

NORTH LANARKSHIRE COUNCIL

SOCIAL WORK DEPARTMENT

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| Social Work Committee 5 October, 1999 | Subject : Law Hospital: Provision of Social Work Services |
| From : Jim Dickie, Director of Social Work Prepared by : Jim Nisbet, Principal Officer, Community Care | |

1. PURPOSE OF REPORT

This report advises Committee of a requirement to provide social work services to Law Hospital and seeks approval for a staffing establishment for the hospital social work service.

2. BACKGROUND

2.1 At Local Government re-organisation in 1996 the Law Hospital site became part of South Lanarkshire Council. However, given the catchment area for the hospital, some 76% of patients, and consequently social work referrals, were from people resident in North Lanarkshire Council area.

2.2 From April, 1996 until recently, South Lanarkshire Council Social Work Department provided a social work screening and assessment service to all hospital patients including those from North Lanarkshire. Case management, such as home care services or placement in residential or nursing home care, remained the responsibility of the authority wherein the patient ordinarily resided. This approach to the assessment and provision of social work services in hospitals was mirrored in most if not all other local authorities.

2.3 Earlier this year, and in keeping with a trend started by Glasgow City Council, South Lanarkshire Council intimated that they would charge other authorities for all social work services provided by their hospital social work teams. Since that date, detailed discussions between the two social work departments have taken place.

2.4 In terms of best value, the most effective option for providing a social work service at Law Hospital is for this Council to directly employ the required staff.

2.4 The replacement for Law Hospital, currently under construction at Netherton, Wishaw, and due to be completed in 2001, will require a social work establishment which will be the responsibility of North Lanarkshire Council to provide

3. CURRENT SITUATION

3.1 South Lanarkshire Council legal advisers have suggested that Transferring of Undertaking and Protection of Employment (T.U.P.E.) regulations may require the transfer of some South Lanarkshire Council employees in Law Hospital social work team to this authority. This Council has sought Senior Counsel opinion on the matter, and their final position is awaited.

At this stage two staff in Law Hospital currently managed by South Lanarkshire Social Work Department would wish to transfer to this authority.

- 3.2 At present, South Lanarkshire Council continue to provide a social work service to all patients in Law Hospital but are billing North Lanarkshire Council for those patients ordinarily resident in North Lanarkshire, at a cost of £21,994 per quarter.

4. PROPOSED STAFFING STRUCTURE

- 4.1 The current staffing establishment at Law Hospital is eight professional staff at grades from Senior Social Worker to Social Work Assistant, supported by a small administrative team which is provided by the Hospital Trust. This establishment was to serve the whole hospital population

- 4.2 It is proposed that a small social work team be created, for North Lanarkshire patients, comprising -

- 1 senior social worker,
- 2 social workers,
- 1 social work assistant.

Administrative support would, as at present, be provided and funded by the Acute Trust

- 4.3 At the conclusion of consultation with South Lanarkshire on the possible TUPE implications, two staff from South Lanarkshire may be transferred to the new service.
- 4.5 In advance of the opening of the new Wishaw General Hospital a review of the total social work service to hospitals within North Lanarkshire will be undertaken, including management arrangements and establishments. This will be necessary because of the incorporation of additional functions - currently located outwith the existing Law Hospital - onto the new site. These include maternity services and some psychiatric services.

5. FINANCIAL IMPLICATIONS

- 5.1 In order to meet these costs, it is proposed that the undernoted unfilled posts will be deleted.

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| PO5 | Co-ordinator Health | £28,287.84 |
| AP4/5 | Resource Worker | £21,497.28 |
| AP2 | Information Worker | £15,647.52 |
| TOTAL | | <u>£65,432.64</u> |

- 5.2 The cost of the new posts will be:

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|---------------------------|--------------------------|
| - 1 senior social worker | £26,029.92 |
| - 2 social workers | £42,994.56 |
| - 1 social work assistant | £16,524.48 |
| TOTAL | <u>£85,548.96</u> |

5.3 The shortfall in funding will be met from existing social work budgets.

6. RECOMMENDATIONS

6.1 Committee are asked to -

- (i) approve the proposed staffing structure for social work services to Law Hospital
- (ii) note that in advance of the opening of the Wishaw General Hospital, the Department will bring forward a review of Social Work services to hospitals in North Lanarkshire
- (iii) remit this report to the Personnel Services Committee for its interest and consideration.



**JIM DICKIE,
DIRECTOR OF SOCIAL WORK
SEPTEMBER, 1999.**

(For further information on this report contact Jim Nisbet, Principal Officer, Community Care - Telephone 01698 332031)