

NORTH LANARKSHIRE COUNCIL
REPORT

To: SOCIAL WORK COMMITTEE	Subject: INTEGRATED ADDICTION SERVICES
From: DIRECTOR OF SOCIAL WORK	
Date: 26 OCTOBER 2006	Ref: GMcl/LMcA

1. Purpose of Report

To advise Committee of the establishment of an integrated addiction service in conjunction with NHS Lanarkshire and to seek approval for the management structure of the service.

2. Background

- 2.1. North Lanarkshire Council and NHS Lanarkshire are developing a number of integrated services in line with a range of strategic policies which have been produced by the Scottish Executive. Addiction Services have been identified as a priority for a more collaborative service arrangement, which will result in a more effective and efficient intervention for service users in this important field.
- 2.2. Addiction Services in North Lanarkshire are presently provided through Social Work Teams located in Wishaw, Bellshill and Airdrie. NHS Lanarkshire have teams in Coatbridge and Motherwell.
- 2.3. In developing the model of integrated addiction services the Group charged with this responsibility presented proposals to the Health and Care Partnership Board at its meeting in August 2005. It was subsequently agreed, that two new integrated addiction teams be established to meet the needs of the North Lanarkshire area. Team one, (North) will cover the townships of Coatbridge, Airdrie and Cumbernauld. Team two, (South) will cover Bellshill, Motherwell and Wishaw.
- 2.4. The Health and Care Partnership Board agreed that each of the teams would have a single manager who would manage both Council and NHS staff. The manager will be supported in this task by three Depute Managers. Discussions have taken place between Social Work Personnel and NHS Human Resources and it has been agreed, the Managers and the Depute Managers be recruited from a cohort of existing management staff employed within Social Work and NHS addiction services.
- 2.5. In order to facilitate the appointment of managers to the new integrated service, it is necessary for the committee to approve changes to the existing staffing structure within the Council's addiction service. It is therefore proposed that three posts of Project Leader, Grade AP5/PO2 and three posts of Senior Project Worker AP4/5 be deleted from the Addiction Services located within the Airdrie Addiction Unit, Bellshill Cross Addiction Unit, and Shield Centre Wishaw. These posts will be replaced with two posts of Manager, Grade PO8 and six posts of Depute Manager Grade PO2. It is anticipated that this will be achieved by the new posts being restricted in the first instance to those employees whose post are subject to be deletion. It is hoped that through the application of the Council's redeployment policy there will be no compulsory redundancies. However, should early retireals or voluntary redundancies arise these will be considered and if appropriate will be reported to Committee.

- 2.6 The financing of the new posts will be met from within existing staffing resources as set out in the appendix of this report.

3. Policy Personnel Legal and Financial Issues

- 3.1. The integration of services accords with the policy of partnership approach to service delivery between North Lanarkshire Council and NHS Lanarkshire.
- 3.2 The cost of financing the new staffing structure will be met from within existing Council and NHS budgets, as detailed in the appendix of this report.

4. Recommendations

Committee is requested to:-

- (i) To agree to the staff changes outlined in this report both in terms of deletion and the creation of the new posts
- (ii) To note that the costs of the staffing changes will be met from with existing NHS and Social Work budgets
- (iv) To remit the proposals to Policy and Resources (Personnel) Sub Committee for approval and;
- (v) To otherwise note the report



Jim Dickie
Director of Social Work
12 September 2006

For further information on this report please contact George McNally, Manager Social Work Strategy, tel: 01698 332555.

Appendix 1

Financing for integrated addiction managers posts.

i) Savings achieved through the deletion of post from Social Work and NHS Establishments

Social Work Dept

Project Leaders AP5 to PO2 Mid Point Salary Scale inclusive of Irregular hours payments	SCP 36	£29,808.00 x 3 =	Inc 20% On costs £107,308.80
Senior Addiction Worker AP4 – AP5 Mid Point Salary Scale Inclusive of irregular hours payments	SCP 31	£26,158.00 x 3 =	£94,168.80
Vacant Addiction Workers Post AP2-AP3 inclusive of irregular hours payments	SCP 23	£20,253.00 x 1 =	£24,303.60

NHS

H. Grade Nurses Posts		£31,960.00 x 2 =	£76,704.00
Total Savings			£302,485.20

ii) New Management Posts

Managers Posts PO8	SCP 43	£33,447.00 x 2 =	£80,272.80
Depute Managers PO2	SCP 37	£28,518.00 x 6 =	£205,329.60
			£285,602.40

Resources from posts deleted	£302,485.20
Cost of new posts	<u>£285,602.40</u>
Balance for flexible care budgets	£16,882.80