

To: SOCIAL WORK COMMITTEE	Subject: MODERNISATION OF LOCAL AUTHORITY CHILDREN'S RESIDENTIAL HOMES, IN NORTH LANARKSHIRE	
From: DIRECTOR OF SOCIAL WORK		
Date: 11 MARCH 2004	Ref: KS/JD	

1. PURPOSE OF REPORT / INTRODUCTION

1.1. This report advises Committee on progress made to modernise provision of care for children and young people who need to be looked after and accommodated in a residential setting, in North Lanarkshire.

2. BACKGROUND

2.1. Members will recall that a report entitled "The Modernisation of Children's Homes in North Lanarkshire", was approved by Social Work Committee, on 30 October 2003. The objectives of this plan are:

- To progressively create more community based alternatives to residential care
- To reduce the overall number of residential care home places
- To build two new homes to high quality design specifications
- To reconfigure existing provision so that over time, no home will have more than six places
- To produce a more appropriate geographical spread of services across North Lanarkshire.

2.2. The plan to modernise children's homes in North Lanarkshire is set out in four phases.

Phase 1 - The closure of Cecil Street, and establishment of a five bedded unit, at the vacant former respite care unit at Buchanan Street, Coatbridge.

Phase 2 - The closure of day services currently provided on the Kirknowe site in Wishaw, and re-establishment of these at Cecil Street Coatbridge, (currently a residential children's unit) and the creation of a new purpose built six-bedded unit on the Kirknowe site.

Phase 3 - The closure of Pine Court and establishment of a new purpose built six-bedded unit on a site in Cumbernauld.

Phase 4 - Future implementation of incremental plans, to reconfigure the remaining residential care provision, in keeping with the principles and philosophy set out in the plan.

3. PROPOSALS / CONSIDERATIONS

3.1 A critical path and action plan has been developed and implementation is now being progressed. Work is ongoing for all 4 phases, with this report covering the personnel implications of Phase 1. The action plan addresses: the location; size and design of proposed buildings; management and staffing arrangements; new working practices; and a plan for consultation with children and their families, managers, staff, neighbours and community representatives.

- 3.2 **Phase 1** - The closure of Cecil Street Children's Home. Onsite work at Buchanan Street commenced at the end of December 2003 and will be completed by May 2004. This will facilitate the closure of Cecil Street and establishment of the new 5-bedded unit at Buchanan Street Coatbridge by May / June 2004.
- 3.3 **Phase 2** - The refurbishment of Cecil Street for the re-establishment of day services currently provided on the Kirknowe site is scheduled to begin in June 2004 and completion is planned by October 2004. This will facilitate the establishment of day services at Cecil Street, Coatbridge by November 2004.
- 3.4 Onsite work at Kirknowe, Wishaw to build a new 6 bedded Children's Home is scheduled to begin in November 2004, with completion due, by May 2005.
- 3.5 **Phase 3** - The identification of a site, in Cumbernauld, to close Pine Court and create a new 6 bedded Children's Home, is being prioritised. Identification of potential sites has been difficult but an options appraisal has been commenced, the outcome of which will be reported to a future Committee.

4. FINANCIAL / PERSONNEL / LEGAL / POLICY IMPLICATIONS

- 4.1 The cost of the proposed developments has been set aside in the Council's capital plan for years 2003/4 – 2004/5 (inclusive).
- 4.2 Future progress reports will be submitted to Committee, with regard to costs and further developments as a matter of course.
- 4.3 Phase 1 - The table in this section outlines the existing staffing structure for Cecil St.

Number of posts	Designation	Grade	Existing Hours
1	Unit Manager	RW 35/38	37
1	Depute Unit Manager	RW 30	37
2	Senior Residential Worker (days)	RW 23/28	37
10	Residential Worker (days)	RW 14/28	37
3	Senior Residential Worker (nights)	RW 23/28 + 1/3 enhancement	30
2	Residential Worker (nights)	RW 14/28 + 1/3 enhancement	30
1	Residential Worker (nights)	RW 14/28 + 1/3 enhancement	37
0.5	Clerical Assistant	GS1/2	17.5

- 4.4 Phase 1 – The staffing structure required for the new 5-bedded unit is laid out in the table below. It is proposed that the posts contained in this structure are established at this Committee, as the first human resource stage in the creation of the new service. Following consultation with the Trade Unions, the existing structure in Cecil Street will be deleted and staff will be transferred / redeployed in accordance with social work practice. Discussions are ongoing with the Trade Unions on detailed implementation arrangements, and it is proposed that the final staffing position will be reported to Committee in the next cycle. This next report will also include detail of posts to be deleted from the existing structure.

Designation	Proposed Grade	Proposed Hours	Proposed Staff
Unit Manager	RW 35/38	37	1
Depute Unit Manager	RW 30	37	1
Senior Residential Worker	RW 23/28	37	2
Residential Worker (days)	RW 14/28	37	5 (plus 1 SVQ Cover = 6)
Senior Residential Workers (nights)	RW 23/28 + 1/3 enhancement	35	2
Residential Worker (night)	RW 14/28 + 1/3 enhancement	35	2
Residential Worker	RW 14/28 + 1/3 enhancement	20	1
Clerical Assistant	GS 1/2	17.5	1

5 RECOMMENDATIONS

5.1 Committee is asked to:

- (i) note progress made to date, and
- (ii) approve the creation of posts required for the 5-bedded unit to be established at Buchanan Street, as laid out in the table at 4.3 above, and
- (iii) approve that Social Work proceed with proposals to establish staff in the new structure for Buchanan Street.
- (iv) remit this report to the Policy and Resources (Personnel) Sub Committee for consideration, and
- (v) approve that a further report on implementation of this plan be brought forward by the Director of Social Work to the next Committee.



Jim Dickie
Director of Social Work
20 February, 2004

*For further information on this report, please contact Bobby Miller, Development Manager
Tel. No. 01698 332286*