

**NORTH LANARKSHIRE COUNCIL**

**SOCIAL WORK DEPARTMENT**

<p><b>Social Work Committee :</b>  <b>21st April, 1998.</b></p>	<p><b>Subject : Proposals for Reshaping of Child Care Services (Residential Action Plan)</b></p>
<p><b>From :</b>  <b>Jim Dickie, Director of Social Work</b>  <b>Prepared by :</b>  <b>Sandra Paterson, Principal Officer,</b>  <b>Child Care</b></p>	

**1. PURPOSE OF REPORT**

- 1.1 Further to the previous Social Work Committee report the purpose of this report is to advise Committee of the proposed new staffing establishments for a twelve bedded children's unit, the staffing proposals for two other units and the new peripatetic team and to request approval for these.

Approval is also requested for the move towards new unit status of one of the established children's units.

**2. BACKGROUND**

- 2.1 In line with previous reports presented to Committee on the Residential Action Plan it is proposed that North Lanarkshire Council moves towards the position whereby all of the children's units have new unit status.

Currently the unit in Cecil Street, Coatbridge, the unit in Torrance Avenue, Airdrie, the unit in Pine Court, Cumbernauld and the new unit in Leslie Street, Motherwell have new unit status. With the closure of the unit in Bellshill, Mitchell Street remains the only outstanding unit to move to new unit status. In line with the previous Committee report it was also agreed to increase the staffing establishment in three of the other units, Pine Court, Torrance Avenue and Cecil Street.

- 2.2 As indicated in previous reports to Committee, the Residential Action Plan is committed to small homely units. These can offer greater privacy to young people, a better staff child ratio and a less institutionalized type of environment.

**3. PROPOSALS**

- 3.1 It is proposed that the unit in Mitchell Street moves towards new unit status and reduces the numbers of children within the unit from sixteen to twelve.
- 3.2 It is proposed that a peripatetic team be established. This team of workers will be managed from an area team and will have a wide remit in relation to looked after and accommodated children and young people. They will be used to staff small domestic units where required on an emergency basis, offer support to existing units in periods of crisis or where particularly difficult children are placed in the unit. They will be able to offer outreach work

out with normal working hours to young people previously accommodated and who may now reside in supported accommodation or individual tenancies.

- 3.3 It is proposed that in Pine Court Children's Unit and Torrance Avenue, deputies are created and two senior day posts are created in Pine Court and two existing day qualified posts are redesignated senior day.

#### **4. FINANCIAL IMPLICATIONS**

- 4.1 The financial implications of these proposals have already been agreed at the last Social Work Committee.

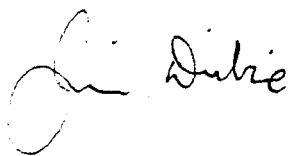
#### **5. PERSONNEL ISSUES**

- 5.1 The staffing establishment for the unit in Mitchell Street is detailed in Appendix 1.
- 5.2 The staffing establishment proposed for the peripatetic team is detailed in Appendix 2.
- 5.3 The staffing recommendations for Pine Court, Torrance Avenue and Cecil Street are detailed in Appendices 3, 4 and 5.

#### **6. RECOMMENDATIONS**

It is recommended that the Committee:

- (1) Approves the move towards new unit status of Mitchell Street Children's Unit
- (2) Approves the staffing establishment for this unit set out in Appendix 1
- (3) Approves the staffing establishment for the peripatetic team set out in Appendix 2.
- (4) Approves the staffing establishment for Pine Court set out in Appendix 3.
- (5) Approves the staffing establishment for Torrance Avenue set out in Appendix 4.
- (6) Approves the staffing establishment for Cecil Street set out in Appendix 5.



**Jim Dickie,**  
**Director of Social Work**  
**17th March, 1998.**

*For further information contact Sandra Paterson, Principal Officer, Child Care (Telephone 01698 332032).*

**STAFFING ESTABLISHMENTS**

**Appendix 1**

**MITCHELL STREET**

DESIGNATION	GRADE	EXISTING HOURS	EXISTING STAFF	EXISTING SALARY	PROPOSED HOURS	PROPOSED STAFF	SALARY COSTS
Unit Manager	RW32	38	1	£21,300	38	1	£21,300
Depute Unit Manager	RW30	38	1	£21,300	38	1	£21,300
Senior Residential Worker (DAY)	RW23/28	38	2	£33,630	38	2	£33,630
Residential Worker (Day)	RW12/16	38	10	£141,684	38	10	£141,684
<b>Senior Residential Worker (NIGHT)</b>	<b>RW23/28 + 1/3 Enhancement</b>	<b>N/A</b>	<b>0</b>	<b>N/A</b>	<b>30</b>	<b>3</b>	<b>£38,559 £12,853</b>
<b>Residential Worker (Night)</b>	<b>RW12/16 + 1/3 Enhancement</b>	<b>2X35 &amp; 2X 38</b>	<b>4</b>	<b>£54,431 £18,144</b>	<b>30</b>	<b>3</b>	<b>£40,823 £13,607</b>
<b>Cook/Domestic</b>	<b>MW2</b>	<b>N/A</b>	<b>0</b>	<b>£42,687</b>	<b>29.5</b>	<b>4</b>	<b>£25,428</b>
<b>Clerical Assistant/Typist</b>	<b>GS1/2</b>	<b>10</b>	<b>1</b>	<b>£2,743</b>	<b>17.5</b>	<b>1</b>	<b>£4,654</b>
Sleep in Allowance				£10,490			
Subtotal				£346,409			£353,838
NI/Superann 11%				£33,409			£40,076
Public Holiday/Weekend Cover							£13,500
<b>TOTAL COSTS</b>				<b>£379,818</b>			<b>£407,414</b>
+ Catering & Cleaning Direct Costs							

## Appendix 2

**PERIPATETIC UNIT**

DESIGNATION	GRADE	HOURS	NO	SALARY COSTS
Project Manager	RW32	38	1	£22,563
Senior Residential Worker (Day)	RW 23/28	38	1	£16,281
Residential Worker Day	RW 12/16	38	1	£13,185
* Residential Worker	RW 12/16	As required	7 WTE	£92,295
Clerical Assistant/Typist	GS1/2	17.5	1	£4,654
<u>Sub Total</u>				£148,978
NI/Superannuation Costs 11%				£16,388
Recurring Revenue Costs				£34,600
* Residential Workers will be employed to meet the pattern of service requiring to be provided.				
TOTAL COSTS				£199,966

**PINE COURT**

**Appendix 3**

DESIGNATION	GRADE	EXISTING HOURS	EXISTING STAFF	EXISTING SALARY	PROPOSED HOURS	PROPOSED STAFF	SALARY COSTS
Unit Manager	RW32	38	1	£23,298	38	1	£23,298
Senior Residential Worker (Night)	RW23 + 1/3 Enhancement	2x35 & 1x20	3	£39,054 £13,018	3x35 1x20 peripatetic	3 1	£45,480 £15,160 £8,568
Residential Worker (Day)	RW12/28	38	6	£85,728	38	4	£2,856 £56,262
Cook	MW3	19	1	£4,237	19	1	£4,237
Domestic Assistant	MW1	19	1	£3,951	19	1	£3,951
<b>Depute Unit Manager</b>	<b>RW30</b>	<b>N/A</b>	<b>0</b>	<b>N/A</b>	<b>38</b>	<b>1</b>	<b>£20,754</b>
<b>*Senior Residential Worker (DAY)</b>	<b>RW23/28</b>	<b>N/A</b>	<b>0</b>	<b>N/A</b>	<b>38</b>	<b>2</b>	<b>£29,466</b>
<b>Clerical Assistant/Typist</b>	<b>GS1/2</b>	<b>N/A</b>	<b>0</b>	<b>N/A</b>	<b>17.5</b>	<b>1</b>	<b>£4,654</b>
Subtotal				£169,286			£214,686
NI Superann 11%				£18,621			£23,615
Public Holiday/Weekend Cover							£7,950
* Redesignation of existing posts only							
<b>TOTAL COSTS</b>				<b>£187,907</b>			<b>£246,251</b>

**TORRANCE AVENUE**

DESIGNATION	GRADE	EXISTING HOURS	EXISTING STAFF	EXISTING SALARY	PROPOSED HOURS	PROPOSED STAFF	SALARY COSTS
Unit Manager	RW32	38	1	£21,918	38	1	£21,918
Senior Residential Worker (Night)	RW23 + 1/3 Enhancement	2x35	2	£33,630	3x35 & 1x20	3	£49,911
		1x20	1	£11,211	1x20 Peripetetic	1	£16,637
				£9,509			£9,509
				£3,169			£3,169
Residential Worker (Day)	RW12/28	38	8	£125,157	38	4	£56,556
<b>Depute Unit Manager</b>	<b>RW30</b>	<b>N/A</b>	<b>0</b>	<b>N/A</b>	<b>38</b>	<b>1</b>	<b>£20,754</b>
<b>* Senior Residential Worker (DAY)</b>	<b>RW23/28</b>	<b>N/A</b>	<b>0</b>	<b>N/A</b>	<b>38</b>	<b>2</b>	<b>£35,133</b>
<b>Clerical Assistant/Typist</b>	<b>GS1/2</b>	<b>N/A</b>	<b>0</b>	<b>N/A</b>	<b>17.5</b>	<b>1</b>	<b>£4,654</b>
Cook/Domestic	MW1/2	29	2	£16,516	29	2	£16,516
Sleep in Allowance				£1,166			
Subtotal				£222,276			£234,757
NI Superann 11%				£24,450			£25,823
Public Holiday/Weekend Cover							£8,700
* Redesignation of existing posts only							
<b>TOTAL COSTS</b>				<b>£246,726</b>			<b>£269,280</b>

**CECIL STREET****Appendix 5**

DESIGNATION	GRADE	EXISTING HOURS	EXISTING STAFF	EXISTING SALARY	PROPOSED HOURS	PROPOSED STAFF	SALARY COSTS
Unit Manager	RW32	38	1	£23,298	38	1	£23,298
Depute Unit Manager	RW30	38	1	£21,300	38	1	£21,300
Residential Worker (Day)	RW12/16	38	10	£134,601	38	10	£134,601
Senior Residential Worker (Night)	RW23 + 1/3 Enhancement	30	3	£38,559 £12,853	30	3	£38,559 £12,853
<b>Residential Worker (Night)</b>	<b>RW12/16 + 1/3 Enhancement</b>	<b>30</b>	<b>3</b>	<b>£37,539 £12,280</b>	<b>30</b>	<b>3</b>	<b>£37,539 £12,280</b>
<b>Senior Residential Worker (DAY)</b>	<b>RW23/28</b>	<b>N/A</b>	<b>0</b>	<b>N/A</b>	<b>38</b>	<b>2</b>	<b>£32,562</b>
<b>Cook/Domestic</b>		<b>Cleaning &amp; Catering Direct</b>		<b>£62,668</b>	<b>29.5</b>	<b>4</b>	<b>£25,428</b>
<b>Clerical Assistant/Typist</b>	<b>GS1/2</b>	<b>N/A</b>	<b>0</b>	<b>N/A</b>	<b>17.5</b>	<b>1</b>	<b>£4,654</b>
Subtotal				£343,098			£343,074
NI Superann 11%				£30,847			£37,738
Public Holiday/Weekend Cover							£12,710
<b>TOTAL COSTS</b>				<b>£373,945</b>			<b>£393,522</b>