

**REPORT**

To: SOCIAL WORK COMMITTEE	Subject: INDEPENDENT LIVING SERVICES – FURTHER DEVELOPMENT
From: DIRECTOR OF SOCIAL WORK	
Date: 11 <sup>th</sup> MARCH 2004	Ref: ST

**1. PURPOSE OF REPORT / INTRODUCTION**

- 1.1. To seek Committee approval for the deletion of a post of Senior Officer, Dementia and creation of a post of Senior Officer, Independent Living.

**2. BACKGROUND**

- 2.1. Following a management re-structuring within the Social Work Department in May 2001, a post was designated Senior Officer, Independent Living, Grade PO2/5. This reflected the priority being given to improvements and developments in respect of services to people with physical disabilities, sensory impairment and/or brain injury.
- 2.2. At the time of the re-structuring, the Department made a commitment to continuous service review and improvement, recognising the need to make effective use of all resources, including staffing.

**3. PROPOSALS / CONSIDERATIONS**

- 3.1. Since this time, a considerable amount of legislative change has impacted on independent living services, including the implementation of the Adults with Incapacity Act and Direct Payments. In addition, there has been a range of national audits and new policy, including the action plan for Sensory Impairment and the audit of Equipment and Adaptations Services.
- 3.2. The Social Work Department is also required to respond to increasing need in local communities in respect of the assessment, support and the provision of equipment and adaptations. Equipment and Adaptations has been the topic of regular reports to Committee, as referrals for this service increases by 15-20% each year, requiring the creation of additional Occupational Therapy posts and additional expenditure on equipment and adaptations. These services are provided to a range of people in local communities, including older people, children and families and younger adults.
- 3.3. Given these demands, the Department has reviewed the deployment of Senior Officer posts, and has identified the need to create an additional post of Senior Officer, Independent Living, Grade PO2/5, to meet increased demand, deriving from the initiatives noted at 3.1. In addition, the priorities identified in respect of Independent Living Services, includes the need to develop services to older people.
- 3.4. The post will be located within Social Work HQ Community Care Adult Services.

3.5. This post can be funded through deletion of a post of a vacant post of Senior Officer, Dementia, Grade PO2, located within Social Work HQ Community Care Older People Services.

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

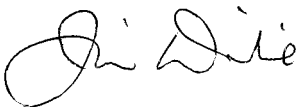
4.1 The additional cost for this post can be met from within Social Work budgets.

4.2 The revision of these posts will allow Social Work to better implement social policy directives.

#### **5. RECOMMENDATIONS**

5.1. Committee is asked to :

- i. approve the deletion of the post of Senior Officer, Dementia, Grade PO2
- ii. approve the creation of the post of Senior Officer, Independent Living, Grade PO2/5.
- iii. remit the report to the Policy and Resources (Personnel) Sub Committee for consideration
- iv. note the contents of this report



**Jim Dickie**  
**Director of Social Work**  
**5 February 2004**

*For further information on this report please contact Susan Taylor, Manager, Community Care, Adult Services TEL: (01698 332177)*