

CHIEF EXECUTIVE'S OFFICE

REPORT OF THE DIRECTOR OF SOCIAL SERVICES HEALTH AND HOUSING – NICK JARMAN

AUGUST 2016

SECTION A – MATTER FOR DECISION

OFFICER NON-EXECUTIVE URGENCY ACTION 0414 – Amendment to the Established Structure within the Homecare Service

1. Purpose of Report

- 1.1 To ask Members to approve an urgency action in relation to creating a new post within the in house Homecare Service.

2 Background Information

- 2.1 In line with the Social Services and Wellbeing (Wales) Act 2014, the Council has invested a great deal of effort and resources into developing the Direct Payment market for social care. The Council's Direct Payment Team now hold a register for people wishing to become Personal Assistants (PA), and mechanisms are in place to enable individuals to take up Direct Payments and employ PA's with greater ease.
- 2.2 However, there remains a shortage of PA's who apply for Direct Payment posts that involve providing direct (intimate) personal care. One factor contributing to this is that, many of those on the PA register may find it a daunting prospect if they have never helped someone with their personal care before.
- 2.3 To help address this issue, the in house service will, through a five week coaching and mentoring programme provide PA's with some hands on experience to enable them to develop personal care skills, and increase the likelihood of them applying for Direct Payment posts that entail delivering personal care. This will contribute to the Council's commitment and obligation to promote the uptake of Direct Payments.
- 2.4 It is anticipated that there will be no more than six Trainee Personal Assistants working within the Homecare Service at any one time.
- 2.5 This is an innovative approach to delivering better outcomes for NPT citizens, and as such this approach will be reviewed at regular intervals to assess its effectiveness.

3 Urgent Action Required

- 3.1 The creation of a new role within the Homecare Structure, that of Trainee Personal Assistant.
- 3.2 This post has been job evaluated at a Grade 1 Scp 6 to 8(£7.52 To £7.65 per Hour)
- 3.3 The Council's Community Care Assistants are Grade 4, but carry more responsibility, and this is reflected in the pay differential
- 3.4 The trainee PA's will have a fixed term contract with NPT CBC of 5 hours per week for 5 weeks. The post requires Monday to Friday working, excluding bank holidays.
- 3.5 This will be funded from the in house Homecare budget.

4 Recommendation

- 4.1 It is RECOMMENDED that Members approve the urgency action identified in Section 3 above, in relation to the creation of a Trainee PA post (Grade 1 Scp 6 – 8) within the established structure within the Homecare Service.

FOR INFORMATION

5 Officer Contact

- 5.1 For further information on this report item, please contact Mr Nick Jarman, Director of Social Services Health and Housing at email address: n.jarman@npt.gov.uk

