

Report

Report to:	Social Work Resources Committee
Date of Meeting:	04 March 2020
Report by:	Director, Health and Social Care Executive Director (Finance and Corporate Resources)

Subject:	Carer's Fund - Increase to Establishment
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1. Purpose of Report

1.1. The purpose of the report is to:-

- ♦ to provide an update on the use of the Carer's Fund to support the implementation of the Carers Act and Free Personal Care

2. Recommendation(s)

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

- (1) that the content of the report be noted; and
- (2) that the changes in establishment detailed at section 4 of this report be approved.

3. Background

- 3.1. There has been a number of changes to the legislation which underpins Adult Care Services in recent years. Most recently the Carers Act and the introduction of Free Personal Care for adults aged under 65 have followed on from the changes brought about by the Self-Directed Support Act. Cumulatively, this legislation has greatly increased both the demand and complexity of Assessment and Care Management Services that are delivered by the Health and Social Care Partnership's four locality teams.
- 3.2. In addition to this there has been a considerable growth in the number of older people receiving Care at Home Services, and in the complexity of their needs. Recent inspection outcomes have reinforced the views of Operational Managers that there is a need to invest in the assessment and care management capacity in the system. These demand pressures are compounded by the increased demand related to Adult Support and Protection (ASP) and Adults with Incapacity activity, as the impact of this legislation has unfolded and awareness of the Acts has embedded. Consequently, a large proportion of Social Workers time is now taken up responding to complex care needs and statutory interventions, such as supervision of guardianships and ASP work. Whilst it is correct that qualified professionals should be working to "the top of their licence" it does mean that the Service is increasingly challenged to respond to the more straightforward community care assessment, co-ordination and review activity.
- 3.3. The Council has received additional funding from the Scottish Government to support the implementation of both the Carers Act and Free Personal Care for under 65's. It is proposed that some of this funding is used to increase capacity in the Field

Work teams by establishing Assessment and Review Assistant posts in each of the locality Field Work teams.

- 3.4. These posts will be deployed across the operational teams under the supervision of Social Work Qualified Team Leaders and provide additional capacity to support the team to deliver the Council's statutory duties in relation to care management activity. Once the new post holders are in place, carers will have access to a range of contact points and assessments will be carried out by a range of practitioners according to individual circumstances. This will range, for example, from early and more preventative approaches offered by Carers support services, through to Social Work Assistants providing initial access to formal services, through less complex assessments, up to Social Workers supporting both the service user and carer with more complex issues involving multiple health conditions and managing cognitive decline.

4. Employee Implications

- 4.1. The employee implications are detailed below and are permanent posts:

Post (Social Work)	Current No of Posts (FTE)	Proposed Number of Posts (FTE)	Grade	SCP range	Hourly rate	Annual salary	Gross Cost inc on costs 30.3% (proposed posts)
Social Work Assistant (Assessment and Review)	0	10	Grade 2 Level 4	55 – 57	£15.56 - £16.04	£28,395 - £29,271	£369,992 - £381,406
Total	0	10					

5. Financial Implications

- 5.1. The cost of the proposal is £381,410 and will be met from existing resources to support the Carers Act and Free Personal Care.

6. Climate Change, Sustainability and Environmental Implications

- 6.1. There are no implications for climate change, sustainability and environmental implications in terms of the information contained in this report.

7. Other Implications

- 7.1. These posts are required to ensure that the Council continues to meet its statutory duties to provide assessment and care management functions for supported people and carers.
- 7.2. There are no other issues 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. Consultation has taken place with the Trade Unions in regard to the recommendations contained within this report.

Val de Souza
Director, Health and Social Care

Paul Manning
Executive Director (Finance and Corporate Resources)

13 February 2020

Link(s) to Council Values/Ambitions/Objectives

- ◆ improve health, care and wellbeing
- ◆ make communities safe and stronger

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:-

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