

SOCIAL WORK RESOURCES COMMITTEE

Minutes of meeting held via Microsoft Teams on 17 March 2021

Chair:

Councillor John Bradley

Councillors Present:

Councillor Walter Brogan, Councillor Robert Brown, Councillor Archie Buchanan, Councillor Janine Calikes, Councillor Graeme Campbell, Councillor Andy Carmichael, Councillor Maureen Chalmers (Depute), Councillor Margaret Cowie, Councillor Maureen Devlin, Councillor Mary Donnelly, Councillor Allan Falconer, Councillor Eric Holford, Councillor Graeme Horne (*substitute for Councillor Mark Horsham*), Councillor Richard Lockhart (*substitute for Councillor Richard Nelson*), Councillor Katy Loudon, Councillor Hugh Macdonald, Councillor Catherine McClymont, Councillor Colin McGavigan, Councillor Jim McGuigan, Councillor Lynne Nailon, Councillor Carol Nugent, Councillor Margaret B Walker, Councillor David Watson

Councillors' Apologies:

Councillor Mark Horsham, Councillor Joe Lowe, Councillor Richard Nelson, Councillor John Ross (ex officio)

Attending:

Finance and Corporate Resources

M M Cairns, Legal Services Manager; H Goodwin, Finance Manager; E McPake, HR Business Partner; A Norris, Administration Assistant; L O'Hagan, Finance Manager (Strategy); T Slater, Administration Adviser

Health and Social Care/Social Work Resources

V de Souza, Director; I Beattie, Head of Health and Social Care (Hamilton and Clydesdale); D Dobbie, Service Manager (Children and Justice); M Kane, Service Development Manager; M Lynn, Community Living Manager; L Purdie, Head of Children and Justice Services

Chair's Opening Remarks

The Chair advised the Committee that Val de Souza, Director, Health and Social Care was retiring and that this would be her last meeting of the Social Work Resources Committee.

The Chair highlighted the significant contribution Val had made in taking the Service forward, particularly during the last difficult year and indicated that there would be an opportunity at the end of the meeting for anyone who wished to acknowledge the contribution she had made during her time at South Lanarkshire Council.

1 Declaration of Interests

No interests were declared.

2 Minutes of Previous Meeting

The minutes of the meeting of the Social Work Resources Committee held on 20 January 2021 were submitted for approval as a correct record.

Councillor Nailon advised that she had highlighted at the last meeting, under Urgent Business, that she had been removed from the meeting and this had not been recorded in the minutes. Councillor Nailon further advised that at item 15 of the minutes, she had objected to the terminology used and this had not been reflected in the minutes. Councillor Holford highlighted that there had been a lengthy discussion on this item and it had only been briefly summarised in the minutes and not all issues had been covered.

The Clerk advised that the purpose of the minutes was to outline what the report was asking the Committee to decide on, record any significant debate that resulted in an amendment that led to a decision and accurately record the decision. Discussion would not normally be minuted, however, as officers had agreed to take the issue forward in relation to broadening the Gender-Based Violence Partnership agenda, taking into consideration members' concerns that the Position Statement did not include male victims, this was included in the narrative and decision parts of the minutes.

In relation to Councillor Nailon's issue highlighted under Urgent Business, the Clerk advised that as this was not an issue for the Committee to consider or take a decision on, it would not be considered as an item of business. Actions had been taken to investigate the issue raised in collaboration with IT Services, and controls had been put in place to ensure that this would not happen in future. It was agreed that the previous minutes would be amended at item 15 to reflect that Councillor Nailon had been temporarily removed from the meeting during that item of business.

The Committee decided: that the minutes, subject to the amendment at item 15 to reflect that Councillor Nailon had been temporarily removed from the meeting during that item of business, be approved as a correct record.

3 Social Work Resources – Revenue Budget Monitoring 2020/2021

A joint report dated 16 February 2021 by the Executive Director (Finance and Corporate Resources) and the Director, Health and Social Care was submitted comparing actual expenditure at 29 January 2021 against budgeted expenditure for 2020/2021 for Social Work Resources, together with a forecast of the position for the year to 31 March 2021.

At 21 January 2020, there was an overspend position of £0.341 million against the phased budget. The financial forecast to 31 March 2021 was an overspend position of £0.379 million. Continued additional costs incurred in relation to Covid-19, totalling £15.812 million, were detailed separately in Appendix B to the report.

The Resource had also experienced a reduction in income of £1.275 million from services not provided as a result of Covid-19, as detailed in Appendix D to the report. To date, total additional costs to the Council as a result of Covid-19 were £17.087 million, with £11.010 million received from the Scottish Government through the Social Care Mobilisation Plan. A further £6.077 million would be required to meet the spend incurred and councils had been advised that all reasonable costs would be reimbursed.

The overspend forecast at 31 March 2021 of £0.379 million all related to additional Covid-19 expenditure for Children and Family Services. This would not be funded by the Scottish Government through its Mobilisation Plan as those services were not delegated to the Integration Joint Board.

Details were provided in appendices B to F on budget virements in respect of Social Work Resources to realign budgets.

Officers responded to members' questions on various aspects of the report.

The Committee decided:

- (1) that the overspend position on Social Work Resources' revenue budget, as detailed in Appendix A to the report, be noted;
- (2) that the forecast to 31 March 2021 of an overspend position be noted; and
- (3) that the budget virements, as detailed in the appendices to the report, be approved.

[Reference: Minutes of 20 January 2021 (Paragraph 3)]

Councillor Donnelly joined the meeting during this item of business

4 Social Work Resources – Capital Budget Monitoring 2020/2021

A joint report dated 24 February 2021 by the Executive Director (Finance and Corporate Resources) and Director, Health and Social Care was submitted advising of progress on the Social Work Resources' capital programme for 2020/2021 and summarising the expenditure position at 29 January 2021.

The Committee decided: that the Social Work Resources' capital programme of £0.844 million, and expenditure to date of £0.096 million, be noted.

[Reference: Minutes of 20 January 2021 (Paragraph 4)]

5 Social Work Resources – Workforce Monitoring – November and December 2020

A joint report dated 9 February 2021 by the Executive Director (Finance and Corporate Resources) and Director, Health and Social Care was submitted on the following employee information for Social Work Resources for the period November and December 2020:-

- ◆ attendance statistics
- ◆ occupational health statistics
- ◆ accident/incident statistics
- ◆ disciplinary hearings, grievances and Dignity at Work cases
- ◆ analysis of leavers and exit interviews
- ◆ Staffing Watch as at 12 December 2020

Managers continued to follow the procedures outlined within the Council's Maximising Attendance Policy to support employees to remain at work, or return to work after a sickness absence. There were comprehensive employee supports in place and, additionally, Personnel Services worked in close partnership with line managers and the Resource Management Team on a case management basis to ensure that appropriate actions were taken.

The attendance information contained within the report included absences as a result of Covid-19 and employees were being supported through this difficult time to maintain attendance levels where possible.

Officers responded to members' questions on various aspects of the report.

The Committee decided: that the report be noted.

[Reference: Minutes of 20 January 2021 (Paragraph 5)]

6 Integrated Safeguarding and Early Intervention Hub, Emergency Social Work and Parenting Pathway

A joint report dated 17 January 2021 by the Director, Health and Social Care and Executive Director (Finance and Corporate Resources) was submitted providing an update on:-

- ◆ a Scottish Government Initiative and additional funding to develop and enhance Community Mental Health and Wellbeing supports and services
- ◆ proposed efficiency savings in relation to Emergency Social Work Services
- ◆ the Parenting Support Pathway agreed through the Children's Services Strategy Group as part of the Children's Plan

The Scottish Government had made funding of £15 million per annum available for the financial year 2020/2021 for improving children's mental health and wellbeing. It was expected that, within the constraints of the annual spending review process, this funding would continue.

Police Scotland and Children and Family Services had agreed to collaborate on an Integrated Safeguarding and Early Intervention Hub model which would deliver a new model of managing all referrals and early intervention requests to Children and Family Services. The highest proportion of referrals were received from Police Scotland and were related to domestic violence, addictions issues and mental health referrals that ranged from low level to intense interventions. Currently, all 4 localities managed referrals regarding children, including child protection and early intervention and the Hub was seen as a model of intervention that would support a consistent response across all localities.

To support and build capacity within the Hub, it was proposed to establish the following posts:-

- ◆ 1 full-time equivalent (FTE) post of Fieldwork Manager on Grade 5, Level 1, SCP 96-97 (£53,780 to £54,601)
- ◆ 2 FTE posts of Team Leader on Grade 3, Level 8, SCP 79-80 (£41,771 to £42,410)
- ◆ 3 FTE posts of Family Support Worker on Grade 2, Level 2-4, SCP 39-48 (£23,139 to £26,425)

The costs of the Fieldwork Manager, Team Leader and Family Support Worker posts would be met from the Mental Health and Wellbeing funding from the Scottish Government, with the expectation that this funding would continue. However, if there was a change to that funding, the posts would be subsumed within the existing Social Work establishment as part of the SWITCH2 process. Turnover of staff would support this, with little risk to the staffing budget.

Through an efficiency savings exercise, a reduction in overtime had been targeted, replacing overtime with employment where possible. A review of the Emergency Social Work Services' (ESWS) overtime and workload had also taken place, taking into account the winter impact in 2019 and current spend related to additional staffing costs in meeting the increased demands for Care at Home, Adult and Childcare Services.

It had, initially, been agreed to meet this demand by offering current employees short-term additional hours, however, this had not been successful due to difficulties in locating available staff to cover weekend hours.

A review of the staffing requirements had been undertaken and it was proposed to establish the following posts to improve consistency of practice and provide a high standard of support:-

- ◆ 0.5 FTE post of Social Work Assistant on Grade 2, Level 2-4, SCP 39-48 (£30,151 to £34,431)
- ◆ 1.03 FTE posts of Social Worker on Grade 3, Level 4, SCP 72-74 (£37,611 to £38,779)

The costs of the Social Work Assistant and Social Worker posts would be met from existing budgets.

The Lanarkshire Parenting Support Strategy had been launched in 2012 and set out 10 core commitments designed to build the capacity of staff to deliver timely, appropriate and proportionate support to parents and carers and improve the ability of parents to support their children's development.

The Inspection of Services for Children and Young People in 2015 noted some excellent practice in supporting parents, but also identified several areas for improvement related to the delivery of parenting support.

In 2016, as part of the Realigning Children's Services programme, the ambition was to provide the right services tailored to local need, using evidence-based programmes geared towards prevention and early intervention and by adopting a strategic commissioning approach to planning and delivery.

Information was provided on the current position of the Parenting Support Pathway, which was in the third phase of implementation. Inefficiencies of running multiple programmes had been reduced, greater coherence and confidence for practitioners in delivery and referral had been provided, together with a better evidence base for future evaluations.

To continue to build capacity and meet the need to deliver a minimum of 2 groups of each parenting pathway programme per locality per year, it was proposed to establish an initial 2-year fixed term post of Parenting Co-ordinator on Grade 3, Level 8, SCP 79-80 (£41,771 to £42,410). This would be reviewed by the Children's Services Strategy Group.

The costs of the Parenting Co-ordinator post would be met from a £25,000 per annum funding commitment from Health, Education Resources and Social Work Resources for an initial 2-year period.

The Committee decided:

- (1) that the content of the report be noted; and
- (2) that the additions to the Social Work Resources' staffing establishment, as outlined in the report, be approved.

7 Peer Support for Justice Services

A joint report dated 25 February 2021 by the Director Health and Social Care and the Executive Director (Finance and Corporate Resources) was submitted advising of a funding bid by the Alcohol and Drug Partnership (ADP) and Justice Social Work Services to the Drug Deaths Task Force (DDTF).

The DDTF was established in July 2019 by the Minister for Public Health and Sport and supported by the Cabinet Secretary for Justice.

The DDTF had offered funding to support several tests of change, one of which focused on a peer-delivered navigator model of support. As well as providing access to practical elements of support and building connections with community-based services, peer navigators, who had lived experience, would be skilled at developing trusting relationships with those who could be difficult to engage with.

The ADP had a strong focus on reducing drug related harm and deaths in the local area and a bid had been submitted for funding of 2 Support Assistants with lived experience to support persons with substance use issues who were also in the justice system. Persons recruited would be expected to complete standard Protecting Vulnerable Groups (PVG) checks and adhere to the Council's codes of practice.

Subject to the approval of funding, it was proposed that 2 full-time equivalent (FTE) posts of Peer Support Assistant on Grade 1, Level 4, SCP 30-31 (£20,292 to £20,603) be added to the Social Work Resources' staffing establishment for a fixed-term period of 18 months.

The Committee decided: that, subject to the approval of funding, 2 FTE posts of Peer Support Assistant, as detailed in the report, be added to the Social Work Resources' staffing establishment for a fixed-term period of 18 months.

8 Analogue to Digital Telecare Project

A joint report dated 23 February 2021 by the Director, Health and Social Care and the Executive Director (Finance and Corporate Resources) was submitted:-

- ◆ providing an update on Scottish Government funding to support the delivery of the Council's Transition from Analogue to Digital Telecare Project
- ◆ requesting approval for additions to the Social Work Resources' staffing establishment to support the delivery of the Project

Telecommunications companies were moving to newer digital technology known as 'Voice Over Internet Protocol' (VOIP) which could support both broadband and phone services. The Public Switched Telephone Network (PSTN) would then be switched off.

An Analogue to Digital (A2D) Project had been established with appropriate governance arrangements. This Project had to propose a service delivery model and oversee its implementation by 2023, in advance of PSTN being switched off.

Resources had been assigned to co-ordinate and deliver the transition from A2D Telecare Community Alarm Services, with Council and Health and Social Care Partnership staff actively moving forward with a range of preparatory work.

Understanding the current service and equipment provision was a key area in terms of preparation and it was proposed that the following posts be established for a fixed-term period of 12 months to carry out a detailed audit:-

- ◆ 3 full-time equivalent (FTE) posts of Technology Assistant on Grade 1, Level 1-2, SCP 20-23 (£17,519 to £18,332)
- ◆ 1 FTE post of Telecare Development Assistant on Grade 2, Level 2-4, SCP 39-57 (£23,169 to £30,147)

The costs of the Technology Assistant posts would be met from Scottish Government funding, with match funding from the Council and the cost of the Telecare Development Assistant post would be funded from a vacant 21-hour Telecare Development Worker post.

The Committee decided:

- (1) that the additions to the Social Work Resources' staffing establishment, as detailed in the report, be approved; and
- (2) that the reconfiguration of vacant hours to a fixed-term Telecare Development Assistant post, as detailed in the reported, be approved.

9 Establishment Changes

A joint report dated 2 March 2021 by the Director, Health and Social Care and Executive Director (Finance and Corporate Resources) was submitted:-

- ◆ providing an update on additional service demands on frontline and operational services and supports, due to the Covid-19 pandemic
- ◆ outlining proposals to strengthen the leadership, governance and management arrangements which supported the delivery of statutory social care services and would provide a more robust oversight of contracted services

Information was provided on the new demands, as a result of the pandemic, where services had to change and adapt their model of delivery, outlining additional resource requirements mainly pertaining to care homes, requirements to deliver a Personal Protective Equipment (PPE) service and expanded staff testing.

Information was also provided on proposed establishment changes in relation to substance misuse services, planning and development and public protection quality and audit capacity.

It was proposed that the following care home posts be added to the Social Work Resources' staffing establishment for a fixed-term period of 6 months:-

- ◆ 7 full-time equivalent (FTE) posts of Social Care Worker on Grade 2, Level 1-2, SCP 34-40 (£22,725 to £24,809)
- ◆ 20 FTE posts of Domestic (Housekeeping/Laundry) on Grade 1, Level 1, SCP 20 (£18,520)
- ◆ 3.5 FTE posts of Clerical Assistant on Grade 1, Level 2, SCP 22-23 (£19,098 to £20,256)
- ◆ 7 FTE posts of Facilities Assistant on Grade 1, Level 2, SCP 22-23 (£19,098 to £20,256)
- ◆ 7 FTE posts of Social Care Assistant on Grade 1, Level 2, SCP 22-23 (£19,098 to £20,256)
- ◆ 6 FTE posts of Social Care Worker (Nights) on Grade 2, Level 1-2 (plus 4), SCP 37-44 (£22,995 to £25,434)
- ◆ 1 FTE post of Community Living Manager on Grade 5, Level 1, SCP 96-97 (£53,799 to £54,601)

It was proposed, to fulfil the requirements of the PPE Hub, that the following posts be added to the Social Work Resources' staffing establishment for a fixed-term period of 6 months:-

- ◆ 1 FTE post of Team Leader on Grade 3, Level 8, SCP 79-80 (£41,771 to £42,410)
- ◆ 1 FTE post of Business Support Officer on Grade 2, Level 4, SCP 55-57 (£29,253 to £30,147)
- ◆ 6 FTE posts of Clerical Assistant on Grade 1, Level 4, SCP 30-31 (£20,292 to £20,603)

The following changes to the Social Work Resources' staffing establishment in relation to the Community Addiction Recovery Service (CAREs), Planning and Development and Adult Protection were proposed:-

- ◆ add 1 FTE post of Planning and Development Officer on Grade 3, Level 4, SCP 72-74 (£37,611 to £38,779)
- ◆ add 0.5 FTE posts of Social Worker (Substance Misuse CAREs) on Grade 3, Level 4, SCP 72-74 (£37,611 to £38,779)
- ◆ delete 0.63 FTE posts of Social Work Assistant (CAREs) on Grade 2, Level 4, SCP 55-57 (£29,253 to £30,147)
- ◆ add 1 FTE post of Operations Manager on Grade 4, Level 2-5, SCP 82-88 (£43,651 to £47,775)
- ◆ delete 1.23 FTE posts of Social Worker (Locality Team) on Grade 3, Level 4, SCP 72-74 (£37,611 to £38,779)

It was proposed that the following posts relating to Commissioning, Quality Assurance and Governance be added to the Social Work Resources' staffing establishment:-

- ◆ 1 FTE post of Service Manager on Grade 5, Level 8, SCP 107-108 (£63,379 to £64,346)
- ◆ 1 FTE post of Team Leader (Quality Assurance and Recommissioning (QA&R)) on Grade 3, Level 8, SCP 79-80 (£41,771 to £42,410)
- ◆ 4 FTE posts of Planning Officer (QA&R) on Grade 3, Level 4, SCP 72-74 (£37,611 to £38,779)

It was proposed that 1 FTE post of Team Leader (Occupational Therapy) on Grade 3, Level 8, SCP 79-80 (£41,771 to £42,410) be added to the Social Work Resources' staffing establishment.

The costs of the care home and PPE hub posts were directly associated with the Covid-19 pandemic and would be met from the Scottish Government Mobilisation Plan.

The costs of the Community Addiction Recovery Service (CAREs), Planning and Development and Adult Protection posts would be met from 'See Hear' monies and the deletion of vacant posts.

The costs of the Commissioning, Quality Assurance and Governance posts would be funded for a period of 3 years from the Community Living Change Fund and it was anticipated that the redesign and recommissioning activity that the fund supported would provide a substantive funding solution.

The cost of the Occupational Therapy post would be funded from within existing budgets.

The Committee decided:

- (1) that the content of the report be noted;
- (2) that the changes to the Social Work Resources' staffing establishment, as detailed in the report, be approved; and
- (3) that the funding outlined to meet new service demands and deliver services differently, due to Covid-19, and realignment of existing resources be noted.

[Reference: Minutes of 20 February 2019 (Paragraph 7)]

10 Rates of Social Care Services 2021/2022

A report dated 17 February 2021 by the Director, Health and Social Care was submitted requesting delegated authority for the Director, Health and Social Care and Executive Director (Finance and Corporate Resources) to agree the 2021/2022 rates for Social Care Services.

Each year, Social Work Resources Committee approved the commissioned rates for social care services, including Care Home and community-based services. However, with the ongoing impact of Covid-19, negotiations around budget settlement for the Scottish Living Wage and the National Care Home Contract had not yet concluded.

The Council's social care providers continued to face unprecedented operational and financial challenges in responding to Covid-19, with sustainability arrangements in place in accordance with Scottish Government and COSLA guidance.

To ensure the Council could implement increased contractual rates for providers at the earliest opportunity, effective from 1 April 2021, it was proposed that the Director, Health and Social Care and the Executive Director (Finance and Corporate Resources) be authorised to agree amended rates as follows:-

- ◆ Care at Home, Supported Living, Daycare and Integrated Facilities
- ◆ Residential and Nursing Care through National Care Home Contract
- ◆ Residential Services outwith National Care Home Contract

The Committee decided: that the Director, Health and Social Care and the Executive Director (Finance and Corporate Resources) be authorised to agree the 2021/2022 rates for Social Care Services.

11 Adult and Older People Day Services Review Report

A report dated 10 February 2021 by the Director, Health and Social Care was submitted on the completion of the Adult and Older People Day Services Review.

The evidence-based review of Adult and Older People Day Services, which began in May 2019, had now been completed and the review group was now moving to a programme of designing a remodelling of the service.

Information was provided on the drivers for the review and highlighted the concerns from Audit Scotland about the lack of pace of change from traditional models of care since the implementation of the Social Care (Self-directed Support) (Scotland) Act 2013 and associated 10-year strategy.

The Review identified key principles for modernising the Service, which included fairness and equity; access to service based on priority need; robust assessment, support planning and review; flexibility and choice; and an enabling and asset-based approach.

The following findings and actions had also been established:-

- ◆ the delivery model must be better aligned with the Integration Joint Board's Strategic Commissioning Plan
- ◆ assessment and care management approaches must be strengthened to take account of the prioritisation framework and Self-directed Support (SDS) so that all service users and carers had a defined personal budget within which their Support Plan would be organised under their direction
- ◆ the current model was deficient in that it was based on services, not outcomes
- ◆ existing services were well run and well regarded
- ◆ given occupancy levels, existing service users could be accommodated within fewer buildings where a building model remained, without significant detriment
- ◆ there was merit in sustaining some building-based services in each locality, but the current number of bases was unnecessary and limited creative use of available budget
- ◆ there was unevenness in the distribution of resource across localities which must be remedied
- ◆ existing staffing models were out of date, relative to changing needs and demands and required to be reviewed
- ◆ the Stonehouse Lifestyles model worked well and could be further developed
- ◆ there was opportunity to develop rehabilitation, re-ablement and crisis intervention services into the model
- ◆ resources must be "unlocked" to support the evolution of SDS
- ◆ 2 buildings were less suitable and could be given up as a first step
- ◆ outreach services developed over the Covid 19 period had extended the range of options for service users and carers and should be maintained and developed
- ◆ service users and carers were asking for more flexible approaches to care for example, opening hours
- ◆ the current transport arrangements were costly and unhelpfully defined the service
- ◆ there was double funding of transport costs from the public purse

Further consultation would now be undertaken with stakeholders on the proposed future model which would focus on:-

- ◆ being fully compliant with the SDS legislation and strategic intentions
- ◆ maintaining an element of access to a building base service in each locality
- ◆ developing an individualised outreach model
- ◆ continuing to support those with complex needs to have access to specialist services where required

Officers responded to members' questions and clarification was provided that no changes to service provision would be made without a further report being submitted to this Committee for approval.

The Committee decided:

- (1) that the status of the Adult and Older People Day Services Review be noted;
- (2) that the key findings of the Review, which offered direction in relation to future modelling, be noted;
- (3) that the fundamental principles of a re-designed model be noted; and
- (4) that the proposed further consultation with stakeholders be noted.

[Reference: Minutes of 2 October 2019 (Paragraph 11)]

Councillor Buchanan left the meeting during this item of business

12 South Lanarkshire Alcohol and Drug Partnership Strategy 2020 to 2023

A report dated 8 February 2021 by the Director, Health and Social Care was submitted on the South Lanarkshire Alcohol and Drug Partnership Strategy 2020 to 2023.

The South Lanarkshire Alcohol and Drug Partnership (SLADP) was a multi-agency strategic partnership focused on alcohol and drug use issues in the local area. Members included agencies with an interest in providing treatment and intervention for people experiencing problem alcohol and drug use, and other key stakeholders.

The Scottish Government had requested that ADPs submit local 3-year strategies following the publication of the national strategy in November 2019. The SLADP Strategy set out an approach that reflected the 5 principles of the National Strategy, namely:-

- ◆ a recovery orientated approach which reduced harms and prevented alcohol and drug deaths
- ◆ a whole family approach on alcohol and drugs
- ◆ a public health approach to justice for alcohol and drugs
- ◆ education, prevention and early intervention on alcohol and drugs
- ◆ a reduction in the attractiveness, affordability and availability of alcohol

The Strategy had been written prior to the Covid-19 pandemic and advice had been sought from the Scottish Government as to whether to re-write the Strategy and re-issued for consultation. The Scottish Government advised to continue with the current Strategy as it would be issuing information on contingency planning in relation to the pandemic.

Figure8 Consultancy Services had been commissioned, however, to carry out an evidence-based review of commissioning processes to ensure that they best reflected the 5 principles of the National Strategy. Several of the commissioned services across South Lanarkshire were nearing completion of their existing contracts and this review would be used to inform a number of consultation events with communities, local third sector organisations and statutory partners.

The Committee decided: that the multi-agency commitment required to achieve the anticipated outcomes set within the South Lanarkshire Alcohol and Drug Partnership Strategy 2020 to 2023 be noted.

13 Transformation and Service Improvement Programme

A report dated 16 February 2021 by the Director, Health and Social Care was submitted providing an update on the Transformation and Service Improvement Programme and the impact of Covid-19 in relation to the following services:-

- ◆ Care and Support Service Re-design
- ◆ South Lanarkshire's Care Facilities Modernisation Programme
- ◆ Mental Health Strategy
- ◆ Care at Home Services Improvement Programme
- ◆ Adult and Older People Day Services Review
- ◆ Equipment and Adaptations

As part of the Council's commitment to improving later life for adults and older people and to meet the future needs and wishes of those people, a programme of Transformation and Service Improvement was being undertaken by the Health and Social Care Partnership (HSCP). This work supported the delivery of the Integrated Joint Board's Strategic Commissioning Plan and continued to strengthen community-based supports.

Covid-19 had continued to slow the progress of the Transformation Programme as resources had been re-deployed, however, work had continued and was taking account of the risks that Covid-19 had posed, the learning that was accruing and considering how services could be modified to meet those risks.

The programme of work endeavoured to put the people who used Social Care supports, their families and carers, and the people who worked in Social Care Services at the centre of care. It also provided the opportunity to align services focusing on the outcomes of the recently published Independent Review of Adult Social Care, which was likely to influence the ongoing programme in the future.

The Committee decided: that the content of the report be noted.

14 Care Inspectorate Updates for Registered Social Work Services

A report dated 22 February 2021 by the Director, Health and Social Care was submitted providing an update on inspections that had been undertaken by the Care Inspectorate on registered social work services.

South Lanarkshire had 42 registered services, which included 8 care homes for older people, 13 day centres for older people, 6 care homes for children and young people, 3 child and family services (fostering, adoption and support carers), 6 adult lifestyles centres, 2 adult community support services and 4 home care services. During 2019/2020, 19 inspections took place and details were provided in the Social Work Registered Care Service inspections summary, attached as Appendix 1 to the report.

It was highlighted that, due to the Covid-19 pandemic, inspection activity had significantly reduced and the attached appendix, therefore, showed the most recent inspection dates and grades. Notwithstanding the reduced scrutiny, the Care Inspectorate had conducted inspections on 2 South Lanarkshire Care at Home Services, Hamilton/Blantyre and Rutherglen/Cambuslang, as a result of poor inspection findings prior to lockdown. This had resulted in the Health and Social Care Partnership self-imposing temporary moratoriums on the 2 localities. This provided time to evaluate what was working well and what needed to be improved, while still ensuring that all people who required a home care service and all staff were supported to the highest possible standard. Work was continuing with the Care Inspectorate and staff to make improvements.

Following re-inspection, the Improvement Notice on the Hamilton/Blantyre Home Care Service had been lifted and the Care Inspectorate had indicated that the service would be re-graded. However, the grades could not be changed until the next annual inspection.

Following re-inspection of Rutherglen/Cambuslang, the Care Inspectorate had reported their assurance in the running of the service. Although, the final report was yet to be published, verbal feedback was that the grades would now be increased and the progress in relation to the improvements in this service had been recognised.

The Committee decided: that the content of the report be noted.

15 Urgent Business

There were no items of urgent business.

Closing Remarks

The Chair and members of the Committee wished Val de Souza, Director, Health and Social Care well in her retirement and thanked her for her services to the Social Work Resources Committee and raising the profile of South Lanarkshire's Integration Joint Board to the extent that it was used as an exemplar throughout Scotland.

Ms de Souza responded in suitable terms.