

DUNDEE CITY COUNCIL

REPORT TO: Personnel Committee - 14 February 2005

REPORT ON: Social Work Department - Staffing Implications for Day Opportunities for People with Learning Disabilities

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

REPORT NO: 39-2005

1.0 PURPOSE OF THE REPORT

- 1.1 The purpose of this report is to recommend the staffing establishment with reference to the report agreed by the Social Work Committee in June 2004 (Report No. 445-2004). The report proposed a reconfiguration of day services for people with learning disabilities taking account of the anticipated demand over the next five years.

2.0 RECOMMENDATIONS

It is recommended that the Committee approves: -

- 2.1 the regrading of the post of Resource Manager from PO3-6, £27,024 - £29,421, to PO5-8, £28,695 - £30,947;
- 2.2 the redesignation of the post of Development Officer to Day Services Manager (Out & About), with no change of grade;
- 2.3 the redesignation and regrading of the post of Douglas ARC Manager, grade SCP31-34, £23,058 - £25,116, to Day Services Manager (Wellgate), grade SCP34-37, £25,116 - £27,024;
- 2.4 the redesignation and regrading of the post of Kemback Street ARC Manager, grade SCP33-36, £24,429 - £26,280, to Day Services Manager (Kemback Street), grade SCP34-37, £25,116 - £27,024;
- 2.5 the redesignation of the post of Depute Manager, Kemback Street, to Supported Employment Manager (Learning Disabilities), with no change of grade;
- 2.6 the establishment of the post of Day Services Manager (Whitetop), grade SCP34-37, £25,116 - £27,024;
- 2.7 the redesignation of 3 posts of Day Centre Officer (Outreach - Supported Employment) to Supported Employment Worker (Learning Disabilities), with no change of grade;
- 2.8 the redesignation of 3 posts of Day Centre Officer and 3 posts of Day Care Worker to Community Support Worker (Out & About), with no change of grade;
- 2.9 the establishment of a further 6 posts of Community Support Worker (Out & About), grade SCP15-27, £14,630 - £20,211;

- 2.10 the establishment of 1 part time post of Clerical Assistant (18.5 hours per week), grade GS1/2, £5,182 - £6,906;
- 2.11 the proposed organisational structure outlined in Appendix 1.

3.0 FINANCIAL IMPLICATIONS

- 3.1 The total additional cost of revisions to the establishment and development of services outlined in the report is £170,200 in a full financial year. In addition, start up costs of £27,200 are required. This will be funded from the PIP Change Fund and the existing Social Work revenue budget (see Appendix 2).

4.0 SUSTAINABILITY IMPLICATIONS

- 4.1 People with learning disabilities will have enhanced opportunities in accessing a range of day services, which will meet their needs more fully.

5.0 EQUAL OPPORTUNITIES IMPLICATIONS

- 5.1 The policy direction and new service developments accord with the Social Inclusion and Community Planning agendas.

6.0 MAIN TEXT

- 6.1 The policy direction for delivering day services and providing day opportunities for people with learning disabilities in our communities was approved as outlined in the Social Work Committee report no. 445-2004. The existing model of day service delivery is based on an institutional approach, which is no longer acceptable. As a result care provided at Dudhope Adult Resource Centre was re-provisioned with widening day opportunities for day services in the community. The national policy directive for people with a learning disability was outlined in 'The Same as You' (Scottish Executive, 2000) and underpins the cultural and philosophical changes we propose to adopt locally.
- 6.2 Proposals for day care in this report are about improving and re-organising services so that they are person centred, put individuals at the heart of decision making and involve them in community life including education, leisure and recreation, day opportunities and employment. The challenge in taking the proposals forward will be to develop a better public understanding and awareness of the needs of people with learning disabilities in our communities.

7.0 MOVING DAY OPPORTUNITIES FORWARD

- 7.1 The transition from building based services towards dispersed community day opportunities for adults with learning disabilities will be phased between 2003/04 and 2005/06. This transition will be underpinned by a person centred approach and will require a number of dispersed bases facilitating local community access across Dundee as well as two centre bases for those with more complex and profound needs. The proposed model will: increase dispersed day opportunities for people with a learning disability; re-model day centre activities in response to the increasing population of people whose behaviour and needs are now challenging the current model of day service delivery; and be adaptable to meeting the needs of people with multiple and profound learning disabilities.

8.0 DAY SERVICES STRUCTURE

- 8.1 Revision to the day services management structure is required in order to ensure the two centre based and dispersed service model is taken forward in a focused way and in response to need. The Committee is asked to approve changes to the staffing establishment as outlined in the recommendations:
- 8.2 the regrading of the post of Resource Manager at 2.1 reflects the shift in day services and the requirement to manage the overall re-provisioning and day services development and widening opportunities for day services in the community;
- 8.3 the redesignation of the post of Development Officer to Day Services Manager (Out & About) at 2.2 is in response to the changing requirements in day services ensuring developments in the Out & About Teams;
- 8.4 the redesignation and regrading of the posts of Douglas ARC Manager and Kemback Street ARC Manager to Day Services Manager at 2.3 and 2.4 is in response to the requirements of the new day service model and the relocation of the service;
- 8.5 the redesignation of the post of Depute Manager, Kemback St. to Supported Employment Manager at 2.5 is in response to the requirements of the new day services model incorporating employment opportunities;
- 8.6 the establishment of the post of Day Services Manager (Whitetop) at 2.6 is in response to the requirements of people with multiple and profound learning disabilities;
- 8.7 the redesignation of 3 posts of Day Centre Officer at 2.7 is in response to the requirements of the new day service model incorporating employment opportunities;
- 8.8 the redesignation of 6 posts at 2.8 to Community Support Worker (Out & About) reflects the changing model and widening day opportunities in the community;
- 8.9 the establishment of a further 6 posts of Community Support Worker (Out & About) at 2.9 reflects the changing model and widening day opportunities in the community;
- 8.10 the establishment of 1 part time post of Clerical Assistant at 2.10 is to ensure the appropriate level of administrative support to the Out & About Teams.

- 8.11 There is a need to review the support infrastructure within day centre establishments. This will be undertaken in conjunction with the planned Best Value review of transport arrangements.

9.0 CONSULTATION

- 9.1 Consultation has taken place with the Chief Executive, Depute Chief Executive (Finance), Depute Chief Executive (Support Services) and the appropriate trade unions.

10.0 BACKGROUND PAPERS

- 10.1 None.

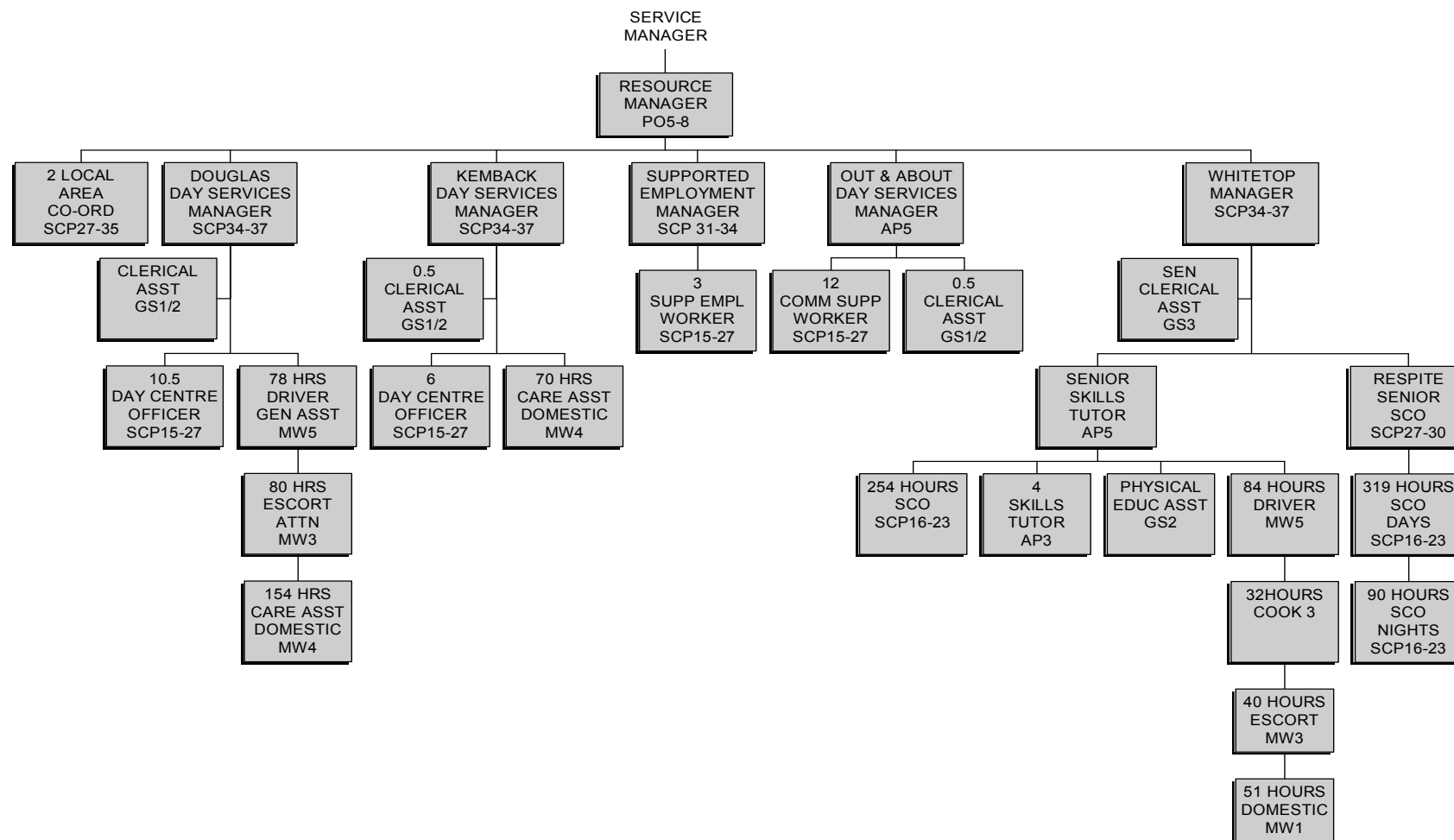
A. Baird
Director of Social Work

7 February 2005

J.C. Petrie
Assistant Chief Executive (Management)

7 February 2005

LEARNING DISABILITIES DAY SERVICES



Staff Cost of Revised Establishment

Description	Full Year Cost £
Resource Manager	37,838
Local Area Co-ordinators	54,747
Douglas/Wellgate Day Services	406,650
Kemback Day Services	214,945
Supported Employment	103,735
Out and About	327,843
Whitetop	659,912
Total Staff Costs	1,805,670
Existing Budget	1,717,457
Total Additional Staff Costs	88,213

Recurring Non Staff Costs

Property Costs	4 x £15,000	60,000
Misc Office Expenses	4 x £500	2,000
Travel	4 x £5000	20,000
Total Non Staff costs for new services		82,000

Total recurring cost of changes to establishment and services	170,213
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Funded from:

PIP Change Fund		53,000
Other Social Work Revenue Budgets		117,213
Total Funding		170,213

Start-up Costs

IT Link Start up Costs	4 x 2000	8,000
IT Equipment	12 x 1000	12,000
Furniture and Fittings	12 x 600	7,200
Total Start-up costs (funded from existing SWD budget)		27,200