

DUNDEE CITY COUNCIL

REPORT TO: Personnel and Management Services Committee - 18 August 2003

REPORT ON: Social Work Department - Establishment of Posts - Learning Disability Services, Dundee Community Living

REPORT BY: Director of Social Work and Assistant Chief Executive (Management)

REPORT NO: 355-2003

1.0 PURPOSE OF THE REPORT

- 1.1 To seek Committee approval for the establishment of additional posts within the Dundee Community Living Service.

2.0 RECOMMENDATIONS

It is recommended that the Personnel and Management Services Committee approves:-

- 2.1 the re-designation and regrading of 7 Social Care Officer posts, residential grade SCP16-23, £14,535 - £17,340, to Senior Social Care Officer, SCP27-30, £19,632 - £21,732;
- 2.2 the establishment of 3.5 WTE (132 hours a week) Social Care Officer posts, residential grade SCP16-23, £14,535 - £17,340);
- 2.3 the establishment of a post of Assistant Manager, residential grade SCP31-34, £22,398 - £24,396.

3.0 FINANCIAL IMPLICATIONS

- 3.1 The cost of the recommendations will be £83,875 in 2003/2004 and £125,812 in a full financial year (2003/04 prices). This additional expenditure will be met from existing Social Work Department revenue budget provision.

4.0 LOCAL AGENDA 21 IMPLICATIONS

- 4.1 The proposals will ensure that adults with learning disabilities receive a level of service that meets their assessed needs.

5.0 EQUAL OPPORTUNITIES IMPLICATIONS

- 5.1 The improvement of staffing levels will mean more full time employment for local people. The workforce can be improved to reflect the gender balance and be more representative of the service users and their needs.

6 BACKGROUND

- 6.1 The Scottish Commission for the Regulation of Care agreed in March 2003 to de-register six Dundee Community Living Units as care homes. An application has to be submitted during 2003 to register these units as accommodation with support. During March and April 2003 the staffing arrangements in six Dundee Community Living units were examined with proposed assessments being carried out by care management of the needs of all existing service users. The assessment took account of the level of support and care required by each individual, to be supported, in their own accommodation. As a consequence of this review it is recommended that existing social care posts be re-designated to senior social care officer is to meet new standards and improve the management and effective support to service users and front line staff. This was a service deficit highlighted by the former Quality Assurance Unit and the new Scottish Commission for the Regulation of Care.
- 6.2 In addition a pilot for approximately six months assisted the management of the units and has now been evaluated. It is proposed to establish a post of assistant manager on a permanent basis.
- 6.3 These proposed arrangements are consistent with the recommendations of the Scottish Executive's review of services for people with learning disabilities ("Same as You?" 2000), and the principal of enabling people with learning disabilities to be included as citizens within their local communities.

7.0 CONSULTATION

- 7.1 The Chief Executive, Director of Social Work, Depute Chief Executive (Finance), Depute Chief Executive (Support Services), relevant trade unions have been consulted in the preparation of this report.

8.0 BACKGROUND PAPERS

- 8.1 No background papers, as defined by Section 50D of the Local Government (Scotland) Act 1973 (other than any containing confidential or exempt information), were relied on to any material extent in preparing the above report.

Alan G. Baird
Director of Social Work

11 August 2003

J.C. Petrie
Assistant Chief Executive (Management)

11 August 2003

FINANCIAL APPENDIX				
New Posts	SCP	FTE	£	£
Assistant Manager	31-34	1.0	22,398	22,398
Senior Social Care Officer	27-30	7.0	19,632	137,424
Social Care Officer	16-23	3.5	15,583	54,541
		11.5		214,363
Existing Funding				
Social Care Officer	16-23	7.0	15,583	109,081
Net Additional Pays				105,282
National Insurance & Superannuation				20,530
Full Year Cost (2003/04 Prices)				125,812
2003/04 Costs				83,875