

TO: SOCIAL WORK COMMITTEE	Subject: ASSESSMENT AND CARE MANAGEMENT FOR OLDER PEOPLE
FROM: DIRECTOR OF SOCIAL WORK	
DATE OF COMMITTEE: 28 th February 2002	
REF: JN/TJC	

1. PURPOSE OF REPORT/INTRODUCTION

- 1.1 This report seeks approval to enhance the department's assessment capacity for older people with complex needs by the creation of six additional posts to carry out these responsibilities, with appropriate administrative support.

2. BACKGROUND

- 2.1 Section 12A of the Social Work (Scotland) Act 1968 places a duty on local authorities to assess needs and to provide such services as may be appropriate. Over recent years the number of older people with complex needs and care requirements has grown to the extent that additional resources are required to assess and care manage their needs.
- 2.2 Numbers have increased markedly due to:
- A growing elderly population, particularly in relation to those aged 75+ where most Community Care resources required to be targeted.
 - A reduction in continuing care facilities in hospitals, resulting in hospital discharge, ward and bed reduction and consequential increases in numbers of older people seeking community alternatives to institutional care.
 - Improved health care, resulting in more people living longer but many with significant care needs.
 - Changing expectations of older people who wish to live in their own homes with support.
- 2.3 Examples of the range of additional social care services introduced since local government reorganization to meet this growing need include:
- More than doubling the number of people in nursing home care, from 550 in 1996 to over 1100 in the current financial year.
 - A doubling of the capacity of the Community Alarm Service in just 3 years, from 3500 users In 1999 to 6200 users today and projected growth to over 7000 users within the first half of the new financial year.
 - A significant increase in the number of day care placements with the relocation and expansion of two centres (Stewarton, Wishaw and East Stewart Gardens, Coatdyke) and the opening of one new centre (Sir John Mann) in the past three years.

- Huge increase in home care provision, particularly in out of hours services, intensive home care cases and in complex packages of care. Exemplified by the increase in home care hours per week from 19000 in 1999 to over 24000 in 2001.

2.4 Although these major strides forward in service delivery have required significantly increased resources, there has not been a corresponding increase in fieldwork resources to assess, manage, review and modify the increasing numbers of care packages. This is particularly important for complex packages of care and was recognised by the Scottish Executive Joint Future Group requirement that local authorities introduce “intensive care management” from April 2002.

3. PROPOSALS/CONSIDERATIONS

3.1 It is proposed to introduce the post of Social Work Assistant (SWA) to assess and meet the needs of those growing numbers of older people who require care services. A total of six posts are proposed, Grade AP2/3, one in each of the Social Work Area Teams, with 6 posts of Clerical Assistant / Typist, Grade GS1/2 to provide the administrative support required.

3.2 The SWA post holder would be responsible for assessment and care management of older people with community care needs. This would involve assessment of need, placement/introduction of the care package, monitoring, reviewing and revising care arrangements, liaising and working collaboratively with Health, Housing and other partner agencies, identifying areas of unmet need and adopting a person centred focus to service.

3.3 It is anticipated that, as joint working with Health, intensive home care services and complex care packages develop to a significantly greater level, a further report to Committee may be required to introduce Care Manager posts to oversee the more complex care packages for very vulnerable older people.

4. STAFFING LEVELS

4.1 The cost of creating each Social Work Assistant post is £15,717, the total cost is £94,302. The cost for each Clerical Assistant / Typist post is £12,576; the total cost is £75,456. Resources for this can be met through additional resources allocated by the Scottish Executive in the local government settlement to enhance service to older people.

5. CONCLUSIONS

5.1 Committee is asked to:

- i) Approve the creation of 6 Social Work Assistant posts, Grade AP2/3 and 6 Clerical Assistant / Typist posts, Grade GS1/2.
- ii) Remit this report to Policy & Resources (Personnel) Sub committee for their consideration; and
- iii) Ask the Director of Social Work to report to Committee on the future assessment and care management requirements for services to older people.



Jim Dickie
Director of Social Work
5th February 2002

For further information on this report please contact Jim Nisbet Manager, Older Peoples Services
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