

Report

Report to:	Social Work Resources Committee
Date of Meeting:	1 September 2021
Report by:	Director, Health and Social Care Executive Director (Finance and Corporate Resources)

Subject:	Additional Occupational Therapy Posts
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1. Purpose of Report

1.1. The purpose of the report is to: -

- ◆ seek approval to increase the establishment by the addition of 4 FTE Occupational Therapist posts fixed term for 6 months.

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 additional posts detailed in Section four of this report be approved.

3. Background

3.1. There has been an unprecedented increase in “post-pandemic” unallocated referrals seeking a community Occupational Therapy (OT) service. The recent number of unallocated OT referrals was 501% higher than at a similar point in 2020, with a mean of 308% higher than at the same point over the past 4 years.

3.2. OT services in South Lanarkshire Council (SLC) have been prioritised to meet the needs of service users with substantial and critical need throughout the COVID-19 period.

3.3. A 28-day response to assessment performance target has historically been in place to support the effective management of OT referrals. This target has not been achieved as a consequence of the step down of services during the period affected by COVID-19, with the longest waiting time on 1st June 2021 being up to 11 months or 48 weeks in length.

4. Current Position

4.1. As a consequence of delays in accessing services, and increased deconditioning and social isolation throughout the last year, staff caseloads are currently highly weighted with cases of higher risk and complexity. The open caseloads of existing staff have also increased in number due in part to the reduced service capacity and provision of our partners in Housing Services and commissioned services, who have been unable at times to provide the requested adaptation services due to COVID-19.

- 4.2. The capacity of the existing locality teams has also been affected during the past year, with the pending summer leave period, which has traditionally seen OT assessment waiting times increase across all localities, add to the current difficulties.
- 4.3. Unallocated referrals for OT assessment are likely to continue to increase in both overall number and beyond 52 weeks waiting time without corrective action. The existing staff will maintain their focus on addressing higher priority work with less opportunity of being able to tackle referrals that indicate moderate and low-level needs.
- 4.4. It is recognised that failure to address needs at an earlier stage is likely to result in increased dependency levels, and place increased demand on both informal carers and formal care services.
- 4.5. The cumulative effect of the current position is anticipated to result in a deteriorating position, without corrective action.
- 4.6. Alongside communities, the health and social care workforce is recognised as being the most significant and potentially most effective asset in terms of the resources available to respond to changing demands. As such building sufficient capacity is one of the Integration Joint Board (IJB) 13 strategic priorities as outlined in the current Strategic Commissioning Plan 2019-2022.
- 4.7. This requested additional and fixed term staff resource will aid mobilisation and recovery to restore the 28-day service standard by tackling legacy waiting lists. 1.0 FTE Occupational Therapist will be assigned initially to each of the four localities, with the ability to flex this additional resource across South Lanarkshire, as required to deliver equity of service across the service and in liaison with locality managers.

5. Employee Implications

- 5.1. The employee implications are detailed below, and the following posts should be added to the establishment for a fixed term period of 6 months:

Post	Proposed Number of Posts (FTE)	Grade	SCP Range	Hourly Rate	Annual Salary	Gross Cost inc on costs 30.3%	Total Costs
Occupational Therapist	4.0	G3 L4	72 - 74	£20.61	£37,611	£49,007	£196,028
				- £21.25	- £38,779	- £50,529	- £202,116
Total Costs							£196,028 - £202,116

6. Financial Implications

- 6.1 The posts at 5.1 are costs directly associated with additional demands emanating from COVID-19. Consequently, the costs for 6 months of £0.101m will be added to the local mobilisation plan and funded from monies provided by the Scottish Government.

7. Climate Change, Sustainability and Environmental Implications

- 7.1. There are no implications for climate change in terms of the information contained in this report.
- 7.2. There are no implications for sustainability in terms of the information contained in this report.
- 7.3. There are no implications for the environment in terms of the information contained in this report.

8. Other Implications

- 8.1. 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.
- 8.2. There are no other issues associated with this report.

9. Equality Impact Assessment and Consultation Arrangements

- 9.1 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.
- 9.2. There is no requirement to undertake consultation in terms of the information contained within this report.

Soumen Sengupta
Director, Health and Social Care

Paul Manning
Executive Director (Finance and Corporate Resources)

30 June 2021

Link(s) to Council Values/Ambitions/Objectives

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

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:-

Roger Kincaid

Team Leader Physical Disability and Sensory Impairment

Almada St Hamilton T/no: 01698 453959 / Internal 845 3959

*Working remotely and able to respond to e-mail Roger.Kincaid@southlanarkshire.gov.uk
or via MSN TEAMS*