

To: SOCIAL WORK COMMITTEE		Subject: MEMBER / OFFICER REVIEW OF DAY OPPORTUNITIES FOR PEOPLE WITH LEARNING DISABILITIES: PROGRESS REPORT
From: DIRECTOR OF SOCIAL WORK		
Date: 10 MARCH 2005	Ref: CJ	

1. Purpose of Report/Introduction

To advise Committee of progress in implementing the recommendations of the Member/Officer Review of Day Opportunities for People with Learning Disabilities, with specific reference to Day Centres and Lifelong Learning.

2. Background

- 2.1. Social Work Committee approved the Report of the Member/Officer Review of Day Opportunities for People with Learning Disabilities in February 2003. This report set out a clear vision for day opportunities that was based on providing support and/or care to people with learning disabilities within local communities.
- 2.2. Implementation arrangements in respect of Day Services and Lifelong Learning were remitted to an authority wide Day Opportunities Implementation Group to provide strategic direction to the modernisation programme for existing learning disability day services. The Day Opportunities Implementation Group meets on a regular basis to receive progress reports and to provide key stakeholders and partners with a strategic overview of proposed work. Progress reports have been provided for each Social Work Committee since February 2003. This report seeks to provide a further update on the progress of implementation arrangements.
- 2.3. A range of tasks continues to be undertaken to reflect the broad change agenda that is required to implement the modernisation of existing day services. Work is progressing in each of the following areas:
- **Accessible communities**
The capital spend programme of joint work with Community Services Department continues. This will enable provision of accessible community facilities to meet a range of needs in relation to the Disability Discrimination Act 1995. The 2004/05 programme is developing facilities within Wishaw Library and Summerlee Heritage Centre, Coatbridge. Joint working will be reflected in the renovations being carried out in the Tryst Sports Centre, Cumbernauld.
 - **Flexible staffing**
The implementation of a flexible staffing structure which allows more flexible, individualised supports to be available within day opportunities is continuing. Further interviews are planned in February 2005 to fill vacant Locality Leader and Worker posts remaining from the first phase of interviews and matching meetings. Further work is required for ancillary grades of social work staff not included in the first phase of the personnel processes of staffing redesign. This work will take into account staffing from other North Lanarkshire Departments working within social work establishments eg catering staff.

- **Training opportunities**

The development of a range of training opportunities has, to date, included postholders at Locality Manager and Locality Leader grade. Training and development opportunities have reflected the training needs of this staff group to enable them to manage the change agenda within services. It is anticipated that future training opportunities will be developed for staff at Locality Worker grade.

- **Departmental systems**

The development and enhancement of support systems currently available to staff and service users has progressed. This is required to ensure these systems are compatible with the flexible, locality based service and model of supports. This includes financial structures and information systems; transport, catering and administrative support. There have been appointments of a Locality Administrative Assistant at AP1 Grade to each Locality as approved by Social Work Committee in May 2004. This has enabled developments in administrative and support systems to be made at the administrative base and freed managers of routine tasks to enable them to continue to develop locality supports in consultation with service users and carers.

3. Financial/Personnel/Legal/Policy Implications

- 3.1. The work being undertaken in partnership with Community Services to provide access and facilities within buildings has £200,000 allocated in the Social Work capital spend programme 2004/05.
- 3.2. In May 2004, Social Work Committee agreed the revised model of staffing required to implement the modernisation agenda. Policy and Resources (Personnel) Sub - Committee subsequently approved these staffing proposals. Work to align further grades of staffing not included in the first phase will be presented in a future Committee Report.

4. Recommendation

- 4.1. Committee is asked to:
 - (i) Note the contents of this report.


Jim Dickie
 Director of Social Work
 25 January 2005

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