

NEATH PORT TALBOT COUNTY BOROUGH COUNCIL

PERSONNEL COMMITTEE

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

26th June 2017

MATTER FOR DECISION

Amendment to the Established Structure within the Community Reablement Team

1. Purpose of Report

1.1 The purpose of this report is to seek Member approval to create a five Personal Assistant posts within the Community Reablement Team of the Social Services Health and Housing Directorate.

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 Direct Payments for social care. The Councils 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 PAs with greater ease.

- 2.2 However, there remains a shortage of PAs who apply for 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, it is proposed that the Community Reablement Team will, provide a coaching and mentoring programme of three months duration to provide prospective PAs with hands on experience in providing personal care skills. It is anticipated that this will encourage them to apply for posts which involve delivering personal care. This will contribute to the Councils commitment and obligation to promote the uptake of Direct Payments.
- 2.4 In order to implement this programme, it will be necessary to employ these prospective PAs to meet the CSSIW regulatory requirements and the Council's Safer Recruitment Policy. This will necessitate the service establishing a post on the structure entitled Trainee Personal Assistant.
- 2.5 It is anticipated that there will be no more than 5 Trainee Personal Assistants working within the Community Reablement Team at any one time. This post has been job evaluated at a Grade 1 Scp 6 to 8 (£7.52 To £7.65 per hour). The trainee PAs will have a fixed term contract with NPT CBC of 25 hours per week for 12 weeks. The post requires Monday to Friday working, excluding bank holidays.
- 2.6 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. Financial Impact

The creation of these posts will be funded from the Community Care Budget. There are no additional costs associated with the recommendations contained within this report. Funding was included in

the budget for 2017/18 and agreed as part of the overall Social Services budget. A funding statement is attached as appendix 1.

4. Workforce Impacts

There are no workforce impacts associated with this proposal.

5. Legal Impacts

There are no legal implications in relation to this report.

6. Risk Management

There are no risks associated with this report.

7. Consultation

There is no requirement under the Constitution for external consultation on this item.

8. Recommendation

It is RECOMMENDED that Members APPROVE the creation of five Trainee Personal Assistant posts (Grade 1 Scp 6 – 8) within the Community Reablement Team Service of the Social Services Health and Housing Directorate.

FOR DECISION

9. Officer Contact

- a. 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

10. Financial Appraisal

| <u>FUNDING STATEMENT</u> | <u>Full year</u> | |
|--|-------------------------|-------------------|
| <u>Costs</u> | <u>(Min)</u> | <u>Max</u> |
| | <u>£</u> | <u>£</u> |
| Employee Costs (Financial Appraisal Statement) | | |
| > Salary | 65,315 | 65,315 |
| > Additional cost at Maximum Salary | | 1,095 |
| Accommodation Running Costs | | |
| IT Annual Costs | | |
| Other Running Costs (specify) | | |
| | | |
| Total Recurring Savings | 65,315 | 66,410 |
| | | |
| <u>Funding of Recurring Costs</u> | | |
| <u>External Sources</u> | | |
| Specific Grant: | | |
| - staffing costs | | |
| - other | | |
| Funding from External Agencies | | |
| Service Level Agreement | | |
| Other (specify) | | |
| <u>Internal Sources</u> | | |
| HRA | | |
| Existing Budget Allocation | 65,315 | 66,410 |
| Additional Guideline Allocation | | |
| Other (specify) | | |
| | | |
| Total Savings Available | 65,315 | 66,410 |
| | | |

