

To: SOCIAL WORK COMMITTEE		Subject: ASSESSMENT & CARE MANAGEMENT FOR PEOPLE WITH LEARNING DISABILITIES
From: DIRECTOR OF SOCIAL WORK		
Date: 28 FEB 2002	Ref: DM/DM	

1. PURPOSE OF REPORT / INTRODUCTION

1.1. The purpose of this report is to seek approval to enhance the Department’s assessment and care management capacity for people with learning disabilities by the creation of 6 additional posts, together with appropriate administrative support, to carry out these responsibilities.

2. BACKGROUND

2.1. Under Section 12A of the Social Work (Scotland) Act 1968 local authorities have a duty to assess any adult who they believe may need community care services. Over recent years the number of people with learning disabilities living in the community has continued to increase, to the extent that additional resources are required to assess and care manage their needs. Numbers have increased because:

- Community care legislation has meant more people exercise the choice to live at home instead of going into institutional care;
- Parents are much more likely to care for their disabled son or daughter at home than ever before;
- Planned long stay hospital discharges programmes have meant the transfer of 120 North Lanarkshire people into their own homes, with a further 80 still to be discharged;
- Improved health care has resulted in more young people with severe disabilities surviving into adulthood.

2.2. In 1997 Committee approved the establishment of 6 Care Managers, Grade AP4/5/QSW for people with learning disabilities. These staff were the first in the authority to be equipped with person-centred planning skills and work in a specialist way. The grade for these posts is set at this level due to the complexity of task. The posts have been highly successful and helped to sustain major service improvements such as supported living initiatives.

2.3. The report of the Scottish Executive Joint Future Group requires local authorities to introduce “intensive care management” from April 2002. Whilst this term is not fully described, it is intended to relate to people with complex and changing needs, many of whom have learning disabilities.

2.4. Although increasing numbers of people with learning disabilities are securing more individualised support arrangements (75 in supported living; 47 in supported employment) the majority are still located in traditional day services. There are around 500 people in these services but only a small proportion is allocated to Area Team Social Work staff. The Scottish Strategy for people with learning disabilities “The Same As You?” requires everyone who wants one, to have a person-centred plan.

3. PROPOSALS / CONSIDERATIONS

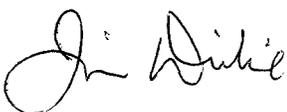
- 3.1. It is proposed to increase the complement of specialist posts to assess and care manage the needs of people with learning disabilities from 6 to 12, creating an additional post in each of the Area Teams. It is also proposed to create 6 clerical assistants (GS1/2) to provide administrative support for these and the 6 earlier posts. The existing posts have established the need for this work and the level of administrative support required. No clerical support was previously established when the posts were first introduced and the expansion of this area of work has been, and will continue to be, considerable.
- 3.2. The post holders would assess the needs of people with significant learning disabilities; undertake person centred planning for identified individuals; be responsible for monitoring, reviewing and revising their care arrangements; work collaboratively with colleagues from Health and other disciplines to ensure a holistic approach to meeting need; and liaise closely with children and family workers at points of transition and beyond (ie leaving school). As with the existing posts, 20% of their duties will not be prescribed as working solely with people with learning disabilities as these skills are equally applicable to people from other community care groups. The need for these posts reflects positively on the successful local strategy of supporting more people with learning disabilities in their own homes, instead of in institutional settings.

4. FINANCIAL / PERSONNEL / LEGAL / POLICY IMPLICATIONS

- 4.1. The cost of creating each Care Manager post is £24,402; the total cost is £146,412. The cost of creating each Clerical Assistant post is £12,576; the total cost is £75,456. Resources for this can be met through a combination of transfer of resources from vacant posts in the former Joint Community Learning Disability Teams and additional resources allocated by the Executive in the local government settlement to enhance services to people with learning disabilities.
- 4.2. The former Joint Community Learning Disability Team staffing consisted of 2 Senior Social Workers (PO2/5), 2 Social Workers (QSW), and Support Worker, Grade AP1. The Support Worker post remains occupied since the dissolution of these teams and the post-holder will be re-deployed by the Social Work Department. It is proposed to delete all these posts. The resources attached to these teams form part of a recurring resource transfer from Lanarkshire Health Board to North Lanarkshire Council. Agreement has been reached with the General Manager (Learning Disabilities) within Lanarkshire Primary Care NHS Trust to reinvest these resources in additional assessment and care management staff for this care group.

5. RECOMMENDATIONS

- 5.1. Committee is asked to:
- (i) Approve the creation of 6 Care Manager posts, Grade AP4/5/QSW, 6 Clerical Assistant posts, Grade GS1/2, and deletion of specified posts.
 - (ii) Remit this to report to Policy & Resources (Personnel) Sub Committee for their consideration.
 - (iii) Otherwise note the contents of this report.



Jim Dickie
Director of Social Work
17 January 2002

For further information on this report please contact Duncan Mackay, Manager, Community Care (Adults)
(TEL: 01698 332065)