

Report

Report to:	Social Work Resources Committee
Date of Meeting:	20 February 2019
Report by:	Director, Health and Social Care Executive Director (Finance and Corporate Resources)

Subject:	Operations Manager - Community Addiction and Recovery Services (CAREs)
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1. Purpose of Report

1.1. The purpose of the report is to:-

- ♦ outline the current arrangements for managing Community Addiction Recovery Services and the integrated Alcohol and Substance Misuse Service across South Lanarkshire Council and NHS Lanarkshire
- ♦ recommend the establishment of a joint funded Operations Manager, Community Addiction and Recovery Services (CAREs) that is employed through the Council

2. Recommendation(s)

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

- (1) that the content of this report be noted; and
- (2) that one full time post of Operations Manager on Grade 4, level 2-5, SCP 80-88 (£38,614 to £43,523) be added to establishment on a permanent basis.

3. Background

- 3.1. The Public Bodies (Joint Working) (Scotland) Act 2014 requires that certain services currently provided by local authorities and health boards should come together for the purpose of strategic planning and management, this includes services relating to substance misuse.
- 3.2. The delivery of integrated Alcohol and Drug Services has been deliberated upon nationally and locally since the inception of the Joint Future Agenda in 2002. There are many examples of integrated Alcohol and Drug Services across Scotland. The proposed model for integration in South Lanarkshire was agreed at Social Work Resources Committee in February 2018 and the Community Addiction Recovery Services (CAREs) was established with co-located and integrated staffing across South Lanarkshire.
- 3.3. The overall service is managed by a Service Manager for CAREs who has the strategic and operational responsibility for the overall service. This post holder is currently employed through NHS Lanarkshire, however, assumes all the day to day management and governance across both health and council staff.

- 3.4. The Service is hosted within the Rutherglen/Cambuslang locality on behalf of whole of the Partnership as a pan South Lanarkshire resource. Each locality has a CARES team within their locality and there are moves to co-locate and integrate all the teams across South Lanarkshire. The resource is still going through a transition as it moves to a fully integrated resource.
- 3.5. Through the first year of integrating the resources, the demand for access to the service has increased as the teams have developed. This has led to increased demands on the current management structure and, in order to meet the demand of the Council's statutory requirements, an additional post is required.
- 3.6. In addition, the complexity associated with this work, not only with the service user requirements, but also the complexity of working across a range of stakeholders and across the Council, has resulted in the need for this post.
- 3.7. Governance in relation to professional standards of clinical governance from a Health perspective and professional social work governance from a council perspective still need to be adhered too. The Service Manager for the Service receives their own clinical governance from a relevant health professional and in terms of the professional governance of social work staff it has been identified that this is a gap in the current model of delivery.
- 3.8. It is recommended in order to satisfy the professional governance standards, that a council employed management post be created to fulfil this requirement to maintain professional standards. This will ensure that the Operations Manager post for CARES can provide professional supervision and governance for the social work registered staff as part of their registration requirements.
- 3.9. The new post will enhance the continued transition to full integration. The new post will also support planned actions around implementation of the integration of the Service and the day to day management of staff across disciplines, however this will ensure that registration requirements in terms of professional governance can also take place within the resource. The Operations Manager will receive their own professional supervision from an identified Fieldwork Manager or qualified Social Work Manager within the host locality.

4. Recommendation

- 4.1. It is recommended that the Operations Manager, CARES post is employed under Council terms and conditions and registered with the Scottish Social Services Council, to work across Health and Social Work, to support the roll out of a fully integrated CARES resource.

5. Employee Implications

- 5.1. The integrated post of Operations Manager, CARES will be filled on a permanent basis with joint funding between South Lanarkshire Council and NHS Lanarkshire from existing budget allocation within the integrated budget of the Service.

5.2. The following post be added to establishment as detailed:

Post	Current Number of Posts (FTE)	Proposed Number of Posts (FTE)	Grade	SCP Range	Hourly Rate	Annual Salary	Gross Cost (inc on costs)
Substance Misuse Operations Manager	1	2	Grade 4, Level 2-5	80-88	£21.16 - £23.85	£38,614 - £43,523	£50,314 - £56,710

5.3. This post has been evaluated using the Council grading scheme.

6. Financial Implications

6.1. The cost of this post will be met from existing budgets within the health, and council budgets currently allocated for CAREs. There is no additional costs to either the Council or health in creating this post.

7. Other Implications

7.1. There are no additional risks associated with this report.

7.2. There are no sustainable development issues associated with this report.

7.3. There is a statutory requirement that Addiction and Substance Services (CAREs) be included in the Health and Social Care Partnership hence the resource will also be accountable to the Integrated Joint Board as well as reporting the Council and Health Board.

8. Equality Impact Assessment and Consultation Arrangements

8.1. There is no requirement for an equality impact assessment in relation to this report.

8.2. Trade Unions have been notified of the above development as have the staff and management of the Service.

Val de Souza
Director, Health and Social Care

Paul Manning
Executive Director (Finance and Corporate Resources)

14 January 2019

Link(s) to Council Values/Ambitions/Objectives

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

Previous References

- ◆ Social Work Resources Committee: 7 February 2018 Substance Misuse Services – Review of Funded Establishment

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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