

28th October 2013

Agenda Item: 6

REPORT OF THE SERVICE DIRECTOR FOR PROMOTING INDEPENDENCE AND PUBLIC PROTECTION

PROPOSED CHANGES TO THE OCCUPATIONAL THERAPY ESTABLISHMENT

Purpose of the Report

1. To propose the permanent establishment of the Senior Practitioner post to the newly established Intake Team within the Adult Access Service.
2. The funding will be met within existing resources of the Adult Access Service through the redesign of the service with the disestablishment of a vacant 24 hours Occupational Therapy post and a vacant 18.5 Social Worker post.

Information and Advice

3. In August 2012 a pilot Intake Team was established to manage and meet demand for occupational therapy assessments and maintain and reduce waiting times to within the timescales set by the department of 28 days. The pilot tested new ways of working, including assessments over the telephone for non-complex cases. The team also applied the national eligibility criteria 'Fair Access to Care' earlier in the process to target resources more effectively and ensure good outcomes for service users.
4. The pilot team proved to be effective in reducing the older person's occupational therapy waiting lists in the district teams, ensuring that more service users were seen within timescales and providing good quality advice and information for service users who were not eligible for a service.
5. As a consequence of the success of the pilot, it was agreed to permanently establish an Intake Team.
6. The Intake Team has been established with the following posts:
 - Six Community Care Officers to be seconded from the District teams.
 - One Service Advisor to be rotated from the Adult Access Service
7. It has been identified that the establishment of a permanent Senior Practitioner would be essential in ensuring the effective running of the intake service.

8. The role of the Senior Practitioner would ensure the effectiveness of the Intake Team in maintaining the high numbers of people dealt with by the team, delivering quality outcomes for service users and in developing the service further with both social care district teams and external partners such as health and housing in district councils. The Senior Practitioner will be essential in identifying patterns of referrals to the service, which may require attention and professional input promptly, but longer term requires partnership working to resolve.
9. The Senior Practitioner will also have a wider role within the Adult Access Service in linking to the triaging team and the Blue Car Badge assessment provision. It will be expected where necessary for the Senior Practitioner to cover for the team manager.

Other Options Considered

10. The Senior Practitioner role requires the post to be filled by an Occupational Therapist as this role will provide professional oversight to six Community Care Officers and in some cases will be required to complete home visits relating to occupational therapy. This role will also be required to provide management cover for the Blue Car Badge Assessment Scheme. The present Senior Practitioner in the Adult Access Team is Social Work trained and does not have the capacity or the skills to provide oversight and clinical supervision for occupational therapy work. Although one of the Team Managers in the Adult Access Service is an Occupational Therapist the skills and work required to be complete the tasks required are below the level of a Team Manager.

Reason/s for Recommendation/s

11. The establishment of the Senior Practitioner role enables professional oversight of workers; thereby enabling non-complex work to be completed at the appropriate grade and salary with a safe discharge of the authority's functions.
12. The establishment of the Senior Practitioner role within the Intake Team is based on the success of the pilot to achieve timely assessments, reduce waiting lists in district teams and improve outcomes for service users who are not eligible through better information and advice.
13. The funding will be met within existing resources of the Adult Access Service through the redesign of the service with the disestablishment of other posts.

Statutory and Policy Implications

14. This report has been compiled after consideration of implications in respect of crime and disorder, finance, human resources, human rights, the public sector equality duty, safeguarding of children and vulnerable adults, service users, sustainability and the environment and ways of working and where such implications are material they are described below. Appropriate consultation has been undertaken and advice sought on these issues as required.

Implications for Service Users

15. The development of the Adult Access Service will enable more service users to receive timely support, advice and services appropriate to their needs.

Implications for Ways of Working

16. The post will be based at Meadow House and will be accommodated within existing office space making use of flexible working arrangements.

Financial Implications

17. 1 fte (37 hours) Senior Practitioner post, Pay Band C, scp 39-44 (£41,434 - £47,106 per annum) with authorised car user status at £1,300 per annum be established within the team.

18. One 24 hours Occupational Therapy post and one 18.5 hours Social Worker will be dis-established to meet the cost of the Senior Practitioner within existing resources.

Human Resources Implications

19. This report proposes to establish the following post; 1 fte (37 hours) Senior Practitioner Pay Band C scp 39-44 (£41,434 - £47,106 per annum).

20. The post would require office accommodation and equipment commensurate with flexible working and approved car user status.

21. The Trade Unions have been consulted and no comments have been received.

RECOMMENDATION/S

It is recommended that the Adult Social Care and Health Committee:

- 1) Approves the establishment of 1 fte (37 hours) Senior Practitioner Post, Pay Band C, scp 39-44 (£41,434-£47,106 per annum), the post to be allocated approved car user status.
- 2) Approves the redesign of the service with one vacant 24 hour Occupational Therapy post and one vacant 18.5 hours Social Worker post being disestablished to meet the cost of the Senior Practitioner within the existing resources of the Adult Access Service.

PAUL MCKAY

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Constitutional Comments (NAB 20/08/13)

22. The Adult Social Care and Health Committee has the authority to approve the recommendations set out in this report by virtue of its terms of reference.

Financial Comments (KAS 19/08/13)

23. The financial implications are contained within paragraphs 17 and 18 of the report.

Background Papers and Published Documents

Except for previously published documents, which will be available elsewhere, the documents listed here will be available for inspection in accordance with Section 100D of the Local Government Act 1972.

- a. Job Description for the post

Electoral Division(s) and Member(s) Affected

All.

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