

**MONMOUTHSHIRE COUNTY COUNCIL REPORT**

<b>SUBJECT:</b>	<b>In-House Senior Care and Support Worker Re-Grading</b>
<b>MEETING:</b>	<b>Cabinet Single Member</b>
<b>DATE:</b>	<b>16<sup>th</sup> January 2019</b>
<b>DIVISION / WARDS AFFECTED:</b>	<b>ALL</b>

**1. PURPOSE**

- 1.1. To inform the Cabinet member for Social Services, Health and Safeguarding of the development of the role of Senior Care and Support Worker within the in-house Care at Home teams across Monmouthshire.
- 1.2. To advise the Cabinet Member that the responsibilities of the current role following evaluation fall outside of current grading.
- 1.3. To seek approval for the regrading of the above post from its current Band E to Band F.

**2. RECOMMENDATIONS**

- 2.1. That the Cabinet member for Social Services, Health and Safeguarding approve the re-grading of the Senior Care and Support worker in Care at Home from the current Band E to Band F.
- 2.2. That the Cabinet member for Social Services, Health and Safeguarding approve this grading from the 1<sup>st</sup> October 2018. I.e. the point of re-evaluation of the roles.
- 2.3. That the Cabinet member for Social Services, Health and Safeguarding approve a transfer of £18,000 from each integrated services budget to meet the shortfall in funding.

**3. KEY ISSUES**

- 3.1. The role of Senior Care and Support worker was introduced to the Care at Home teams in 2005. Originally the role was introduced to enhance the support arrangements to the frontline teams. The role has remained at Band E since 2005.
- 3.2. We have worked very hard to maintain duties within the current banding. However, the role of Senior Care and Support Worker has evolved significantly since 2005 in response to the complexity, pace and demands of integrated health and social care. The revised role profiles (attached) detail the duties as required now and have been shaped by the following:
  - 3.2.1. The rise in demand, the numbers of people supported and the required complexity now means that seniors are regularly taking the lead for the establishment of care and support arrangements.
  - 3.2.2. All teams are now integrated and seniors are required to work with all members of the integrated services teams. They work alongside social workers, therapists, nurses and due to relationships they have with the people receiving support are often the lead for reviews.
  - 3.2.3. The roles will now require registration with Social Care Wales and all will require appropriate qualification.
  - 3.2.4. The new clusters introduced as part of the development of relationship based care placed additional demands on the roles of the seniors in giving specific responsibilities in the co-ordination of care and support arrangements for all people supported within that cluster.
  - 3.2.5. The growth in staff numbers in the last 12 – 24 months has meant that the leads have

had to delegate some supervisory responsibilities to the Senior Care and Support workers. Each team of the three locality teams has between 45 and 50 members of staff. Area leads cannot meet regulatory responsibilities in regards to support and supervision without the involvement of the senior team.

- 3.3. The number of people supported by the in-house team and associated complexity has been increasing over the last 12 – 24 months and this has required more delegation from the area leads to the Senior Care and Support workers.
- 3.4. Other similar roles exist within Social Care and Health that are paid at higher grading's. For example, the Team Leads at Mardy Park have similar levels of responsibility and are graded at Band F.
- 3.5. The directorate currently runs the risk of challenge on the current pay grades. Duties will need to be withdrawn from the seniors to ensure that their role is appropriate to their current banding.

#### **4. REASONS**

- 4.1. The revised role profile has been submitted for re-evaluation and has been awarded a Band F.
- 4.2. The re-grading will provide a long overdue recognition to the Senior Care and Support team of the demands and responsibilities that they now carry.
- 4.3. The re-grading will place the Senior Care and Support team on a consistent level with other colleagues in the directorate undertaking a similar role.

#### **5. RESOURCE IMPLICATIONS**

5.1. 525 hours of Senior Care and Support Worker:

- Band E = £429,444
- Band F = £493,740
- Difference = £64,296

5.2. Attached is an overview of current budgets Appendix 2 – split into 3 sections: original budget, actual and revised. Appendix 3 details the separation of these hourly budgets into hub areas and provide an accurate reflection of service delivery across all areas. The revised budgets, with the regrading included, detail a shortfall of £56,244. This shortfall can be met with a reduction in hours but the revised budget reflects accurately the current demands placed on the in-house teams within the constraints of the whole care and support sector.

5.3. The shortfall can be met through a virement of £18,000 from each flexible budget.

#### **6. CONSULTEES:**

- Tyrone Stokes and Lee Combstock – Finance Team
- Care and Support Leads
- Eve Parkinson – Head of Adult Services

#### **7. BACKGROUND PAPERS**

#### **8. AUTHOR:**

Colin Richings – Integrated Services Manager [Abergavenny] & Direct Care Services Lead

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## Evaluation Criteria – Cabinet, Individual Cabinet Member Decisions & Council

<b>Title of Report:</b>	<b>In-House Senior Care and Support Worker Re-Grading</b>
<b>Date decision was made:</b>	<b>16<sup>th</sup> January 2019</b>
<b>Report Author:</b>	<b>Colin Richings</b>

### **What will happen as a result of this decision being approved by Cabinet or Council?**

What is the desired outcome of the decision?  
What effect will the decision have on the public/officers?

The desired outcome will be to realign with other comparable posts within the Authority. The change will be to increase the current posts from a Band E to a Band F. The decision will support consistency of pay for people working for Monmouthshire County Council

### **What benchmarks and/or criteria will you use to determine whether the decision has been successfully implemented?**

Think about what you will use to assess whether the decision has had a positive or negative effect:  
Has there been an increase/decrease in the number of users  
Has the level of service to the customer changed and how will you know  
If decision is to restructure departments, has there been any effect on the team (e.g increase in sick leave)

From the staff member in terms of fairness, wellbeing and overall recognition in terms of grade realignment.

More appealing for future advertising of role hence likely to get higher calibre of candidate.

### **What is the estimate cost of implementing this decision or, if the decision is designed to save money, what is the proposed saving that the decision will achieve?**

Give an overview of the planned costs associated with the project, which should already be included in the report; so that once the evaluation is completed there is a quick overview of whether it was delivered on budget or if the desired level of savings was achieved.

The annual cost implication, based on current salary and employers national insurance/pension contributions, is £64,296 p.a. This will be met through an agreed transfer of funds from the Integrated Services flexible budgets.

**Any other comments**

