

DUNDEE CITY COUNCIL

REPORT TO: Social Work Committee - 18 February 2002
Personnel and Management Services Committee - 11 February 2002

REPORT ON: Re-Alignment of Community Care Management Arrangement

JOINT REPORT BY: Director of Social Work and Director of Personnel and Management Services

REPORT NO: 87-2002

1 PURPOSE OF REPORT

The purpose of this report is to recommend a re-alignment of the management structure of community care services.

2 RECOMMENDATIONS

It is recommended that :-

- 2.1 The Personnel and Management Services Committee approves the revised reporting arrangements to service managers outlined in Appendix 1 of this report;
- 2.2 The Social Work Committee implements the revised management arrangements.

3 FINANCIAL IMPLICATIONS

- 3.1 There will be no additional costs associated with the re-alignment of the Community Care service management structure. These proposals will not increase management costs.

4 LOCAL AGENDA 21 IMPLICATIONS

- 4.1 This report is consistent with the Council's objectives of supporting the delivery of services to defined neighbourhoods and simplifying access arrangements for services.

5 EQUAL OPPORTUNITIES IMPLICATIONS

- 5.1 None

6 MAIN TEXT

Background

- 6.1 Three major reports have been issued by the Scottish Executive which have had, and will continue to have an impact, on the arrangements for the delivery of social care. These are 'A Joint Future' - the report of the Joint Future Group (November 2000); 'The Same As You?: a review of services for people with learning disabilities' - Scottish Executive report (May 2000) and Modernising Community Care: An Action Plan - Scottish Executive report (October 1998).

In all of these reports there is a strong emphasis on arranging and delivering services in ways that meet with the preferences of service users and which take account of the Government's policy objectives in respect of social inclusion. The reports also make it clear that agencies should work together to ensure that people are well supported both within and between agencies.

- 6.2 The revised service management structure outlined in this report is designed to ensure that the Council's structure for the delivery of services will:
- a) improve communication within the service by moving to a more defined geographical arrangement for the delivery of services for older people;
 - b) ensure that there is a focus for the management of change in key areas of service delivery, that is learning disability and occupational therapy;
 - c) provide an opportunity to develop arrangements for the future delivery of services for key partners in health.

6.3 Revised Management Arrangement

The current service management staffing establishment was approved in September 2000 in terms of committee report 440/2000 - Revised Social Work Department establishment.

Report 391/2001 - Restructure of Occupational Therapy Service was approved in November 2001.

A neighbourhood approach for improving access to home care services is also proposed in a joint report number 748/2001 - Development of the Home Care Service/A Neighbourhood Approach - review of management arrangements for approval to Social Work and Personnel Committees in December 2001.

Appendix 1 shows a requirement for six Service Managers. Three of these will manage a distinct and defined geographical area. These areas are east, west and central Dundee. The needs of the population located in the central area mean that more resources will be required to be managed, however city wide specialist home care services such as community alarm and health and social care partnerships with health will be managed by the other two service managers.

It is proposed that two service managers will be responsible for specialist integrated services. One will manage day care services under physical disabilities, occupational therapy and hospital teams, the other, day care services under mental health and learning disabilities. There is also a proposal that one service manager shall manage all the residential care provision for older people and people with learning disabilities.

Current responsibilities and reporting arrangements for some establishments and staff groups will change as a result of this report. It is proposed to match existing permanent service managers into the revised responsibility centres and advertise internally and fill the current vacancies covered by staff carrying out higher duties.

There will be no change in the overall number of service managers. The grades will also remain unchanged at PO15 - 18 and salary scale £33,483 - 35,877.

7 CONSULTATION

7.1 The Chief Executive, Director of Finance, Director of Support Services and the Trade Unions have been consulted on the content of this report.

8 BACKGROUND PAPERS

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

9 SIGNATURE

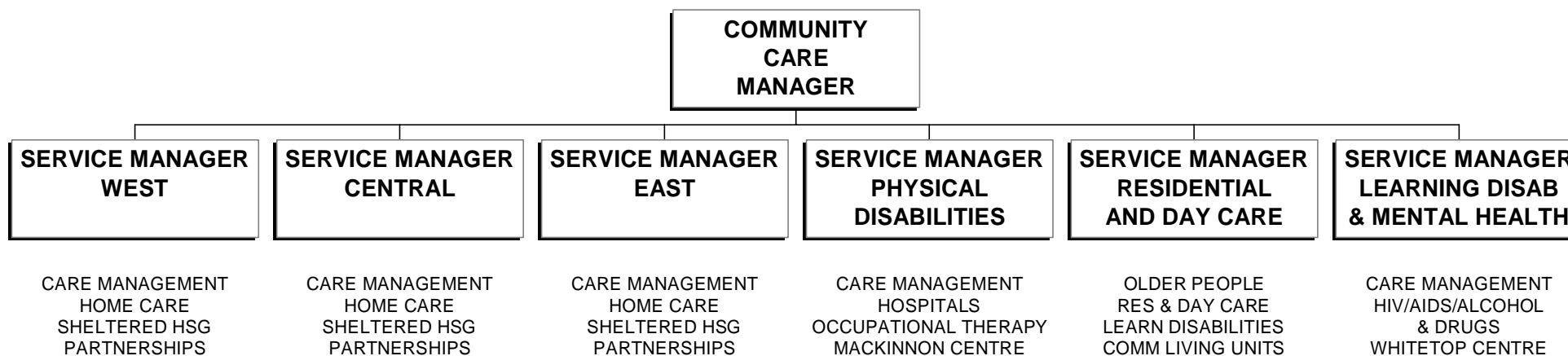
A. Baird
Director of Social Work

Date

J.C. Petrie
Director of Personnel and Management Services

Date

**PROPOSED
SERVICE MANAGERS AND RESPONSIBILITIES**



**CURRENT
SERVICE MANAGERS AND RESPONSIBILITIES**

