

Report

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Report to:	Social Work Resources Committee
Date of Meeting:	13 July 2011
Report by:	Executive Director (Social Work Resources) Executive Director (Corporate Resources)

Subject:	Self Directed Support
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1. Purpose of Report

1.1. The purpose of the report is to:-

- ◆ Provide an update on Self Directed Support (SDS)
- ◆ Seek approval to establish a temporary post of Social Worker on Grade 3

2. Recommendation(s)

2.1. The Committee is asked to approve the following recommendation(s):-

- (1) that a post of Social Worker on Grade 3 (£23,377 - £36,553) is established on a temporary basis for a period of one year

3. Background

- 3.1. The Scottish Government has set out a ten year strategy in Scotland for Self Directed Support (SDS). This strategy aims to set out and drive a cultural shift around the delivery of support that views people as equal citizens with rights and responsibilities. The draft Social Care (Self Directed Support) (Scotland) Bill was introduced in 2010 and it is proposed that this will go before parliament in Autumn 2011.
- 3.2. The definition of SDS within the National Strategy is as follows: Self Directed Support (SDS) describes the ways in which individuals and families can have informed choice about the way support is provided to them. It includes a range of options for exercising those choices. Co-production involves support and is designed and delivered in equal partnership between people who use services/support and the professionals who are there to assist them. Through a co-production approach to agreeing individual outcomes, options are considered for ways in which available resources can be used so people can have greater levels of control over how their support needs are met, and by whom. The overall vision of the strategy is based on the core principles of choice, control, freedom and dignity.
- 3.3. The personalisation agenda should enable people to exercise choice and control over their lives. It should also create a stronger role for local authorities in building community capacity and facilitating access to tailored support options for individuals identified as having social care needs. Self Directed Support is designed to support this shift but it doesn't require services users to take responsibility for an individually allocated direct payment. It might involve the local authority arranging and managing the service, following a discussion about the available budget and the form of support required. The concept of a direct payment is more specific and involves

money being paid by the local authority directly to a person who has been assessed as needing a service. The term SDS and direct payment are not inter-changeable.

3.4. Self Directed Support will also apply to children and young people with support needs and the Bill will need to reflect the Council's broader statutory responsibilities with respect to children and young people.

3.5. The key elements of the SDS Bill include:

- The consolidation and updating of existing legislation on Direct Payments
- Placing the term SDS into statute, providing a statutory definition of the term and placing direct payments, individual budgets and the accompanying right and obligations for both processes under this framework
- Amending the requirements for those who lack capacity to consent and the individuals who wish to consent on their behalf

4. Proposals to Develop Self Directed Support

4.1. The Scottish Government has provided funding of £35,000 for one year to support the development of Self Directed Support. It is proposed that an additional post of Social Worker is established to promote and develop Self Directed Support practice across the Resource. The post holder will work with teams and individual practitioners in promoting and developing practice in SDS. This will facilitate practitioners being better equipped to work with the new systems with the aim of increasing the number of people using Self Directed Support.

4.2. Information on Self Directed Support needs to be accessible and widely available and comprehensive support for users and carers can help when they are thinking about change. This post of Social Worker would link with carer and service user groups to support their understanding of and facilitate their participation in the Council's Self Directed Support strategy. This will also involve liaising with colleagues in Health and other agencies in the delivery of Self Directed Support.

4.3. There will be a requirement to have clear implementation procedures and action plans in place to implement SDS and a key function of the post will be to lead on this area of work. Given that the funding is temporary for one year, there will be a requirement to ensure that the processes that are put in place are sustainable for the ongoing implementation of SDS.

5. Employee Implications

5.1. The proposed employee implications are as follows:

Post	No of posts	Grade	SCP range	Hourly rate	Annual salary	Gross cost	Total cost
Social Worker	1	3	68-74	£16.75	£30,567	£8,567	£39,034

5.2. The post of Social Worker has previously been evaluated using the Council's job evaluation scheme.

6. Financial Implications

6.1. The Scottish Government has provided funding of £35,000 which is temporary for one year.

6.2. The additional cost of £4,034 will be met from existing budgets.

7. Other Implications

7.1. There are no additional risks associated with this report.

- 7.2. There are no sustainable development issues associated with this report.
- 7.3. A strategic Environmental Assessment was not required to be undertaken.

8. Equality Impact Assessment and Consultation Arrangements

- 8.1. There is no requirement to carry out an impact assessment in terms of the proposals contained in the report. There will be a requirement to undertake an impact assessment when the Self Directed Support Bill receives legislative approval and the strategy for the Council on SDS is developed.
- 8.2. There will be ongoing consultation with the Trade Unions on the SDS strategy.

Harry Stevenson
Executive Director (Social Work Resources)

Robert McIlwain
Executive Director (Corporate Resources)

20 June 2011

Link(s) to Council Values/Improvement Themes/Objectives

- ◆ Improve lives of vulnerable children, young people and adults

Previous References

None

List of Background Papers

None

Contact for Further Information

If you would like to inspect the background papers or want further information, please contact:-

Brenda Hutchinson, Personnel and Improvement Service Manager

Ext: 3774 (Phone: 01698 453774)

Email: brenda.hutchinson@southlanarkshire.gsx.gov.uk