

EAST AYRSHIRE COUNCIL

SOCIAL WORK COMMITTEE : 20 MAY 2004

UPDATE ON MOVING & HANDLING ISSUES

Report by the Executive Director of Educational and Social Services

1. PURPOSE OF REPORT

- 1.1 To update Committee of operational matters in relation to moving and handling.

2. BACKGROUND

- 2.1 As part of providing care to the most vulnerable, staff are increasingly required to assist service users with transfers, into and out of bed, to stand from sitting position and in using the toilet.
- 2.2 It is recognised that such supports present risks (particularly of musculo – skeletal injury to staff). In early 2003 the Health and Safety Executive (HSE) visited Local Authorities around Scotland to monitor how staff were trained and risks assessed.
- 2.3 On 23rd May 2003 a report was presented to Social Work Committee advising of the outcome of a visit by the HSE in February of that year.
- 2.4 The report advised, as part of an action plan between the Council and the HSE, of plans to provide appropriate training to all staff involved in moving and handling operations.
- 2.5 It also advised of plans to provide advanced risk assessment training for staff involved in the assessment of risk.
- 2.6 Committee also approved the proposal to establish a moving and handling advisor post, to oversee issues in relation to complex assessment and strategic direction in relation to moving and handling.

3. THE CURRENT SITUATION

- 3.1 To date 676 staff, including personal carers in the community, and staff employed in residential and day services have accessed moving and handling training. 86 courses have been provided by North Glasgow College.
- 3.2 A database is now established and linked with Personnel to record and monitor staff who have undergone training and those requiring refresher courses.
- 3.3 117 staff have undertaken Risk Assessment training.
- 3.4 35 staff have undertaken a 7 day training course in “Moving & Handling for Link Workers and Supervisors” who have a responsibility to promote safe working facilities.

- 3.5 All the above have been positive in addressing the actions required, however there have been two attempts to recruit a moving and handling advisor which has been unsuccessful. We have advertised nationally but have not attracted the right calibre of candidates who could fulfil the duties of the role.

4. PROPOSED DEVELOPMENTS

- 4.1 It has been recognised within the Joint Future Implementation Group that a secondment or attachment opportunity may facilitate the recruitment of a suitably qualified person from health services to the moving and handling advisor post. In light of this it would be more appropriate to adjust the post's salary scale accordingly to facilitate recruitment of a suitably qualified person such as a physiotherapist or occupational therapist.
- 4.2 Refresher moving and handling training has been commissioned from North Glasgow College and commences on 26th April 2004. 30 x 1 day courses are scheduled to take place from April 4th and June 5th.

5. FINANCIAL IMPLICATIONS

- 5.1 Funding for the training is available within Resource Transfer monies.
- 5.2 The post is currently funded through Resource Transfer arrangements and graded at SO2. Funding to regrade the moving and handling advisor post to an appropriate grade such as SO5 is available from within the Supporting People grant allocation. The difference in cost at midpoint between SO5 and SO2 (including employers costs at 22.9%) is £2,755.

6. PERSONNEL IMPLICATIONS

- 6.1 The moving and handling advisor post will be graded at a level, with the potential of recruiting suitably qualified personnel from health through the secondment/attachment route.
- 6.2 Trade union agreement has been secured with respect to these proposals.

7. POLICY/LEGAL IMPLICATIONS

- 7.1 Through these proposals the Council will meet its obligations under
- (i) The Health & Safety at Work Act 1974
 - (ii) The Manual Handling Operations Regulations 1992
 - (iii) The Management of Health & Safety at Work Regulations 1999

8. RECOMMENDATIONS

- 8.1 It is recommended that Social Work Committee:-
- (i) agree to refer the re-grading of the Moving & Handling Advisor to Corporate Governance Committee; and

(ii) otherwise note the content of this report.

John Mulgrew
Executive Director of Educational and Social Services
20th May 2004
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LIST OF BACKGROUND PAPERS

1. Health & Safety at Work Act 1974
2. Manual Handling Operations Regulations 1992
3. Management of Health and Safety at Work Regulations 1999

For further information regarding this report please contact:
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