

ANGUS COUNCIL

SOCIAL WORK AND HEALTH COMMITTEE

5 JUNE 2003

ESTABLISHMENT OF SUPPORTED EMPLOYMENT TEAM IN ANGUS

REPORT BY THE ACTING DIRECTOR OF SOCIAL WORK

ABSTRACT

This report seeks Committee approval for the establishment of a Supported Employment Team in Angus. This will enable adults with a Learning Disability to access full-time and part-time paid employment and achieve recommendations 15, 16, and 28 in "The Same as You?" the National Review of Learning Disability Services.

1 RECOMMENDATIONS

It is recommended that the Social Work and Health Committee:-

- i) notes the contents and agrees to the terms of this report;
- ii) approves the establishment of 3 posts of Employment Support Worker (AP3);
- iii) approves the deletion of 3 Day Centre Officer posts (SCP 15-27);
- iv) approves the launch of a supported employment project within Angus.

2 BACKGROUND

"The Same as You?" Review of services for people who have a learning disability highlights the need for change in the way that services are provided. Recommendation 16 states: "Local Authorities need to give much greater priority to developing a range of employment opportunities for people with learning disabilities. And, with Health Boards, those authorities should lead by example in employing more people with learning disabilities."

Creating employment opportunities for people who have a learning disability is a stepping stone towards more inclusive services. Employment offers people the opportunity to feel part of society, and the Scottish Executive's social inclusion strategy ranks having a job high in the list of measures for people to feel included in society.

3 SUPPORTED EMPLOYMENT IN ANGUS: A PROPOSAL

As part of our Partnership in Practice Agreement, the post of Employment Co-ordinator was established. This was introduced to research and develop the support needed for people with learning disabilities to move into paid employment.

The majority of local authorities in Scotland have, or are in the process of implementing Supported Employment Teams in line with "The Same as You?" recommendations. It is proposed that the way forward in Angus is to develop an employment team whose main aim is to work with people and support them to move on from using traditional day services and into a range of different types of day opportunities. This would give people the opportunity to achieve their goals and aspirations and offer real alternatives to traditional services.

Currently the Employment Disability Unit is working with two adults with a learning disability from Angus. The EDU focuses on working with people who are almost 'job ready' ie who are almost ready to move into the employment market. This project will be working with people who are using social work day services and is looking to create alternatives to traditional day service provision. The people who will access this service will not and may never be at the stage of using the EDU, because the nature of the learning disabilities which the majority of current day service users have is such that they would not meet the criteria for the EDU and would not be able to move into the mainstream employment market.

It is proposed initially that three 37hr Employment Support Workers are appointed to begin to implement Supported Employment across Angus and they would be responsible to the Employment Co-ordinator. They would cover specific localities ie Arbroath/Carnoustie/Monifieth, Forfar/Kirriemuir and one covering Brechin/Montrose area.

The Supported Employment workers would be identified from existing experienced Day Centre Officers within the three localities. The team would be based outwith the Resource Centres and be seen as a separate service.

A marketing and publicity project has been developed, a group of six service users and one facilitator have been working towards creating an image for this service. It is proposed that this image and the concept of supported day opportunities would be launched at a conference. It is hoped that the conference would include service users, the local community, elected members and people working within the learning disability field. The overall aim of the conference would be to create interest in people with learning disabilities having day opportunities outwith current service provision.

This would support the further development of the re-modelling of day services in Angus moving away from traditional services which still confine people to segregated settings, to a service which promotes inclusiveness into society.

4 FINANCIAL IMPLICATIONS

The financial implications attached to this report are outlined in Appendix 1. As the establishment of the posts are via existing resources and the supported employment launch is via change fund money, the expenditure can be contained within the departments existing revenue budget.

5 HUMAN RIGHTS IMPLICATIONS

Establishment of these posts will contribute to tackling discrimination and to enhancing rights under Article 14 of the Human Rights Act

6 CONSULTATION

The Chief Executive, the Director of Law and Administration and the Director of Finance have been consulted in the preparation of this report.

The Personnel Services Manager has been consulted on the staffing proposals contained in this report.

7 CONCLUSION

With the establishment of 3 Employment Support Workers adults with a learning disability will be supported and enabled to access and maintain part- time and full-time employment. This is Phase One of establishing a Supported Employment Team in Angus. As services change in the future, further resources to expand the Supported Employment Team in Angus will be identified.

R Peat
Acting Director of Social Work

NOTE: No background papers, as defined by Section 50D of the Local Government (Scotland) Act 1973 (other than any containing confidential or exempt information) were relied on to any material extent in preparing the above report.

SUPPORTED EMPLOYMENT TEAM

APPENDIX 1

FINANCIAL IMPLICATIONS

		2003/04
DISABILITIES (LEARNING)		£
Learning Community		
Disabilities Admin		
Staff costs:		
- Establishment of 3 Employment Support Workers : AP3		65,367
	SCP23-26 (mid-point SCP 24)	
Property Costs	Posts initially based in Lochlands Resource Centre	
Travel and Subsistence		
Supplies and Services		
Third Party Payments		
Income		
Sub Total		<u>65,367</u>
One-off set up costs	Project Launch Conference	200
		<u>65,567</u>
Funding:	Deletion of Day Centre Officer - Lilybank R.C. - SCP15-27 (SCP27)	23,950
	Deletion of Day Centre Officer - Rosehill R.C. - SCP15-27 (SCP21)	19,990
	Deletion of Day Centre Officer - Lochlands R.C. - SCP15-27 (SCP21)	19,990
	PIP Change Fund	200
		<u>64,130</u>
Potential shortfall (note assumption below)		<u>1,437</u>

Assumptions

Deleted posts - most common posts in place were used here for SCP's
 Budget managers will manage any potential shortfall to ensure this is contained within the budget available

