



18 September 2017

Agenda Item: 15

REPORT OF THE SERVICE DIRECTOR, YOUTH, FAMILIES AND SOCIAL WORK

CHANGES TO THE STAFFING ESTABLISHMENT AT CAUDWELL HOUSE CHILDREN'S RESIDENTIAL HOME

Purpose of the Report

1. The report seeks approval to amend the staffing structure of Caudwell House by disestablishing 1 fte (full-time equivalent) Residential Social Worker post (Grade 4) which is currently vacant and establishing a 0.5 fte Occupational Therapist post (Band B).
2. The report also seeks approval for a report on progress to be brought back to the Committee in May 2018.

Information and Advice

3. Caudwell House provides residential and short breaks for children with physical disabilities and high health needs.
4. The home has run a pilot project for two years providing a full time agency Occupational Therapy assessment based service. This pilot has been successful in improving the quality of assessments and review of moving and handling equipment and young person specific moving and handling care plans, reducing the risk of inappropriate systems and equipment being used within the home.
5. The project has improved independence for children and young people and provided guidance and advice to staff including necessary environmental adaptations to ensure the delivery of safe and efficient care
6. The Occupational Therapist (OT) links in with other agencies/services to encourage and support inclusive and integrated intervention strategies for children with disabilities. This has included liaison with the Countywide OT sensory OT where it has been identified that a young person has an unmet sensory need, and a full assessment has been necessary.
7. Outcomes for children and young people have enabled them to participate in activities (both leisure and daily living), encouraging and enabling them to reach their optimal potential, and identify the most appropriate support transitioning into adult services.

Other Options Considered

8. There are no other options considered.

Reason/s for Recommendation/s

9. The disestablishment of a Residential Social Worker post will fund the 0.5 fte OT post, thus reducing agency costs.
10. The OT post has enabled thorough assessments for seating, sleep aids, beds, slings, hoists and other lifting equipment, as well as post-operative needs assessments for children and young people. This has improved practice, health and safety and outcomes for children and young people.

Statutory and Policy Implications

11. This report has been compiled after consideration of implications in respect of crime and disorder, finance, human resources, human rights, the NHS Constitution (public health services), the public sector equality duty, safeguarding of children and adults at risk, 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.

Financial Implications

12. The new OT post can be fully funded by existing budget from the disestablishment of the vacant Residential Social Worker post. This also leaves a small budget surplus.

Post	FTE	Grade	Budget £
Residential Social Worker	1	4	26,130
Occupational Therapist	0.5	B	(21,547)
Budget Surplus			£4,583

Human Resources Implications (BC 25.8.17)

13. The Residential Social Worker post is currently vacant so there is no redundancy arising from this proposal. The OT post will be subject to the agreed vacancy control procedures.

RECOMMENDATION/S

That:

- 1) the disestablishment of 1 fte Residential Social Worker (Grade 4) post from the Caudwell House staffing structure with effect from 31st September 2017 be approved
- 2) the establishment of a 0.5 fte Occupational Therapist (Band B) post with effect from 1st October 2017 be approved

3) a report on progress be brought back to the Committee in May 2018.

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Constitutional Comments (LM 01/09/17)

14. The Children and Young People's Committee is the appropriate body to consider the contents of the report.

Financial Comments (SAS 04/09/17)

15. The financial implications of the report are contained within paragraph 12 above.

Background Papers and Published Documents

None.

Electoral Division(s) and Member(s) Affected

All.

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