

To: SOCIAL WORK COMMITTEE		Subject: SELF DIRECTED SERVICES
From: DIRECTOR OF SOCIAL WORK		
Date: 19 DECEMBER 2002	Ref: MD/	

1. PURPOSE OF REPORT / INTRODUCTION

- 1.1. The purpose of this report is to advise Committee of the progress being made in relation to the development of Self Directed Services; to seek approval to consult externally with potential stakeholders on the matter of establishing a North Lanarkshire Self Directed Service Support Service; and to ask that Committee adopt the Policies and Procedures for the implementation of Self Directed Services.

2. BACKGROUND

- 2.1. As previously reported to Committee, Self-Directed Services are services that are directly controlled by the individual. They were developed to offer increased choice and control for people with disabilities, including those with learning disabilities. They encapsulate a philosophy that very much promotes the full inclusion and full participation of each person in the communities in which they live.
- 2.2. The advantages of self-directed services are that they
- Respect the rights and dignity of disabled people
 - Enable the individual to be at the centre of decision-making
 - Improve the level of quality-control over services
 - Increase the ways in which real value for money can be realised
- 2.3 The use of a direct payment to facilitate self directed services will soon become a duty of the local authority with legislative changes, effective from June 2003, which will shift the status of direct payments from a discretionary to a mandatory requirement of local authorities.
- 2.4 Like self directed services, direct payments present an opportunity to bring about improvements in the quality of life of people who would like to manage their own services. Direct payments can increase the choice and control people have over meeting their support needs, increasing independence and social inclusion.
- Choice - over where to live, how to live, who provides assistance, and
 - Control – over who assists, how, when, and what they do.
- 2.5 Progress to date now sees fourteen people with either a learning and or physical disability purchasing, directing and managing their own services with either all or some of the funding realised through a direct payment.

- 2.6 As part of the overall strategy to promote self directed services, work to produce Self Directed Service Policy and Procedures was undertaken. The document which was subject to wide consultation within the Department sets out the legislative framework for direct payments and provides clear procedures relating to the assessment, planning, specification, setting up and monitoring of direct payments arrangements.
- 2.7 A draft service specification outlining the key requirements of a support service have been concluded, with a view to seeking initial expressions of interest in providing support to promote independent living through direct payments.
- 2.8 Training on a modular basis, over the past six months, is due to end. This training has been delivered from Direct Payments Scotland.
- 2.9 Work is also underway to explore the opportunities for additional monies which may be available through national and European funding services.

3. PROPOSALS / CONSIDERATIONS

- 3.1. As part of the overall strategy to further develop choices and control for people with disabilities approval is sought to undertake partnership work including consultation events on the matter of establishing a North Lanarkshire Self Directed Service Support Service. It is important that such a service be independent of the Council, ideally involving people with disabilities in the management and delivery of the service.
- 3.2. Such a service could provide the following:
- information and advice on becoming an employer
 - access to a payroll service which would assist individuals with tax, National Insurance or other related matters.
 - provide information on local agencies
 - provide practical help for individuals who wish to contract with agencies
 - provide practical support to help people to draft advertisements, job descriptions and contracts,
 - provide assistance with interviewing, or act as an address for responses to advertisements.
 - arrange training, for example in budgeting or assertiveness skills.
 - provide carers with advice and support, particularly if they are assisting their friend or relative with managing their own services
 - provide employees of people receiving direct payments access to training or support.
- 3.3. In order to introduce the range of policies and procedures, independent support and develop expertise through training and mentoring within the appropriate timescales, it was felt that the use of external consultants would enhance the process and achieve the desired outcomes.
- 3.4. There are a number of organisations who offer this type of support and agreement is sought to enter into a tendering process to seek an organisation with appropriate skills and experience to enter into a 3 year partnership at a cost of approx. £10,000 per year.
- 3.5. It is essential that any organisation has the ability to work within our stated timescales and has experience of working to promote the interests of people who require support to communicate their hopes and views.
- 3.6. To maximise and facilitate the partnership of stakeholders in the development of Self Directed Support Services it is further proposed that a temporary PO2/5 post be established for a Senior Development Officer Self Directed Services, possibly to be filled on a secondment basis. The year long temporary nature of this post will allow flexible use of the resources in the longer term to contribute to any funding bid pursued thereafter. Appendix 1 attached provides a full job description for this post.

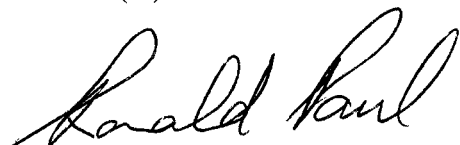
4. FINANCIAL / PERSONNEL / LEGAL / POLICY IMPLICATIONS

- 4.1 The cost of creating a temporary post, with associated oncosts, to assist in the preparatory work, organisation of the consultation event and subsequent collation of information would be £31,098.16 and met by existing community care resources.
- 4.2 The costs of securing services to facilitate and support the preparatory work and participate in consultation would be met from existing community care resources.

5. RECOMMENDATIONS

5.1. Committee is asked to:

- (i) approve the proposals contained within the report; and
- (ii) remit the report to Policy and Resources (Personnel Sub) Committee for their consideration; and
- (iii) otherwise note the content of this report



Jim Dickie
Director of Social Work
18 November 2002

*For further information on this report please contact Duncan Mackay, Planning & Development Manager
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North Lanarkshire Council

Job Description

Department: Social Work
Division: Headquarters
Job Title: Senior Development Officer Self Directed Services (Temp)
Post Reference:
Responsible to: Development Co-ordinator (Community Care)
Grade: PO2/5
Conditions of Service: SJC

Job Outline:

Co-ordinate, oversee and manage a range of tasks associated with the development of a Self Directed Support Service. The postholder will be responsible for liaising and working in partnership with local user led groups and collating their views on the range of services a Self Directed Support Service could provide. The postholder will also assist with the planning and implementation of a major consultation event on this matter.

Main Duties and Responsibilities:

1. To engage with local user led groups and furnish them with information on self directed services and direct payments in order for them to participate in a consultation events on establishing a North Lanarkshire Self Directed Service Support Service.
2. To implement the recommendations arising from the consultation event on establishing a North Lanarkshire, Self Directed Services Support Service.
3. To promote a person centred approach to supporting people with disabilities.
4. To contribute to the design and delivery of training on self directed services.
5. To undertake a mentoring and support role with community care staff to develop their expertise on self directed services and direct payments
6. To provide guidance and support to community care staff in relation to the principals of independent living.
7. To prepare, as necessary, the required submissions for National, European and other forms of funding.
8. To develop awareness of social inclusion and independent living among people with disabilities, carers and professionals by means of presentations, training, written material and sharing information.
9. To prepare reports as and when required.

10. To oversee designated budgets and ensure the effective management of budgets in line with the Council's financial procedures.
11. To undertake any other duties consistent with the post as delegated by the line manager.