

# Report

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Report to:	<b>Social Work Resources Committee</b>
Date of Meeting:	<b>12 October 2011</b>
Report by:	<b>Executive Director (Social Work Resources)</b> <b>Executive Director (Finance and Corporate Resources)</b>

Subject:	<b>Increase in Staffing Establishment - Care Homes for Older People</b>
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## 1. Purpose of Report

1.1. The purpose of the report is to:-

- ◆ advise the Committee of the changing care needs of the service users accessing the eight local authority care homes for older people and seek approval for additional established posts to respond safely to these changing needs.

## 2. Recommendation(s)

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

- (1) that the proposals to increase the number of established posts by 13.14 FTE as detailed in the report, be approved.

## 3. Background

- 3.1. South Lanarkshire Council is a significant provider of in-house residential care for older people, as well as a commissioner and purchaser of external residential and nursing care places.
- 3.2. South Lanarkshire Council provides 267 care home places (inclusive of just under 30 respite care opportunities)-across eight care homes. South Lanarkshire Council care homes for older people are regularly inspected and are independently found and graded as providing the highest quality care. Care homes for older people have achieved and maintained customer service excellence awards with additional 12 best practice awards.
- 3.3. The types of services provided include dementia care and care for frail older people: many of whom have a range of co-morbid conditions including palliative and end of life care needs.
- 3.4. The model of care which provides best outcomes for service users are conditions specific and delivered in specialist units. Examples of these are dementia units, separate respite care facilities and care that is delivered by appropriately skilled and experienced employees.

#### **4. Relevant Demographic Information**

- 4.1. The demographic growth indicators for 2010-2020 project a 25% increase in older people over 65 and this includes a 54% increase in people over 85. The most recent report on the National Review of Services for Older People suggests that planning for health and social care should focus on the 75+ age group.
- 4.2. It is estimated that 6,500 people in Lanarkshire have dementia with 3,900 of these people being registered on a GP dementia care register. Currently 67,000 people in Scotland have dementia and over 40% of them live in care homes or hospitals. People with advanced dementia often need intensive care and support and are more at risk of having their rights overlooked. The Scottish Government have implemented a National Dementia Strategy that aims to, “ensure that the highest standards of care are achieved for those with dementia in care homes, in the community and in hospital”. A number of critical themes emerge from the strategy and these include:
  - a commitment to raising awareness of the charter of rights for people with dementia and establishing Standards of Care for dementia in Scotland
  - the promotion of an excellence strategy framework which demands that appropriate continuing professional development is completed by employees who care for people with dementia
  - raising public awareness about the key aspects of dementia, how to obtain support and how to counter dementia related stigma
- 4.3. Based on the evidence we can expect a rising demand on services for older people. The main factors that will influence the demand for care home places are:
  - demographic changes
  - the health status of older people
  - the availability of alternative forms of care
  - socio-economic circumstances including the rise in the number of people living alone
  - the availability of support for carers
- 4.4. The net effect of these different factors on the demand for care home places over the next few years will be influenced by the additional pressures associated with a sharp rise in the number of people aged 85 and over. In addition the commitment to reduce hospital delayed discharges, and a decline in the number of continuing care NHS beds will increase the demands on residential care services. There will require to be an effective management of admission to care homes to ensure that these places are used only for those in the highest dependency categories.
- 4.5. The dependency levels of care home service users is measured by utilising the Issac and Neville Dependency Tool. When aggregated, the dependency measurement indicates a clear need for an increase in the current staffing across the care homes as indicated at paragraph 5.1. In order to ensure that we continue to meet the requirements of SCSWIS (Social Care and Social Work Improvement Scotland) we have reviewed our staffing levels in light of the increased dependency level of our care home population. As a result of this there is a need to put in place additional staffing as detailed at 5.1 below.

## 5. Employee Implications

### 5.1.

Post	No of posts	Grade	SCP range	Hourly rate	Annual salary	Gross cost	Total cost
Social Care Assistant	6.84	1	16-18	£7.73	£14,912	£18,770	£128,387
				-	-	-	-
Social Care Assistant Nights	2.45	1	22-24	£7.94	£15,317	£19,280	£131,875
				-	-	-	-
Social Care Worker	0.81	2	32-42	£8.44	£16,282	£20,494	£50,210
				-	-	-	-
Social Care Worker Nights	1.5	2	35-48	£8.70	£16,783	£21,125	£51,756
				-	-	-	-
Domestics	1.54	1	11-12	£9.77	£18,848	£23,724	£19,216
				-	-	-	-
				£11.36	£21,915	£27,584	£22,343
				-	-	-	-
				£10.26	£19,793	£24,913	£37,370
				-	-	-	-
				£12.44	£23,999	£30,208	£45,312
				-	-	-	-
				£7.16	£13,813	£17,386	£26,774
				-	-	-	-
				£7.29	£14,064	£17,702	£27,261
				-	-	-	-

5.2. The allocation of posts is detailed in the appendix to the report.

## 6. Financial Implications

6.1. The total cost of the additional staffing is £270,252 including associated costs and can be funded from the current revenue budget.

6.2. This increase will allow us to deliver the level of service required at this time. However given the demographic challenges and increasing dependency levels of service users there may be a requirement for further additional staffing in future years.

## 7. Other Implications

7.1. The risk to the Council rejecting the proposal would be our failure to meet the expected demands of service and as a Local Authority not to meet the expected care standards as laid out by the Scottish Government Dementia Strategy, National Care Standards and Charter of Rights for People with Dementia.

7.2. There are no other issues in terms of sustainability associated with this report.

## 8. Equality Impact Assessment and Consultation Arrangements

8.1. This report does not introduce a new policy, function or strategy or recommend a change to an existing policy, function or strategy and therefore no impact assessment is required.

8.2. There was also no requirement to undertake any consultation in terms of the information contained in this report.

**Harry Stevenson**  
**Executive Director (Social Work Resources)**

**Paul Manning**  
**Executive Director (Finance and Corporate Resources)**

5 August 2011

**Link(s) to Council Values/Objectives**

- ◆ Develop services for older people;
- ◆ Improve lives of vulnerable children, young people and adults;
- ◆ Improve health and increase physical activity; and
- ◆ Support the local economy by providing the right conditions for growth, improving skills and employability.

**Previous References**

None

**List of Background Papers**

- ◆ Scottish Government Scotland's National Dementia Strategy;
- ◆ Scottish Government Standards of Care for Dementia in Scotland;
- ◆ Reshaping Care for Older People Programme; and
- ◆ Issac and Neville Dependency Tool.

**Contact for Further Information**

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

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## Additional Posts

Location	Designation		FTE
Canderavon House	Social Care Assistant		1
	Social Care Assistant (Nights)		0.77
		<b>Total FTE</b>	<b>1.77</b>
McWhirters	Social Care Worker		0.81
	Social Care Worker (Nights)		0.73
	Social Care Assistant		0.61
		<b>Total FTE</b>	<b>2.15</b>
McClymont	Social Care Assistant		1
	Domestic		1.54
		<b>Total FTE</b>	<b>2.54</b>
Kirkton	Social Care Assistant		1.42
		<b>Total FTE</b>	<b>1.42</b>
McKillop Gardens	Social Care Worker (Nights)		0.77
	Social Care Assistant (Nights)		0.77
		<b>Total FTE</b>	<b>1.54</b>
Dewar House	Social Care Assistant		2.81
	Social Care Assistant (Nights)		0.91
		<b>Total FTE</b>	<b>3.72</b>
		<b>Overall FTE</b>	<b>13.14</b>

\* There is no change required to the staffing establishments in David Walker Gardens and Meldrum Gardens care homes.