

**REPORT**

To: SOCIAL WORK COMMITTEE		Subject: SIR JOHN MANN CENTRE - TRANSFER OF STAFF TO SOCIAL WORK
From: J DICKIE, DIRECTOR OF SOCIAL WORK		
Date: 20 DEC 2001	Ref: Cttee/Orbiston	

**1. PURPOSE OF REPORT / INTRODUCTION**

1.1. The purpose of this report is to advise the Committee of the transfer of staff to the employment of the Council.

**2. BACKGROUND**

2.1. It has been previously approved by the Committee that provision for day care services for the elderly in the Bellshill area, currently provided by Orbiston Nursing Home and Day Care Centre, a privately managed unit, be provided directly by the Social Work Department, through revised arrangements for service within the Sir John Mann Centre.

2.2. The new service will commence from January 18<sup>th</sup> 2002.

2.3. In this case, advice has been sought from Central Personnel Services and Legal Services regarding the implications for staff employed at Orbiston Nursing Home and Day Care Centre, and for the Council.

2.4. TUPE regulations apply in this instance and the Council has an obligation to employ the staff who currently deliver the day care service at Orbiston.

**3. PROPOSALS / CONSIDERATIONS**

3.1. The Social Work Department is in dialogue with the owner of Orbiston Nursing Home and Day Care Centre, and staff concerned, regarding implementation of TUPE in this instance.

3.2. Detailed arrangements for the employment of staff are being finalised. It is envisaged that five of the staff involved will be able to transfer directly to posts currently vacant in the Sir John Mann Centre - one at Senior Social Care Worker level, Grade RW 23, and 4 at Social Care Worker level, Grade RW 12/16. One will require to be re-deployed and it is anticipated that this can be achieved within the Social Work Department.

3.3. This arrangement will provide continuity of care for the service users involved, as well as fulfilling the Council's obligations under TUPE.

#### **4. FINANCIAL / PERSONNEL / LEGAL / POLICY IMPLICATIONS**

- 4.1. The legal and personnel implications are outlined at Section 3 above. There is no financial cost to the Council. The people involved will be matched to vacant posts at no detriment.
- 4.2. Their salaries and associated costs will be met from budgets set for the Council's day care service.

#### **5. RECOMMENDATIONS**

- 5.1. The Committee is asked to note the Council's obligations in this matter and approve that the staff are transferred to the employment of the Council
- 5.2. The Committee is asked to remit this item to Policy and Resources (Personnel) Sub Committee for consideration.



**Jim Dickie**  
**Director of Social Work**  
**November 19<sup>th</sup> 2001**

*For further information on this report please contact John Scott, Manager of Resources and Information  
TEL: (01698 332212)*