

Report

Report to:	Social Work Resources Committee
Date of Meeting:	2 June 2021
Report by:	Director, Health and Social Care Executive Director (Finance and Corporate Resources)

Subject:	Carer's Fund - Increase to Establishment
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1. Purpose of Report

1.1. The purpose of the report is to:-

- ◆ seek approval to increase assessment and care management capacity using the Carer's Fund and thereby support the implementation of the Carers Act

2. Recommendation(s)

2.1. The Committee is asked to approve the following recommendation(s):-

- (1) that the content of the report be noted; and
- (2) that the changes in establishment detailed at section nine of this report be approved.

3. Background

3.1. As has been noted at this Committee previously, there has been several changes to the legislation which underpins Adult Care Services in recent years. Most recently the Carers Act and the introduction of Free Personal Care for adults aged under 65 have followed on from the changes brought about by the Self-Directed Support Act. Along with demographic pressures the cumulative impact has been to increase both the demand and complexity of Assessment and Care Management services that are delivered by the Health and Social Care Partnership's (HSCP) four locality teams.

3.2. Further to the above, Carers is one of the Integrated Joint Board (IJB) 13 strategic priorities as outlined in the current Strategic Commissioning Plan 2019-2022 and there is an existing 'Direction' issued by the IJB previously which covers the following:

Implement the requirements of the Carers (Scotland) Act 2016 pertaining to:

- ◆ a new adult carer support plan with personal outcomes focus
- ◆ a new young carer support plan with a personal outcomes focus
- ◆ a duty to support carers including by means of a local eligibility criteria
- ◆ a duty to prepare a local Carers Strategy
- ◆ a duty to provide an information and advice and publish a short breaks services statement
- ◆ a duty to involve carers in the discharge from hospital of the people they care for

- 3.3. Committee members will be aware that the HSCP's transformation workstreams have identified the need to focus and develop the assessment and care management capacity to ensure that statutory and regulatory duties are being met and that effective and personalised models of care are in place. Effective Care Management supports the intentions to direct resources to both early and preventative work as well as to supporting service users and carers to achieve outcomes assessed as requiring ongoing support.
- 3.4. These transformation workstreams such as Day Care and Care at Home provide interventions which support carers as well as the supported person. A key outcome for this work is to ensure that there is range, depth and choice of supports in accordance with the four Self Directed Support options.
- 3.5. The assessment and care management teams need to have an appropriate skill mix to meet these statutory responsibilities and deal with the volumes of activity. There is a finite availability of registered Social Workers to draw from and a large proportion of the time available to South Lanarkshire's Social Workers is taken up responding to complex care needs and statutory interventions, such as supervision of guardianships and Adult Support and Protection work. Whilst it is correct that qualified professionals should be working to "the top of their licence" it does mean that the Service is increasingly challenged to respond to the more straightforward community care assessment, co-ordination, and review activity.
- 3.6. The HSCP is committed to ensuring that carers are supported effectively and there are several elements of improvement work which are intended to have a positive impact for carers. A key element of this is the relatively new contract with Lanarkshire Carers (previous known as Lanarkshire Carers Centre) and the development of stronger operational links. Lanarkshire Carers is undertaking Carers Support plans for those with low to moderate needs and thereby allowing the Social Work team to focus on more complex situations. There is a Lanarkshire Carers worker successfully linked with each of the four localities. Positive relationships between the HSCP and Lanarkshire Carers provide a strong base to build further improvement activity.
- 3.7. This report is primarily focused on the care management capacity in the fieldwork teams. It is evident from engagement with Carers that significant frustrations relate to timescales for accessing supports and the systems supporting this. This report recommends the establishment of additional capacity to address this. The intention being to both improve access to supports which meet needs and outcomes along with ensuring resources are targeted effectively through a regular and effective review processes. This is being matched by work to improve current systems pending the introduction of a more modern IT solution and further work to update information and guidance for both care managers and carers.
- 3.8. The Council has received a further tranche of new funding from the Scottish Government to support the implementation of the Carers Act. The Integrated Joint Board approved on 19 May 2021 that some of this funding is used to increase capacity in the Locality teams by establishing 16 additional Social Work Assistant (Assessment and Review) posts in each of the Locality teams.

- 3.9. These posts will be deployed across the operational teams under the supervision of Social Work Qualified Team Leaders and provide additional capacity to support the team to deliver the Council's statutory duties in relation to care management activity. Once the new post holders are in place, carers will have access to a range of contact points and assessments will be carried out by a range of practitioners according to individual circumstances. This will range, for example, from early and more preventative approaches offered by Carers Support Services, through to Social Work Assistants providing initial access to Personal Budgets, through less complex assessments, up to Social Workers supporting both the service user and carer with more complex issues.

4. Employee Implications

- 4.1. The employee implications are detailed below and are permanent posts:

Post (Social Work)	Current No of Posts (FTE)	Proposed Number of Posts (FTE)	Grade	SCP range	Hourly rate	Annual salary	Annual salary with on costs	Gross Cost inc on costs 30.3%
Social Work Assistant (Assessment and Review)	10	26	Grade 2 Level 4	55 – 57	£16.03	£29,253	£38,117	£609,872
					- £16.52	- £30,147	- £39,282	- £628,512
Total	10	26						£609,872 - £628,512

5. Financial Implications

- 5.1. The cost of the proposal is between £609,872 and £628,512 and will be met from new funding from the Carers Act. Full year funding will not be required in 2021/22 due to timeline to fully recruit into the posts.

6. Climate Change, Sustainability and Environmental Implications

- 6.1. There are no implications for climate change in terms of the information contained in this report.
- 6.2. There are no implications for sustainability in terms of the information contained in this report.
- 6.3. There are no implications for the environment in terms of the information contained in this report.

7. Other Implications

- 7.1. These posts are required to ensure that the Council continues to meet its statutory duties to provide assessment and care management functions for supported people and carers.
- 7.2. There are no sustainable development issues associated with this report.
- 7.3. There are no other issues associated with this report.

8. Equality Impact Assessment and Consultation Arrangements

- 8.1. This report does not introduce a new policy, function, or strategy, or recommend a change to an existing policy, function, or strategy and, therefore, no impact assessment is required.
- 8.2. Consultation has taken place with the Trade Unions regarding the recommendations contained within this report.

Val de Souza

Director, Health and Social Care

Paul Manning

Executive Director (Finance and Corporate Resources)

13 May 2021

Link(s) to Council Values/Ambitions/Objectives

- ◆ improve health, care, and wellbeing
- ◆ make communities safe, stronger and sustainable

Previous References

- ◆ none

List of Background Papers

- ◆ none

Contact for Further Information

If you would like to inspect the background papers or want further information, please contact:-

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