

**NORTH LANARKSHIRE COUNCIL
REPORT**

TO: Social Work Committee	Subject: MODERNISING COMMUNITY CARE AND IMPROVEMENT OF CHILD CARE - IMPLEMENTATION PROPOSALS
FROM: Jim Dickie Director of Social Work	
DATE OF COMMITTEE: 30 March 1999	
REPORT AUTHOR: K Somers	
REF: KS/RP	

1 PURPOSE OF REPORT

- 1.1 The purpose of this report is to seek the Committee's approval to detailed proposals for implementation of service enhancements contained in the 1999/2000 Social Work Service Plan.

2 BACKGROUND

- 2.1 In January 1999, Social Work Committee considered reports on the Social Work Service Plan and the implementation of Scottish Office Action Plans for Improvement of Child Care Services and Modernising Community Care, and authorised the Director of Social Work to submit detailed action plans to the Scottish Office following consultation as required with Lanarkshire Health Board and the Director of Education.
- 2.2 This report brings forward detailed proposals for the Committee's consideration and approval.

3 MODERNISING COMMUNITY CARE

- 3.1 Detailed proposals for each of the priorities set out in the Service Plan and the Action Plan for Modernising Community Care are set out below. It is proposed that services should be phased in during the coming financial year within the overall budget approved for Social Work.

[i] Home Care for older people and other care groups

- [a] Allocation of £200,000 to support additional home care services. This equates to an additional 17 FTE Home Support Workers and will support an expansion of the service with an emphasis on people with high levels of need, in line with the objectives set out in Modernising Community Care.

[b] Allocation of £30,000 for the creation of a Senior Community Care Officer (PO2) with a particular emphasis on developing and supporting the implementation of home care services designed to meet the specific requirements of care for dementia sufferers.

[ii] Day Care for Older People and Dementia Sufferers

Allocation of the sum of £100,000 to support the improvement and development of day services for older people and people with dementia.

The forthcoming opening of the integrated housing and day care complex in Coatbridge which has been developed by Bield Housing Association in partnership with the Council provides the opportunity to relocate and extend the existing day care services at Merrystone into the new purpose built facility. In addition, negotiations with Lanarkshire Health Board are underway in relation to securing health service funding to develop a new service within the facility targeted specifically towards the needs of adult with early onset dementia and their carers. This service would be jointly funded by Lanarkshire Health Board through the Health Improvement Programme.

The allocation will meet the cost of up to 7 FTE additional care staff to be employed by the Social Work Department within the relocated service and the new joint day care project. The final balance of staffing within the new joint service will be determined in consultation with the Health Board.

These developments will be the subject of a further report to Committee in due course.

[iii] Residential Care for Older People

Allocation of the sum of £615,000 to fund additional residential care and nursing home placements, the part year cost of which have been met during the current financial year with assistance from Lanarkshire Health Board. In line with previous approvals, placement will be on the basis of individually assessed need with an emphasis on securing alternative home based services where this can be achieved.

[iv] Review and modernisation of in house residential and day services

In the light of new guidance requiring the inspection of the Council's day services, the impending registration of Council services by an independent registration and inspection agency, and the recent Accounts Commission study on residential care services, the Council faces major challenges in reviewing and modernising its in house residential and day services for all care groups.

Allocation of the sum of £30,000 is proposed to fund the creation of a Senior Community Care Officer (PO2) to support the task of reviewing and modernising the Council's in house services, with the objective of ensuring best value in terms of quality and effectiveness.

- [v] **Care for People with Addiction Problems**
Allocation of £30,000 to establish a Senior Community Care Officer (PO2) to coordinate the implementation of the Council's addiction strategy. The implementation of the strategy at local level is the subject of a separate report to this Committee.
- [vi] **To provide supported living arrangements for young people with special needs**
Allocation of £50,000 to phase in supported living arrangements for young people with special needs who will be leaving education or residential care during the next financial year.
- [vii] **To meet the Council's costs for public funding care placements for people leaving long stay hospitals**
Allocation of £10,000 to meet the additional part year costs of phased discharges from hospital during the coming financial year.
- [viii] **To support user and carer involvement**
Allocation of £13,000 for additional grant funding to Lanarkshire Community Care Forum, to meet the part year costs of employing a development worker with a dedicated remit for North Lanarkshire. The objectives of the additional funding would be to support user consultation and the development in North Lanarkshire of the National Carer's Strategy, which will be reported to a future meeting of the Committee. Related costs including the cost of arranging user and carer events to be met within existing budgets.
- It is proposed that the funding should be additional to continuing the current level of funding at £14,500 per annum and should be conditional on submission by the North Lanarkshire Steering Group of the Forum of detailed proposals outlining work to be undertaken within North Lanarkshire.
- [ix] **Introduction of lay inspectors**
Allocation of £5000 to fund the introduction of lay inspectors to assist the Council in discharging its arms length inspection function.

4 IMPROVEMENTS IN CHILDREN'S SERVICES

- 4.1 Detailed proposals for the priorities for service enhancements set out in the Service Plan and the Children's Services Development Plan are set out below. The allocations are based on phasing in of developments within the budget agreed for Social Work for the coming financial year.

[i] Increasing and improving community based placements

- [a] Allocation of £50,000 to enhance fostering budgets to fund an additional 10 foster carers.

[b] Allocation of £100,000 to fund the review of fostering allowances including enhanced allowances for children and young people with complex needs. This is the subject of a separate report to the Committee.

[c] Allocation of £30,000 to phase in an increase in the fostering team by three social workers to improve recruitment and support of foster parents and decrease waiting times for assessments.

[ii] Children's Safeguard Review

[a] Develop children's advocacy services - allocation of £15,000 to Who Cares, Scotland, to fund an additional children's advocacy worker and associated costs

[b] Allocation of £45,000 to increase staffing in children's units including peripatetic staff who can be deployed to units to enhance staffing at period of stress to help to support young people within existing placements

[c] Allocation of £25,000 to establish a budget at unit level to assist with early action to improve upkeep and decoration within each unit.

[d] Allocation of £20,000 to enable the Department to employ a caretaker/handyman based in one of the residential units, to assist with the upkeep of the Council's residential units. This would enable minor repair and maintenance work to be carried out timeously ensuring the homes are maintained to a reasonable standard.

[e] Allocation of £25,000 to improve services to young persons in the Council's care through enabling them to access holidays and leisure opportunities.

[f] Allocation of £20,000 to provide a vehicle for the use of each home.

[iii] Children with Special Needs

Allocation of £100,000 to increase level of residential and home based shared care.

[iv] Early intervention and Prevention

Allocation of £77,000 to develop specialised home care support to the most vulnerable families.

5 FINANCIAL IMPLICATIONS

- 5.1 The service developments detailed within the report have been phased so that the costs can be met within the budget approved for Social Work for the coming financial year.
- 5.2 The approved budget incorporates £1,590,000 additional resources which are provided for phasing in enhancement of service during the current financial year.

6 PERSONNEL IMPLICATIONS

- 6.1 The personnel implications are summarised in the Appendices to the report.

7 RECOMMENDATIONS

- 7.1 Committee is asked:

- [i] to approve the service developments set out in the report;
- [ii] to remit the report to Personnel Services Committee for its consideration and approval of the proposals as summarised in the Appendices to the report;
- [iii] to otherwise note the terms of the report.

Katrina Somers

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Director of Social Work
25 March 1999

For further information on this report please contact K Somers, Head of Social Work Development (TEL: 01698 332010)

**Modernising Community Care and Improvement of Child Care
Personnel Implications of Proposals**

Appendix 1

Modernising Community Care

	No. FTE Posts
[i] Home Care for older people	
Home Support Workers	17
Senior Community Care Officer (PO2)	1
[ii] Day Care for Older People and Dementia Sufferers	
Social Care Workers (RW16)	7
[iii] Residential Care for Older People	
No personnel implications	
[iv] Review and modernisation of in house residential and day services	
Senior Community Care Officer (PO2)	1
[v] Care for people with addiction problems	
Senior Community Care Officer (PO2)	1
Admin/clerical support (GS1/2)	1
[vi] Supported living arrangements for young people with special needs	
Client need will determine provider at which time personnel implications if any will be identified.	
[vii] Funding care placements hospital discharge	
No personnel implications	
[viii] Support user and carer involvement	
No personnel implications	
[ix] Lay inspectors	
No personnel implications	

Improvements in Childrens Services

[i] Increasing and improving community based placements	
Social Workers (QSW)	3
[ii] Childrens Safeguard Review	
Senior Residential Workers Night (Appendix 1a)	4
Residential Workers Night (Appendix 1a)	7
Peripatetic residential staff	4
Caretaker/Handyperson (MW3)	1
[iii] Children with Special Needs	
Client need will determine provider at which time personnel implications if any will be identified.	
[iv] Early Intervention and Prevention	
Home Support Workers	17

Modernising Community Care and Improvement of Child Care

Appendix 1a

Personnel Implications of Proposals

Proposed changes to staff on night shift in childrens homes

	'CURRENT STAFFING				PROPOSED STAFFING				FTE increase/ Cost increase/ (decrease)	
	No.	Hrs	Total Hrs	£	No.	Hrs	Total Hrs	£	(decrease)	(decrease)
Pine Court										
Senior RW Nights	3	35	105	57839	2	35	70	38558		
	1	20	20	11424						
			<u>125</u>	<u>69263</u>			<u>70</u>	<u>38558</u>	-1.4	-30705
Residential Worker Nights					1	30	30	15867		
					3	20	60	31734		
			<u>0</u>	<u>0</u>			<u>90</u>	<u>47601</u>	2.4	47601
Torrance Avenue										
Senior RW Nights	3	35	105	57839	2	35	70	38558		
	1	20	20	11424						
			<u>125</u>	<u>69263</u>			<u>70</u>	<u>38558</u>	-1.4	-30705
Residential Worker Nights					1	30	30	15867		
					3	20	60	31734		
			<u>0</u>	<u>0</u>			<u>90</u>	<u>47601</u>	2.4	47601
Leslie Street										
Senior RW Nights	3	35	105	57839	2	35	70	38558		
	1	20	20	11424						
			<u>125</u>	<u>69263</u>			<u>70</u>	<u>38558</u>	-1.4	-30705
Residential Worker Nights					1	30	30	15867		
					3	20	60	31734		
			<u>0</u>	<u>0</u>			<u>90</u>	<u>47601</u>	2.4	47601
TOTAL MOVEMENT SENIOR RESIDENTIAL WORKERS NIGHT									-4.3	-92,115.0
TOTAL MOVEMENT RESIDENTIAL WORKERS NIGHT									7.1	142,803.0
									2.8	50,688.0