

# **DUNDEE CITY COUNCIL**

**REPORT TO:** Personnel Committee - 20 March 2006

**REPORT ON:** Social Work Department - Community Mental Health Teams for Older People - Establishment of Posts

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

**REPORT NO:** 23-2006

## **1.0 PURPOSE OF THE REPORT**

1.1 This report proposes additional staffing arrangements in the Community Mental Health Teams for Older People to respond to statutory obligations contained in the Adults with Incapacity (Scotland) Act 2000 and the Mental Health (Care and Treatment) (Scotland) Act 2003.

## **2.0 RECOMMENDATIONS**

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

2.1 one Senior Care Manager post, grade SCP37-40, £27,822 - £30,288;

2.2 one Support Worker post, grade SCP19-24, £16,515 - £18,966.

## **3.0 FINANCIAL IMPLICATIONS**

3.1 The cost of this proposal will be £56,562 in a full financial year and will be met in full by resource transfer from NHS Tayside.

## **4.0 SUSTAINABILITY IMPLICATIONS**

4.1 The establishment of these posts will improve equality of access to services and is consistent with the implementation of current mental health legislation and resulting statutory responsibilities.

## **5.0 EQUAL OPPORTUNITIES IMPLICATIONS**

5.1 The establishment of these posts to the Community Mental Health Teams for Older People will enhance the support and supervision of qualified Social Workers to ensure that vulnerable service users and their carers receive an equitable and quality service.

## **6.0 MAIN TEXT**

- 6.1 The Mental Health Teams for older people provide a range of Social Work and Health expertise for older people with dementia and with functional mental illness. The teams provide a spectrum of assessment and services. Care Managers, Social Care Workers and Health Workers are co-located to provide a holistic approach to Health and Social Care Assessment and Direct Care provision. The retraction of institutional long term hospital care in Health has necessitated investment in community resources to facilitate hospital discharge and avoid unnecessary admission to hospital for frail older people with mental health issues. Further, the more complex situations becoming apparent within the community settings requires robust governance of Social Work practice.
- 6.2 The anticipated workloads and complexities of case work for Social Workers are increasing as a result of increasing frailty of service users in the community and the changes in legislation. It is critical that these staff are supported and supervised by a Senior Care Manager to ensure competence and statutory responsibilities are fulfilled. Less complex assessments and tasks require to be carried out by the support workers.

## **7.0 CONSULTATION**

- 7.1 The Chief Executive, Depute Chief Executive (Finance), Depute Chief Executive (Support Services) and the trade unions were consulted in the preparation of this report

## **8.0 BACKGROUND PAPERS**

- 8.1 None.

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Director of Social Work

13 March 2006

James C Petrie  
Assistant Chief Executive (Management)

13 March 2006