

## **EAST AYRSHIRE COUNCIL**

**SOCIAL WORK COMMITTEE : 30 JANUARY 2003**

### **STAFFING IN RESIDENTIAL HOMES FOR OLDER PEOPLE**

#### **Report by the Director of Educational and Social Services**

#### **1. PURPOSE OF REPORT**

- 1.1 To seek Committee approval in principle for an additional two temporary full time posts to deliver care support in Council operated residential homes for older people.

#### **2. BACKGROUND**

- 2.1 The Council provides residential care support to 92 residents in the four care homes for older people operated by the Council (75 permanent and 17 respite places).
- 2.2 To ensure safe quality care is delivered to vulnerable older people, adequate staffing levels require to be maintained.
- 2.3 A Member / Officer Group has been undertaking a Best Value Review of the Council's residential care homes for older people and it will be seeking approval from Policy and Resources Committee in February 2003 to consult on a range of options for the future delivery of residential care services.
- 2.4 The Head of Corporate Personnel previously agreed to the temporary appointment of 2 full time care posts for 12 months under his delegated powers to ensure safe staff ratio cover, and these posts continue to be required.

#### **3. PROPOSAL**

- 3.1 It is proposed that the two temporary full time posts are divided between Ross Court, Galston and Cessnock Gardens, Hurlford and are continued until the residential review recommendations are agreed and implemented.

#### **4. FINANCIAL IMPLICATIONS**

- 4.1 The costs of these posts have been and will continue to be met through the existing community care budget.

## **5. PERSONNEL IMPLICATIONS**

- 5.1 There are already people undertaking these posts on a temporary basis. The timescale for the implementation of the review will determine the length of time these posts will require to continue.

## **6. LEGAL/POLICY**

- 6.1 The National Standards which were introduced in April 2002, and by which care homes are inspected by the Commission to Regulate Care, requires adequate staffing to meet the needs of residents. Whilst the outcome of the forthcoming Consultation will determine the long term staffing needs for the care homes, these additional temporary posts will meet the immediate requirements of a safe service.

## **7. RECOMMENDATIONS**

- 7.1 It is recommended that Committee agree to:
- i) refer the staffing proposals to the Corporate Sub-Committee of the Policy and Resources Committee for approval; and
  - ii) otherwise note the content of the report.

**John Mulgrew**  
**Director of Educational and Social Services**  
**13 January 2003**  
**Enc (0)**

### **LIST OF BACKGROUND PAPERS**

National Care Standards for Care Homes

For further information on this report please contact:  
Martin Clark, Service Unit Manager Older Peoples Services, telephone: 01563 576927

**IMPLEMENTATION OFFICER: JACKIE DONNELLY**