

# **DUNDEE CITY COUNCIL**

**REPORT TO:** Personnel Committee - 14 June 2004

**REPORT ON:** Social Work Department - Health and Social Care Partnerships - Changes to Establishment

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

**REPORT NO:** 407-2004

## **1.0 PURPOSE OF THE REPORT**

- 1.1 The purpose of this report is to seek the Committee's approval to amend the staffing arrangements of the Health & Social Care Partnership Scheme.

## **2.0 RECOMMENDATIONS**

It is recommended that the Committee approves:-

- 2.1 the redesignation of 25 posts of Community Care Assistant, graded SCP16-23 (£14,535 - £17,340), to Social Care Worker with no change of grade;
- 2.2 the establishment of one post of Social Care Organiser, graded SCP27-30 (£19,632 - £21,732).

## **3.0 FINANCIAL IMPLICATIONS**

- 3.1 The cost of the revised staffing arrangements will be £28,000, including travel and employer's costs, in a full financial year and £18,700 in financial year 2004/05 at 2003/04 prices. This will be met in full by resource transfer from NHS Tayside.

## **4.0 LOCAL AGENDA 21 IMPLICATIONS**

- 4.1 The proposed changes will improve current levels of service provision for vulnerable service users and their carers in Dundee.

## **5.0 EQUAL OPPORTUNITIES IMPLICATIONS**

- 5.1 This service will ensure equality of access for vulnerable people to Health & Social Care Services, particularly on discharge from hospital.

## 6.0 BACKGROUND

- 6.1 The Local Partnership Agreement, April 2003, between Dundee City Council and NHS Tayside, identified that a review and examination of existing intensive home care and discharge schemes was a priority within the context of Joint Futures.
- 6.2 A Steering Group, whose membership included representatives from staff working in the Health & Social Care Partnerships and also key stakeholders from the Primary and Secondary Health Care interfaces, was given the remit to evaluate these resources in relation to:-
  - a) The effectiveness and efficiencies of the services as they were currently structured
  - b) Building on the experience and expertise to ensure continued improvement for individuals who use the joint services
  - c) Identifying gaps in provision.

One of the schemes reviewed was The Health & Social Care Partnership Scheme.

- 6.3 The Health & Social Care Partnership Scheme was established in January 1998 and initially focused on providing an intensive home care service as a direct alternative to institutional care. As social care in the mainstream Home Care Service has developed, the need for this service has diminished. The scheme has remained discrete and therefore integrating it with the mainstream service will provide economies of scale and improve efficiency.
- 6.4 The Social Care staff in all the schemes except the Health & Social Care Partnership have been managed by a Social Work Manager in the same recognised geographical localities as mainstream Home Care Services which has proved to be an efficient way of deploying staff.
- 6.5 There are currently 750 Community Care Assistant hours deployed within the Health & Social Care Partnership. As social care developed, so has the need for this post to reflect the duties of a Social Care Worker and it is therefore proposed that 25 Community Care Assistant posts be redesignated to Social Care Worker. These employees will be deployed in the localities alongside their colleagues to provide an increased service to facilitate hospital discharge and prevent hospital admission for vulnerable individuals.
- 6.6 A nurse has historically managed the Health & Social Care Partnership Scheme. During the review of this service, it was recognised that this resource would be more effective if managed by Social Care Organiser. The nursing post became vacant during the review and it is therefore proposed to establish a Social Care Organiser post to reflect the expertise required to deploy a social care workforce.
- 6.7 The proposal to realign these posts will ensure that Dundee City Council and NHS Tayside are in a position to improve joint discharge arrangements and provide intensive Home Care Services for vulnerable people in Dundee.

## **7.0 CONSULTATION**

- 7.1 The Chief Executive, Depute Chief Executive (Finance), Depute Chief Executive (Support Services) and the 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

8 June 2004

J C Petrie  
Assistant Chief Executive (Management)

8 June 2004