

TO: SOCIAL WORK COMMITTEE	Subject: OLDER PEOPLES SERVICES: POST OF SENIOR OFFICER OLDER PEOPLE
FROM: DIRECTOR OF SOCIAL WORK	
DATE OF COMMITTEE: 28 th February 2002	
REF: JN/TJC	

1. INTRODUCTION

- 1.1 This report seeks approval for the establishment of a new post of Senior Officer, Older People in the Older Peoples Team at Social Work Headquarters, with appropriate administrative support.
- 1.2 The post is required due to the significant growth in older peoples services, numbers of older people requiring community care supports and a developing agenda shared between the Council, Health and Housing partners, and the Scottish Executive.

2. BACKGROUND

- 2.1 In March 2001, a new structure for the Social Work Department was approved by the Social Work Committee and the Council. There are two operational posts responsible for the oversight, strategic development, co-ordination and performance monitoring of older peoples services at Headquarters.
- 2.2 Since the new structure of the Department was implemented, significant growth has occurred in older peoples services with increased performance management expectations from the Scottish Executive.

Examples include,

- Nationally, the focus on older people's needs and services has grown, with the introduction of free personal care, the development of National Care Standards for Older People and the work of the Joint Future Group aimed at modernising services. Older Peoples services predominate in all of these agendas.
- In partnership with Health and Housing Partners, the Department is engaging in a range of initiatives where older people are overwhelmingly the single biggest service user group.
- A joint housing and social work group "Housing for Older People" is remitted to develop alternatives to residential care in the form of very sheltered housing in a long term plan for change.
- With Health, joint initiatives to address early discharge from hospitals, and to avoid hospital admissions, combine with major efforts to reduce delays in hospital discharge as part of a strategy to shift the balance of care from institutional models to community alternatives.
- The New National Care Standards will require the Council to develop quality service user reviews, the publication of leaflets, service brochures etc.

- Increased liaison/service developments with Acute Hospitals and Local Health Care Co-operatives to address the numbers of 'delayed discharges'.
 - Within the Council/Department, the task of implementing the Action Plan from the Member/Officer group "A Home for the Future" is entering an important phase, with work programmed to upgrade some units and Action Plans required for each individual unit.
 - The need to monitor dependency levels to ensure appropriate targeting of resources to help "Shift the Balance of Care".
- 2.3 The local Authority and NHS Lanarkshire require to produce regular statistical information to the Executive to monitor a range of services closely linked to delayed discharges. To ensure the most effective use of professional staff it is proposed that one post of clerical assistant/typist be created to support the service.

3.0 THE PROPOSAL

- 3.1 The significant shift and increase in the older peoples agenda requires to be properly resourced. Increased resources in services themselves require corresponding increase in management, oversight, development and monitoring.
- 3.2 It is proposed that the Headquarters Older Peoples Team be augmented by the establishment of one additional post of Senior Officer, Older Peoples Services, Grade PO2, and one post of Clerical Assistant / Typist, Grade GS 1/2. The grade for the post of Senior Officer is set at this level, as the responsibilities outlined in section 2 of the report are aligned with the grade of similar posts in Headquarters Teams.

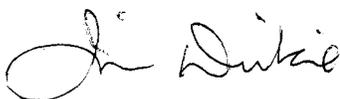
4.0 FINANCIAL CONSIDERATIONS

- 4.1 Resources to fund this post can be found from additional monies allocated by the Scottish Executive in the local government settlement to enhance services to older people.

5.0 RECOMMENDATION

5.1 Committee is asked to:

- i) approve the creation of one post of Senior Officer, Older People, Grade PO2 and post of Clerical Assistant / Typist, Grade GS 1/2.
- ii) remit this report to Policy and Resources (Personnel) Sub Committee for their consideration and
- iii) otherwise note the contents of this report.



Jim Dickie
Director of Social Work
6th February 2002

For further information on this report please contact Jim Nisbet Manager, Older Peoples Services
Tel: 01698 332031