

**NORTH LANARKSHIRE COUNCIL  
REPORT**

|                                     |               |   |
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| To: SOCIAL WORK COMMITTEE           |               | Subject: INTEGRATED DAY SERVICES FOR OLDER PEOPLE IN COATBRIDGE |
| From: DIRECTOR OF SOCIAL WORK       |               |   |
| Date: 27 <sup>th</sup> OCTOBER 2005 | Ref: JD/SM/MB |   |

**1 Purpose of Report**

To advise Committee of the planned development of services for older people in the Coatbridge area, including transfer of services from Alexander Resource Centre, and seek approval for redesigned staffing arrangements.

**2 Background**

- 2.1 Committee was advised on 28<sup>th</sup> October 2004 of proposals to relocate all services based at Alexander Resource Centre following the decision by NHS Lanarkshire Board to close the site, giving the Council 12 months notice to quit.
- 2.2 The site hosted day services for older people and adults with a physical disability. A number of community groups also using the facility have since been supported to find other premises. The adults with disabilities service is in the process of being relocated, with staff using the Buchanan Street Centre as their new base. Further service redesign work is currently being undertaken on day services for people with physical disabilities, as reported to Committee following the Best Value review.
- 2.3 This report is primarily concerned with the development of Integrated Day Services for older people, an approach agreed by the Council and NHS Lanarkshire through various Joint Future Forums.
- 2.4 These developing services will start to target older people living in the local community who have complex care needs while at the same time developing a network of alternative community based supports for those who do not require this level of service.

**3. Implementation of Integrated Day Services for Older People at Coathill**

- 3.1 The pilot site for the integrated model is Coathill Hospital, Coatbridge. It will incorporate services for older people currently based at Alexander Resource Centre with direct management links into the dementia day services unit based at East Stewart Gardens. Existing health day hospital services from old age psychiatry will be integrated into the service provision, retaining existing health staff in their current posts. Additionally there will be improved referral pathways to acute day hospital for frail older people.
- 3.2 This development involves the service based at Alexander Resource Centre moving to Coathill Hospital during the autumn this year, with a planned new build facility becoming available there in spring 2006. The service will operate 7 days per week from 9am to 5pm with extended evening provision initially one night a week.

3.3 The service will be provided to 25 people in any one session on the following basis:

- 15 'core' places for individuals with complex or high support needs;
- 5 places for individuals requiring assessment, rehabilitation or respite services; and
- 5 'ring-fenced' places that can only be accessed by the Consultant Psychiatrist and Senior Charge Nurse for old age psychiatry provision, offering assessment, treatment and rehabilitation.

3.4 Health staff and Council staff will remain the employees of their existing agency while being co-located and working jointly in ways designed to improve services to older people.

#### 4. Personnel Implications

4.1 It is proposed that a new joint post of Integrated Service Co-ordinator (RW35) be created to oversee services provided, together with a joint Senior Clerical Assistant (GS3). The North Lanarkshire Joint Future Human Resources Group has recommended that these posts be remitted to Social Work Committee for approval and that the posts are recruited in accordance with the jointly agreed Joint Future Recruitment and Selection Framework.

4.2 Another important element of integrated day services is the development of 3 temporary Locality Link Officer (RW23) posts through community regeneration outcome agreement monies – these posts are temporary until March 2008. One of these posts will be located in the each of three social work divisions, having the remit to identify appropriate community resources for older people and to co-ordinate and support individual older people to access these resources. These posts were approved by the Policy and Resources Committee in April 2005, following presentation to the Establishment Monitoring Sub-Committee.

4.3 The personnel changes proposed are as follows:

Transfer the following posts to Coathill from Older People Service at Alexander Resource Centre:

| Post                              | Grade   | Mid Point of Pay Scale |
|-----------------------------------|---------|------------------------|
| Senior Social Care Worker (37hrs) | RW23    | £22,305                |
| Social Care Worker (37 hrs)       | RW12/16 | £16,515                |
| Social Care Worker (37 hrs)       | RW12/16 | £16,962                |
| Social Care Worker (37 hrs)       | RW12/16 | £16,962                |
| Social Care Worker (37 hrs)       | RW12/16 | £16,962                |
| Social Care Worker (24.5hrs)      | RW12/16 | £11,232                |
| Social Care Worker (22.5 hrs)     | RW12/16 | £10,315                |

Delete the following posts from Older Peoples Service at Alexander Resource Centre, with funds being re-invested into the integrated model at Coathill:

| Post                              | Grade   | Mid Point of Pay Scale |
|-----------------------------------|---------|------------------------|
| * Assistant Unit Manager (35 hrs) | SDCO    | £21,474                |
| Social Care Worker (37 hrs)       | RW12/16 | £16,962                |

Delete the following shared posts from Older Peoples and Adults Services at ARC, with funds being reinvested in the modernisation of adult and older peoples services:

| Post                                    | Grade      | Mid Point of Pay Scale |
|---|------------|------------------------|
| Unit Manager (35 hrs)                   | ATC 75-124 | £28,632                |
| Depute Manager (35 hrs)                 | ATC 75-124 | £28,632                |
| * Community Activity Organiser (35 hrs) | APII       | £17,436                |

All of the above posts are vacancies with the exception of those indicated \*

It is anticipated that by the application of the Council's redeployment policy there will be no compulsory redundancies. However, should early retirements or voluntary redundancies arise these will be considered and if appropriate will be reported to Committee.

Create the following posts using finance from deleted posts:

| Post                                     | Grade    | Mid Point of Pay Scale |
|--|----------|------------------------|
| Integrated Service Co-ordinator (37 hrs) | RW35     | £31,068                |
| Senior Social Care Worker (22.5 hrs)     | RW23     | £13,564                |
| Social Care Worker (22.5 hrs)            | RW 12/16 | £10,315                |
| Social Care Worker (22.5 hrs)            | RW12/16  | £10,315                |
| Senior Clerical Assistant (35 hrs)       | GS3      | £14,730                |

4.4 A number of other posts will be subject to a further report, pending redesign of adult services.

4.5 Proposals have been subject to full consultation with the appropriate trades unions.

## 5. Financial Implications

5.1 There are no additional costs associated with the proposals, other than those incurred through the creation of Locality link Officers, which are funded from the Community Regeneration Fund for three years.

5.2 Any additional costs which may arise through voluntary redundancy or early retirement will be the subject of a further report to the appropriate Committees.

## 6. Recommendations

6.1 Social Work Committee is requested to:

- (i) Approve the staffing proposals set out in Section 4 of this report;
- (ii) Remit this report to Policy & Resources (Personnel) Sub Committee for their consideration; and
- (iii) Otherwise note the content of this report.



**Jim Dickie**  
**Director of Social Work**  
 10 October, 2005

*For further information on this report please contact Sandra Mackay, Planning & Development Manager, telephone no: 01698-332076 or Mike Burns, Operational Manager (Central Division), telephone no: 01236 622166.*