a full review but it has been identified that the following changes be made to the project :-

- (a) The project requires a transport budget to allow them to lease a bus which is required not only for transport to and from the project but is required for day outings etc.
- (b) It is also necessary to employ a cook within the project to provide freshly prepared meals on the premises.
- (c) The assumed occupancy level to be used in calculating the rate should be 90% and not 95% as in previous years. This would be in line with what is achievable by the project and also in line with other respite providers

5. FINANCIAL IMPLICATIONS

North Lanarkshire Council recognised the need for the changes within the project identified in 4 above and in the 1997/98 and 1998/99 budget process provided resources to meet the resultant increase in costs. The Social Work Department therefore has the resources necessary to fund the proposed changes within its existing budget.

6. PROPOSED FUNDING

The budgets for the projects have been revised for 1998/99 and it is proposed to set the following weekly rate effective from 1 April 1998.

	<u>1997/98</u>	<u>1998/99</u>
Rose Street	367.28	425.45
Craigieburn Road	367.28	452.35
Stoneylee Road	367.28	474.60
High Barrwood	735.55	817.00

These rates will be adjusted to take account of any inflationary increase which is agreed by the Council for wage awards in 1998/99

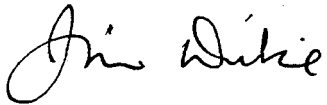
The project will incur some one off costs in implementing the changes and it is proposed that a non recurring payment up to a maximum of £10,000 be made to reimburse this expenditure.

7. RECOMMENDATIONS

Committee is asked to :

- 7.1 Note the organisational change in Section 3.
- 7.2 Note the operational changes detailed in Section 4.
- 7.3 Approve the proposed funding as detailed in Section 6.

7.4 Note that there will be further discussion with Enable Homes Cumbernauld on the longer term direction of the service.



Jim Dickie
Director of Social Work
1 April 1998

For further information on this report please contact Ronnie Paul, Head of Social Work Resources (TEL: 01698 332023)