

EAST AYRSHIRE COUNCIL

SOCIAL WORK COMMITTEE – 18 MAY 2006

STRENGTHENING MOVING AND HANDLING TRAINING

Report by the Executive Director of Educational and Social Services

1. PURPOSE OF REPORT

- 1.1 The purpose of this report is to seek Committee approval for proposals to strengthen arrangements which will support frontline staff in the delivery of direct care to vulnerable people in the community.

2. BACKGROUND

- 2.1 The NHS and Community Care Act 1990, and subsequent policy direction has resulted in a shift in the balance of care from institution to the home setting. As a result, frontline staff are increasingly required to deliver personal care and assist with the mobility needs of an expanding group of Service Users who often have complex and diverse support needs.
- 2.2 There is a statutory requirement to ensure that staff are trained appropriately in order to undertake all necessary Moving and Handling tasks. Staff must also be trained to safely operate any Moving and Handling Equipment required whilst delivering care to Service Users within East Ayrshire.
- 2.3 East Ayrshire Social Work Service currently provides training to appropriate staff. Training is purchased from an external provider, North Glasgow College at a cost of £67,000 per annum. Our experience is that for a variety of reasons this arrangement can be inflexible.
- 2.4 The Social Work Committee, at its meeting in May 2003, approved arrangements which included the creation of a post of Moving and Handling Co-ordinator/Advisor to provide strategic direction in ensuring compliance with health and safety legislation. It was envisaged that the post would also set policy and standards for training in respect of all staff involved in moving and handling. It is from this foundation we propose to build future arrangements.

3. PROPOSAL

- 3.1 It is proposed that the Council deliver future training on an in-house basis to improve flexibility and establish best practice. The new arrangement will increase our overall capacity to deliver training.
- 3.2 To achieve this, we require to create:

- two posts of Moving and Handling Resource Workers. The postholders will ensure that all necessary Moving and Handling training will be delivered 'in-house' in a flexible way and tailored to meet staff requirements. Staff will require to hold a relevant professional/vocational qualification and will be expected to function with a high degree of autonomy.
- one post of Moving and Handling Resource Assistant. The postholder will support the co-ordination of training to assist compliance with legislation.

3.3 This proposal will ensure that Risk Management of Moving and Handling issues will be resourced more effectively. As a consequence we anticipate a reduction in absenteeism and a reduced risk to the Council in relation to work related claims. This is particularly important within Home Care, where the home environment can significantly increase the Moving and Handling risks which staff and service users are exposed to, and where staff frequently require assistance with Moving and Handling Risk Assessments, complex problem-solving and selection of appropriate equipment.

3.4 In accordance with the Council's current arrangements, all gradings will be temporary pending completion of the Job Evaluation exercise which is part of the Single Status Agreement.

4. POLICY/LEGAL IMPLICATIONS

4.1 These posts will assist the Council to meet its obligations under the Manual Handling Operations Regulations (1992) and Management of Health and Safety at Work Regulations (1999) in relation to Moving and Handling within Social Work Services. Effective Moving and Handling training is an important element of Social Work's action plan to reduce absence through musculo skeletal injury.

4.2 The proposal is subject to consultation with Trade Unions.

5. FINANCIAL IMPLICATIONS

5.1 The total costs associated with the above proposals amount to £84,955 including employers costs which will be met from a combination of reallocation of monies currently being used to fund the external provider (as indicated at paragraph 2.3) and new monies allocated by the Scottish Executive for Social Work training needs.

6. COMMUNITY PLANNING IMPLICATIONS

6.1 The proposals at Section 3 directly support the Improving Health themes of the Community Plan.

7. RECOMMENDATIONS

7.1 Social Work Committee is asked to:

- (i) approve the service development proposals contained in paragraph 3 above, subject to consultation with Trade Unions;
- (ii) refer the staffing implications to Corporate Governance Committee; and
- (iii) otherwise note the content of the report.

Graham Short
Executive Director Of Educational & Social Services
JD/EF/DN
27 April 2006
Encl (0)

LIST OF BACKGROUND PAPERS

- 1. Manual Handling Operations Regulations (1992)
- 2. Management of Health and Safety at Work Regulations (1999)

For further information on this report please contact:-
Eddie Fraser, Senior Manager (Community Care) Telephone: 01563 576926

IMPLEMENTATION OFFICER : JACKIE DONNELLY