

## DUNDEE CITY COUNCIL

**REPORT TO:** SOCIAL WORK AND HEALTH COMMITTEE – 22ND APRIL 2013

**REPORT ON:** CARE INSPECTORATE INSPECTION – HOME CARE ENABLEMENT (EAST) AND SOCIAL CARE RESPONSE TEAM – ADDITIONAL INFORMATION REQUESTED

**REPORT BY:** DIRECTOR OF SOCIAL WORK

**REPORT NO:** 188 - 2013

### 1.0 PURPOSE OF REPORT

1.1 To provide additional information pertaining to Committee Report Number 145-2013, which was presented at Social Work and Health Committee – 25th March 2013. Additional information was requested by the Committee.

### 2.0 RECOMMENDATIONS

2.1 It is recommended that the Social Work and Health Committee note this additional information.

### 3.0 FINANCIAL IMPLICATIONS

3.1 None.

### 4.0 MAIN TEXT

#### 4.1 BACKGROUND INFORMATION

At the Social Work and Health Committee of 25 March 2013, report no 145-2013 (Care Inspectorate Inspection – Home Care Enablement (East) and Social Care Response, was presented and discussed. Further information regarding sickness absence levels, voluntary early retirements, vacant posts, and budget implications regarding vacant posts was requested.

#### 4.2 INFORMATION REQUIRED

The following gives details of the additional information requested. The information covers the period from February 2012 to February 2013.

##### 4.2.1 Sickness Absence Levels

The Social Care Response Team had an annual sickness absence level of 6.46%. This equates to a loss of 5534.76 hours for the year. The Enablement teams had 5.76% absence levels which equated to 5391.61 hours. In comparison the Social Work Department had an average sickness absence level of 6% for the same period.

##### 4.2.2 Voluntary Early Retirements

There were no voluntary early retirements approved from these teams.

##### 4.2.3 Vacant Posts

The Social Care Response Teams has a staffing establishment of 58 posts, of which an average of 5 posts were vacant during this period. The Enablement Teams have 60 posts, of which an average of 8 were vacant during this time period. These were not the same vacancies that ran for the whole year, as during the year new people were recruited and other staff members left or moved to other teams. Three recruitment processes for Social Care Response teams were undertaken in 2012, they took place in June, August and September. Two recruitment processes were undertaken for the Enablement teams, which were in August and September 2012.

4.2.4 The department is giving consideration to the efficacies of the recruitment process.

4.2.5 **Financial Implications of Vacant Posts**

The staffing budget for these posts demonstrated no financial savings due to these vacancies. Monies were used to pay additional staff hours in order to cover the vacant posts and sickness absence cover.

**5.0 POLICY IMPLICATIONS**

This report has been screened for any policy implications in respect of Sustainability, Strategic Environmental Assessment, Anti-Poverty, Equality Impact Assessment and Risk Management. There are no major issues.

**6.0 CONSULTATIONS**

The Chief Executive, Director of Corporate Services and Head of Democratic and Legal Services.

**7.0 BACKGROUND PAPERS**

Committee Report No 145-2013

**JENNIFER G TOCHER  
DIRECTOR OF SOCIAL WORK**

**DATE: 11<sup>th</sup> April 2013**