

DUNDEE CITY COUNCIL

REPORT TO: Personnel and Management Services Committee - 20 October 2003

REPORT ON: Social Work Department - Mental Health Teams For Older People - Establishment of Posts

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

REPORT NO: 634-2003

1 PURPOSE OF THE REPORT

- 1.1 This report seeks Committee approval to establish posts within Community Care to form part of the Mental Health Teams for Older People to meet additional workloads resulting from new legislation.

2 RECOMMENDATIONS

It is recommended that the Committee approves the establishment of:-

- 2.1 5 Care Manager posts, graded AP4/5 + 1, £19,632 - £24,888;
- 2.2 7.2 FTE Social Care Worker posts, graded SCP16-23, £14,535 - £17,340.

3 FINANCIAL IMPLICATIONS

- 3.1 The cost of these posts will be £295,000 in a full financial year and £147,500 in 2003/04. These costs will be met in full from Resource Transfer monies from NHS Tayside.

4 LOCAL AGENDA 21 IMPLICATIONS

- 4.1 The introduction of these posts will improve equality of access to services.

5 EQUAL OPPORTUNITIES IMPLICATIONS

- 5.1 The introduction of these additions to service will improve services for vulnerable service users and their carers.

6 BACKGROUND & PROPOSALS

- 6.1 The Social Work Department and NHS Tayside are working jointly to implement the Mental Health Act 2002 and Adults with Incapacity Act 2000. A number of statutory duties arise from these two legislative changes and it is anticipated that there will be a significant increase in workload.
- 6.2 Furthermore the retraction of institutional settings in health will require additional resources within the community to facilitate hospital discharge and avoid hospital admission for frail older people with mental health issues.
- 6.3 The proposed Mental Health Teams will rebalance institutional care and increase more targeted services within the community and provide a range of Social Work and Health expertise for older people with dementia and functional mental illness.
- 6.4 The role of the Teams will include developing links with mainstream Health and Local Authority services from advice and guidance through to direct service provision, carrying out assessments, developing care plans, organising care and monitoring and reviewing the effectiveness of these services. The Teams will provide a spectrum of services from early intervention to long-term care.
- 6.5 It is proposed that the Mental Health Teams be organised on a locality basis. There will be 4 teams in Dundee, geographically linked to east and west Dundee. Social Work and Health staff will be located in the 4 localities.
- 6.6 Each Team will have dedicated care management, social care, nursing and medical and allied health representation and will link into the health and social work systems.
- 6.7 A Care Manager is required for each team to undertake complex assessments, develop care plans, organise care and monitor and review effectiveness particularly in relation to the Adults with Incapacity Act. Care Managers will also be required to undertake Mental Health Officer duties and a Social Work qualification is required for this role.
- 6.8 The Social Care Workers along with Nursing Assistants from Health will provide direct care and support to older people in their own homes arising from assessments made by care managers and nursing staff.

7 CONSULTATION

- 7.1 The Chief Executive, Depute Chief Executive (Support Services), Depute Chief Executive (Finance) and the trade unions were consulted in the preparation of this report. Partners in Health, service user and voluntary sector representatives were consulted through the older Person Strategic Planning Group.

8 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.

A.G. Baird
Director of Social Work

10 October 2003

J.C. Petrie
Assistant Chief Executive (Management)

10 October 2003

FINANCIAL APPENDIX

Post	FTE	Grade	SCP	£
Care Manager	5.0	27 - 35	22,397	112,000
Social Care Worker	7.2	16 - 23	16,448	118,400
Salaries				230,400
National Insurance & Superannuation				46,100
Staff Costs				276,500
Travel & Other Costs				18,500
Total Costs (2003/04 Prices)				295,000
Total Costs 2003/04				147,500