

Report

Report to:	Social Work Resources Committee
Date of Meeting:	7 September 2022
Report by:	Director, Health and Social Care

Subject:	Social Work Resource Plan 2022/2023
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1. Purpose of Report

1.1. The purpose of the report is to:-

- ♦ present the Social Work Resource Plan 2022-23 for consideration and monitoring

2. Recommendations

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

- (1) that the Resource Plan 2022-23, attached as Appendix 1, be noted;
- (2) that the Resource Plan 2022-23 be uploaded onto the Council's website following consideration by this Committee; and
- (3) that Progress Reports on the Resource Plan 2022-23 be provided at Q2 and Q4 to future meetings of this Committee.

3. Background

- 3.1. The draft Resource Plans for 2022-23 were prepared prior to the local government elections in May 2022, in line with the corporate Resource Planning guidance. Following the election and subsequent approval of the new Council Plan on 15 June 2022, the draft Resource Plans were reviewed and updated to take account of the new Priorities and Outcomes within Connect 2022-27.
- 3.2. The Resource Plan is a key element of the council's performance management arrangements. It provides details of the context within which the Resource operates and establishes actions and measures for the year ahead based on the priorities set out in the Council Plan Connect 2022-27.
- 3.3. The Resource Plans for all Resources were approved by Executive Committee on 24 August 2022, with a recommendation that the Plans be referred to Resource Committees for noting and performance monitoring at Q2 and Q4.
- 3.4. Performance management is a keystone of Best Value and ensures that the Council can demonstrate sound governance arrangements. The Resource Plan is one part of the Council's framework for planning and budgeting and demonstrates how this leads to effective front line service delivery.

- 3.5. As part of this framework, the Resource Plan reflects the aspirations of the Council Plan and the Community Plan. In addition, this Resource Plan necessarily also reflects the statutory relationship between the South Lanarkshire Integration Joint Board (IJB) and the Council with respect to adult and older people's social care, with those elements of the Resource Plan in response to the Directions of the IJB's Strategic Commissioning Plan 2022-25; and the recognition that the IJB has operational oversight for those areas of delivery.
- 3.6. The current format for performance reporting has been established since 2007 and is used for Executive Directors' reports to the Chief Executive, Resource Management Teams and Resource Committees. The focus has been on reporting progress on Council priorities, statutory performance indicators, other key performance measures and high level Resource priorities.
- 3.7. In preparing the Plan, account has also been taken of the need to ensure a robust response to risk management and control. Risks associated with delivery of the actions in this Resource Plan have been identified and evaluated and are listed in the Resource Risk Register. Where necessary, controls or further actions to mitigate these risks have been agreed. Such actions are tracked through the Resource Risk Control Plan which is kept under review by the Risk Sponsor for the Resource.

4. Resource Plan 2022-23

- 4.1. The Resource Plan 2022-23 is attached as Appendix 1 and is structured around the following headings:-

1. Introduction
2. Key areas of focus for the year ahead
3. Resource outcomes
4. Measures and actions
5. Resourcing the Plan

4.2. Resource Outcomes 2022-23

The Resource has established a number of outcomes to support the delivery of the Connect priorities in 2022-23. To support these outcomes, the Resource has developed performance measures and an action plan which are set out in section 4. A selection of these will be included in the Council Plan Connect Quarter 2 and Quarter 4 Progress Reports 2022-23, with the rest being monitored and reported at Resource level.

4.3. Monitoring and reporting

As part of the performance management arrangements, the Committee will receive a mid-year update of progress on the measures in the Resource Plan covering the period April 2022 to September 2022 (Q2) as well as an end of year progress report covering the full year April 2022 to March 2023 (Q4).

5. Employee Implications

- 5.1. The outcomes noted within the Resource Plan will inform the Service Action Plans, where applicable and, in turn, the Performance Appraisal process for individual employees.

6. Financial Implications

- 6.1. The outcomes within the Resource Plan are reflected in the respective Resource Revenue and Capital budgets and, longer term, within the framework of the Council's approved Financial Strategy.

7. Climate Change, Sustainability and Environmental Implications

- 7.1. There are no climate change or environmental implications as a result of this report.
- 7.2. The Resource Plan takes into account Resource responsibilities in relation to sustainable development.

8. Other Implications

- 8.1. Resource Plan actions are assessed as part of the Resource's risk management arrangements and relevant issues have been added to the Resource Risk Register.
- 8.2. Resource Plan actions contribute to the mitigation of a number of risks within the Social Work Resources Risk Register, notably:
- the Council does not provide an adequate response to the pandemic; maintaining critical services; delivering emergency response commitments as a Category One Responder; and protecting wellbeing of employees and service users as far as reasonably practicable. Responding to the pandemic will impact on everything else the Council does (very high)
 - the Council does not fully deliver the strategic outcomes of the IJB as outlined in their Strategic Commissioning Plan (very high)
 - failure to evidence sufficient progress against Care Inspectorate requirements (very high)
 - the Council fails to meet statutory and legislative duties in respect of public protection (very high)

9. Equality Impact Assessment and Consultation Arrangements

- 9.1. Many of the actions detailed within the Resource Plan reflect ongoing strategies and policies which will be or have been the subject of consultation and equality impact assessment.

Soumen Sengupta
Director, Health and Social Care

19 August 2022

Link(s) to Council Values/Priorities/Outcomes

- ♦ The Resource Plan has been structured upon the Vision, Values, Priorities and Outcomes in the Council Plan Connect 2022-27

Previous References

- ♦ None

List of Background Papers

- ♦ Council Plan Connect 2022-27

Contact for Further Information

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

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