

SOCIAL WORK RESOURCES COMMITTEE

Minutes of meeting held in Committee Room 1, Council Offices, Almada Street, Hamilton on 20 February 2019

Chair:

Councillor John Bradley

Councillors Present:

Councillor Robert Brown, Councillor Archie Buchanan, Councillor Jackie Burns, Councillor Janine Calikes, Councillor Graeme Campbell, Councillor Andy Carmichael, Councillor Maureen Chalmers (Depute), Councillor Gerry Convery (substitute for Councillor Bert Thomson), Councillor Margaret Cowie, Councillor Mary Donnelly, Councillor Fiona Dryburgh, Councillor Allan Falconer, Councillor Eric Holford (substitute for Councillor Richard Nelson), Councillor Katy Loudon, Councillor Joe Lowe, Councillor Hugh Macdonald, Councillor Catherine McClymont, Councillor Colin McGavigan, Councillor Jim McGuigan, Councillor Lynne Nailon, Councillor Margaret B Walker, Councillor Jared Wark, Councillor David Watson

Councillors' Apologies:

Councillor Mark Horsham, Councillor Richard Nelson, Councillor John Ross (ex officio), Councillor Bert Thomson

Attending:

Finance and Corporate Resources

H Goodwin, Finance Manager (Resources); H Lawson, Legal Services Manager; M, Milne, HR Business Partner; A Norris, Administration Assistant; L O'Hagan, Finance Manager (Strategy); T Slater, Administration Officer

Health and Social Care/Social Work Resources

V de Souza, Director; I Beattie, Head of Health and Social Care (Hamilton and Clydesdale); C Cunningham, Head of Commissioning and Performance; M Kane, Planning and Performance Manager; P McCormack, Service Development Manager; L Purdie, Head of Children and Justice Services

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 28 November 2018 were submitted for approval as a correct record.

The Committee decided: that the minutes be approved as a correct record.

3 Social Work Resources – Revenue Budget Monitoring 2018/2019

A joint report dated 23 January 2019 by the Executive Director (Finance and Corporate Resources) and Director, Health and Social Care was submitted comparing actual expenditure at 4 January 2019 against budgeted expenditure for 2018/2019 for Social Work Resources, together with a forecast for the year to 31 March 2019.

As at 4 January 2019, there was an overspend of £0.815 million on Social Work Resources' revenue budget, with a forecast of a potential overspend of £1.109 million at 31 March 2019. The overspend was due to pressures within Children and Family Services as a result of residential school placements, fostering placements and the level of Kinship Care payments. In addition, the Adult and Older People Services' budget was experiencing pressures in respect of overtime and staff costs.

The position would be closely monitored and work was being undertaken to identify ways to minimise and manage those costs.

The Committee decided:

- (1) that the overspend on Social Work Resources' revenue budget of £0.815 million, as detailed in Appendix A to the report, be noted;
- (2) that the forecast to 31 March 2019 of a potential overspend be noted; and
- (3) that the budget virements, as detailed in the appendices to the report, be approved.

[Reference: Minutes of 28 November 2018 (Paragraph 3)]

4 Social Work Resources – Capital Budget Monitoring 2018/2019

A joint report dated 23 January 2019 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 2018/2019 and summarising the expenditure position at 4 January 2019.

The Committee decided: that the report be noted.

[Reference: Minutes of 28 November 2018 (Paragraph 4)]

5 Social Work Resources – Workforce Monitoring – October to December 2018

A joint report dated 21 January 2019 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 October to December 2018:-

- ◆ attendance statistics
- ◆ occupational health statistics
- ◆ accident/incident statistics
- ◆ disciplinary hearings, grievances and Dignity at Work cases
- ◆ analysis of leavers
- ◆ Staffing Watch as at 8 September 2018

The Committee decided: that the report be noted.

[Reference: Minutes of 28 November 2018 (Paragraph 5)]

6 Social Work Resource Plan 2018/2019 – Quarter 2 Progress Report

A report dated 9 November 2018 by the Director, Health and Social Care was submitted on the Social Work Resource Plan for 2018/2019. Details were provided on progress made at the end of quarter 2, covering the period 1 July to 30 September 2018, in implementing the priority projects identified in the Resource Plan.

The Planning and Performance Manager advised members that the measure noted in Appendix 3 to the report, at page 54 of the papers contained an error. The measure for the 'Percentage of statutory supervising officer visits completed within timescale for private welfare guardianship orders' against the action 'Monitor Adults with Incapacity (AWI) activity' should be green as the target was 90% and not 95% as stated, with a completion rate of 93%.

The Committee decided: that the report be noted.

[Reference: Minutes of the Executive Committee of 21 November 2018 (Paragraph 19)]

7 'See Hear' – Sensory Impairment/Performance Information - Staffing

A joint report dated 31 December 2018 by the Director, Health and Social Care and Executive Director (Finance and Corporate Resources) was submitted on funding received from the Scottish Government's 'See Hear' framework.

The Scottish Government and COSLA had developed 'See Hear', a strategic framework to meet the needs of people with a sensory impairment in Scotland. The aim of the framework was to ensure that adults and children with a sensory impairment would have a seamless provision of assessment, care and support, and the same access to employment, education, leisure, health and social care as everyone else.

Information was provided on the findings of a research project undertaken by the University of the West of Scotland and North and South Lanarkshire Health and Social Care Partnerships on 'an exploration of people's lived experience of having a sensory impairment in Lanarkshire'. The findings from the research, together with the recommendations from the 'See Hear' framework, would assist in the development of an action plan to drive forward improvement.

To provide leadership on the implementation of the action plan, it was proposed that 1 Full-time Equivalent post of Planning and Development Officer (Sensory Impairment) on Grade 3, Level 4, SCP 70-74 (£33,249 to £35,311) be added to the Social Work Resources' establishment for a period of 1 year.

The cost of the above staffing proposal would be met from within Social Work Resources' budget for Physical Disability and Sensory Impairment, which was part of the funding received from the Scottish Government's 'See Hear' framework.

The Committee decided: that a post of Planning and Development Officer (Sensory Impairment), on Grade 3, Level 4, SCP 70-74 (£33,249 to £35,311), be added to the Social Work Resources' establishment.

8 Substance Misuse Operations Manager – Community Addiction and Recovery Service (CAREs)

A joint report dated 14 January 2019 by the Director, Health and Social Care and Executive Director (Finance and Corporate Resources) was submitted on the arrangements for managing the Community Addiction and Recovery Service (CAREs) across the Council and NHS Lanarkshire.

The Public Bodies (Joint Working) (Scotland) Act 2014 required that certain services currently provided by local authorities and health boards should come together for the purpose of strategic planning and management. This included services relating to substance misuse.

At its meeting on 7 February 2018, the Committee approved the integration of South Lanarkshire's Substance Misuse Services (SMS) and NHS Lanarkshire's Alcohol and Drug Service (LAaDs) into a single Community Addiction and Recovery Service. The purpose of this was to streamline referrals, reduce waiting times, reduce barriers to treatment and improve retention rates. It also had the potential to reduce duplication which would increase capacity for outreach work. The Service, which was hosted within the Rutherglen/Cambuslang locality as a pan Lanarkshire resource, was managed by a Service Manager for CAREs who had the strategic and operational responsibility for the overall Service. Although this postholder was employed through NHS Lanarkshire, they assumed all the day to day management and governance across both NHS Lanarkshire and Council employees.

Due to increased demand and the complexity of the work, an additional management post was required to alleviate the resultant pressure on the management structure and allow the Council to meet its statutory requirements. Professional standards of clinical governance from a health perspective and professional social work governance required to be adhered to. The current Service Manager provided clinical governance as a relevant health professional, however, in terms of the professional governance of social work employees, a gap had been identified. It was, therefore, proposed that 1 Full-time Equivalent (FTE) post of Substance Misuse Operations Manager, on Grade 4, Level 2-5, SCP 80-88 (£38,614 to £43,523) be added to the Social Work Resources' establishment on a permanent basis.

The cost of the above staffing proposal would be met from within existing budgets currently allocated for CAREs from NHS Lanarkshire and the Council.

The Committee decided: that 1 FTE post of Substance Misuse Operations Manager on Grade 4, Level 2-5, SCP 80-88 (£38,614 to £43,523), be added to the Social Work Resources' establishment.

[Reference: Minutes of 7 February 2018 (Paragraph 8) and Minutes of the Executive Committee of 8 March 2017 (Paragraph 23)]

9 Charging Policy for Non-Residential Services

A report dated 7 January 2019 by the Director, Health and Social Care was submitted on the Charging Policy for Non-Residential Services.

The Council-wide Charging Policy for 2019/2020 had been approved by the Executive Committee at its meeting on 21 November 2018. Social Work Resources' Charging Policy for Non-Residential Services, attached as an appendix to the report, was an extension to that policy.

Social Work Resources' Charging Policy was revised in 2010/2011 to take account of the principles of COSLA's national strategy and guidance on Charging for Non-Residential Social Care Services. The COSLA guidance provided a framework that aimed to maintain local accountability and discretion while encouraging councils to demonstrate that, in developing their charging policies, they had followed best practice.

The Charging Policy was up-rated annually in line with COSLA guidance and the Council-wide Charging Policy.

The Charging Policy had been updated to take account of legislative changes such as the Social Care (Self-directed Support) (Scotland) Act 2013 and the Carers (Waiving of Charges for Support) (Scotland) Regulations 2014 and would be updated to take account of further legislative changes, effective from 1 April 2019, in respect of the extension of free personal care to those under the age of 65.

The Committee decided:

- (1) that the updated Social Work Resources' Charging Policy for Non Residential Services, attached as an appendix to the report, be noted;
- (2) that the Director, Health and Social Care be authorised to update the Policy annually, in line with COSLA guidance; and
- (3) that it be noted that further legislative changes, effective from 1 April 2019, in respect of the extension of free personal care to those under the age of 65 would be noted in the Charging Policy for 2019/2020.

[Reference: Minutes of the Executive Committee of 21 November 2018 (Paragraph 12)]

10 Corporate Parenting - Update

A report dated 24 December 2018 by the Director, Health and Social Care was submitted on South Lanarkshire's corporate parenting activity.

Corporate Parenting had been prioritised as one of the themed sub-groups that supported the partnership work of 'Getting it Right for South Lanarkshire's Children and Young People'. The work of the Corporate Parenting Sub-Group was overseen by the Getting it Right for South Lanarkshire's Children Strategy Group.

South Lanarkshire's first Corporate Parenting Strategy and Action Plan 2016 to 2018 was concluded, with the publication of the second annual report in July 2018, attached as Appendix 1 to the report. Information was provided on the achievements of the Action Plan outlined in the Annual Report.

The new Corporate Parenting Strategy and Action Plan 2018 to 2020, attached as Appendix 2 to the report, had been developed following consultation with children, young people, parents and carers and was launched at the Corporate Parenting conference on 2 November 2018. Information was provided on the 4 core commitments and 8 agreed actions of the Action Plan to be taken forward over the next 2 years. This provided a clear framework to achieve the planned improvements.

South Lanarkshire had also signed the Care Leavers' Covenant, which supported the implementation of Part 10 of the Children and Young People (Scotland) Act 2014 by supporting the aftercare of care leavers transitioning into adulthood.

The Committee decided: that the report be noted.

11 Development of Strategic Commissioning Plan 2019 to 2022

A report dated 21 January 2019 by the Director, Health and Social Care was submitted on the development of the next 3-year Strategic Commissioning Plan (SCP) 2019 to 2022.

In terms of the Public Bodies (Joint Working) (Scotland) Act 2014, Integration Joint Boards (IJBs) were required to prepare and agree 3-year SCPs to enable integration arrangements to 'go live' with local partnerships.

SCPs set out how IJBs would plan and deliver services for their area over the medium term, using the integrated budgets under their control. SCPs, together with annual directions issued by IJBs, also provided clarity to councils and NHS boards on what they were required to operationally deliver.

IJBs were required to ensure that stakeholders were fully engaged in the preparation, publication and review of SCPs in order to establish a meaningful co-productive approach and to enable IJBs to deliver the 9 national outcomes for health and wellbeing, and achieve the core aims of integration.

As the current SCP was in its final year, a report was submitted to the IJB in June 2018 outlining proposed work for the development of the next SCP and providing a project plan for its completion.

Information was provided on progress to date and the work that remained outstanding to finalise the draft SCP 2019 to 2022, attached as an appendix to the report.

Members were invited to submit comments on the draft SCP 2019 to 2022, as part of the engagement process.

The Committee decided: that the draft of the South Lanarkshire Integration Joint Board Strategic Commissioning Plan 2019 to 2022, attached as an appendix to the report, be noted.

[Reference: Minutes of 28 November 2018 (Paragraph 10)]

12 Multi-Agency Public Protection Arrangements (MAPPA) - Annual Report 2017/2018

A report dated 20 December 2018 by the Director, Health and Social Care was submitted on the Lanarkshire Multi-Agency Public Protection Arrangements (MAPPA) Annual Report 2017/2018.

The preparation and publication of the Annual Report was an important part of the strategic arrangements for MAPPA and provided a transparent mechanism for raising public awareness and understanding of public protection issues. The analysis of information allowed MAPPA performance to be assessed and validated and for appropriate action to be taken.

Information was provided on:-

- ◆ statistical information relating to increased demands and trends in this area of work
- ◆ progress made on the MAPPA Business Plan 2016/2017 and the content of the updated Business Plan 2018/2019
- ◆ significant operational events

Lanarkshire MAPPA remained committed to ensuring that best practice and innovation remained at the forefront of managing offenders and all agencies had a firm commitment to working effectively in partnership to manage offenders and jointly address the issues of risk.

The Committee decided: that the report be noted.

[Reference: Minutes of the Executive Committee of 28 June 2017 (Paragraph 23)]

Councillor Calikes left the meeting during this item of business

13 Update of Social Work Resources' Risk Register and Risk Control Plan

A report dated 16 November 2018 by the Director, Health and Social Care was submitted on the systems and controls in place within Social Work Resources to control risks.

The Resource had followed Council guidance in developing, monitoring and updating its Risk Control Register on an ongoing basis. The Register had been developed to ensure that the Resource was fully aware of the main risks that it had, was able to prioritise those risks and had controls in place to eliminate or minimise the impact of risk.

The risks were scored in accordance with the Council's scoring mechanism which scored risks based on likelihood and impact of risk. This had resulted in risks being scored between 1 to 9 (low to high). Risks were scored on their inherent risk (risk if nothing was done) and their residual risk (risk after applying controls).

The Risk Register had been developed and was monitored on an ongoing basis to add any new risks and to review the scores of existing risks. The main changes to the Social Work Resources' register were:-

- ◆ a new risk added in relation to Brexit
- ◆ a change to the risk description for the Integration Joint Board from 'The Council is not sufficiently prepared to deliver the Integration Joint Board strategic directions set out in the Strategic Commissioning Plan 2016 to 2019' to 'The Council fails to evidence compliance with the directions issued by the Integration Joint Board.'

There were 8 residual risks identified within the Resource as falling within the high category score of 7 to 9. Those risks were also contained within the Council's Top Risk Register and were monitored closely.

The top 8 risks for the Resource were detailed in the appendix to the report.

A separate Risk Register and Risk Management Strategy for Health and Social Care Integration had been developed and reported to the Performance and Audit Sub-Committee of the Integration Joint Board.

The Committee decided: that the report be noted.

[Reference: Minutes of 7 February 2018 (Paragraph 11)]

Councillor Calikes re-entered the meeting during this item of business

14 Urgent Business

There were no items of urgent business.