

SOCIAL WORK RESOURCES COMMITTEE

Minutes of meeting held via Confero and in the Council Chamber, Council Offices, Almada Street, Hamilton on 15 February 2023

Chair:

Councillor Margaret B Walker

Councillors Present:

Councillor Alex Allison, Councillor John Anderson (*substitute for Councillor John Bradley*), Councillor Walter Brogan, Councillor Robert Brown, Councillor Archie Buchanan, Councillor Mathew Buchanan, Councillor Maureen Chalmers (*substitute for Councillor John Ross*), Councillor Maureen Devlin, Councillor Mary Donnelly, Councillor Allan Falconer, Councillor Elise Frame, Councillor Celine Handibode, Councillor Graeme Horne, Councillor Mark Horsham, Councillor Cal Johnston-Dempsey, Councillor Richard Lockhart (*substitute for Councillor Martin Hose*), Councillor Eileen Logan, Councillor Hugh Macdonald, Councillor Catherine McClymont (Depute), Councillor Richard Nelson, Councillor Carol Nugent, Councillor Graham Scott, Councillor David Watson

Councillors' Apologies:

Councillor John Bradley, Councillor Janine Calikes, Councillor Joe Fagan (ex officio), Councillor Martin Hose, Councillor John Ross

Attending:

Finance and Corporate Resources

H Goodwin, Finance Manager; G McCann, Head of Administration and Legal Services; E McPake, HR Business Manager; A Norris, Administration Assistant; L O'Hagan, Finance Manager (Strategy); T Slater, Administration Adviser

Health and Social Care/Social Work Resources

S Sengupta, Director; I Beattie, Head of Health and Social Care (Hamilton and Clydesdale); G Booth, Justice Service Manager (Children and Justice Services); C Cunningham, Head of Commissioning and Performance; 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 16 November 2022 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 2022/2023

A joint report dated 30 January 2023 by the Executive Director (Finance and Corporate Resources) and Director, Health and Social Care was submitted comparing actual expenditure for the period 1 April to 29 December 2022 against budgeted expenditure for 2022/2023 for Social Work Resources.

As at 29 December 2022, there was a breakeven position against the phased budget. Following the Council's probable outturn exercise, the financial forecast for the revenue budget to 31 March 2023 was a breakeven position, after transfers to reserves of £5.635 million. The transfers to reserves were approved as part of the overall Council position at the Executive Committee on 1 February 2023. The Resource position was outlined in Appendix A to the report.

The transfers to reserves had arisen from an underspend within Adult and Older People Services, Performance and Support Services and Justice Services, offset by an overspend in Children and Family Services, giving an overall breakeven position. The overspend was after funding of £6.5 million had been added in 2022/2023. Detailed variance explanations were provided in appendices B to E to the report.

Virements were proposed to realign budgets, which were also detailed in the appendices to the report.

The Committee decided:

- (1) that the breakeven position as at 29 December 2022 and the forecast to 31 March 2023 of a breakeven position after proposed transfers to reserves, as detailed in Appendix A to the report, be noted; and
- (2) that the proposed budget virements be approved.

[Reference: Minutes of 16 November 2022 (Paragraph 3) and Minutes of the Executive Committee of 1 February 2023 (Paragraph 3)]

4 Social Work Resources – Capital Budget Monitoring 2022/2023

A joint report dated 17 January 2023 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 2022/2023 and summarising the expenditure position at 29 December 2022.

The capital programme for Social Work Resources for 2022/2023 was £3.903 million. Anticipated spend to date was £3.551 million and spend to 29 December 2022 amounted to £3.631 million. This represented a position of £0.080 million ahead of profile and mainly reflected the timing of payments on the Blantyre Care Facility project.

Work had been ongoing to monitor the predicted spend position for this financial year, with current estimates suggesting an overspend of £0.200 million. This mainly related to the timing of spend on the Community Alarm and SWiSPlus replacement projects, with funding for the overall spend already identified into the next financial year.

The Committee decided: that the Social Work Resources' capital programme of £3.903 million, and expenditure to date of £3.631 million, be noted.

[Reference: Minutes of 16 November 2022 (Paragraph 4)]

5 Social Work Resources – Workforce Monitoring – September to November 2022

A joint report dated 11 January 2023 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 September to November 2022:-

- ♦ 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 10 September 2022

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.

The Head of Health and Social Care (Hamilton and Clydesdale) responded to a member's questions in relation to staffing pressures and recruitment.

The Committee decided: that the report be noted.

[Reference: Minutes of 16 November 2022 (Paragraph 5)]

6 Social Work Resource Plan – Quarter 2 Progress Report 2022/2023

A report dated 27 January 2023 by the Director, Health and Social Care was submitted on the Social Work Resource Plan for 2022/2023.

Details were provided on:-

- ♦ progress made against all Resource Plan measures, as detailed in the Quarter 2 progress report, attached as Appendix 2 to the report
- ♦ key achievements made by the Resource to date, as detailed in Section 5.3 of the report
- ♦ areas for improvement and associated management actions, as detailed in Section 5.4 of the report
- ♦ absence performance results as at Quarter 2, as detailed in Appendix 3 to the report

Officers responded to members' questions in relation to:-

- ♦ the implementation of the new Care at Home scheduling system, and undertook to provide a briefing note to members
- ♦ Day Care Services' staff returning to building bases
- ♦ the Home First model and Blantyre Hub
- ♦ the See Hear Strategic Workplan, and undertook to provide a report to a future committee in relation to this

The Committee decided: that the report be noted.

[Reference: Minutes of 7 September 2022 (Paragraph 18)]

7 Update on the 2022/2023 Risk Register and Risk Control Plan

A report dated 27 January 2023 by the Director, Health and Social Care was submitted on risk management arrangements and the Risk Register for Social Work Resources.

The Resource had followed Council guidance in developing, monitoring and updating its Risk 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 scoring matrix and definitions for likelihood and impact were outlined in Appendix 1 to the report. This had resulted in risks being scored between 1 to 25 (low to very high). Risks were scored on their inherent risk (risk if nothing was done) and their residual risk (risk after applying controls).

At its meeting on 16 November 2022, the Social Work Resources Committee agreed the current top 5 risks impacting on the delivery of Social Care Services, each of which remained unchanged following review:-

- ◆ workforce availability and capacity (lack of capacity and skills to meet increased service demands)
- ◆ meeting public protection and legislative duties (combined legislation/statutory duties public protection, Care Inspectorate/Self-directed Support (SDS))
- ◆ market and provider capacity (procurement/supply chain)
- ◆ funding and budgetary pressures (reduction in funding/increased costs)
- ◆ demand pressures (emergency response)

Appendix 2 to the report provided further detail on each of the top risks, together with the inherent and residual risk scores and sample controls.

The Council had commissioned a critical evaluation of the health and safety content of training provided to staff working in higher risk areas to establish if it met the requirements of health and safety legislation. Gallagher Bassett would undertake this evaluation and, on conclusion of the evaluation, a report would be prepared considering strengths, weaknesses and providing a comparison to good practice, where appropriate. A table of prioritised recommendations would also be provided.

Information was provided on the monitoring of risk by the Integration Joint Board (IJB) which ensured that the necessary connections were in place between the Council, NHS Board and IJB.

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

[Reference: Minutes of 16 November 2022 (Paragraph 6)]

8 Reinforcing Capacity – Social Work Planning and Performance and Community Justice Services

A joint report dated 3 February 2023 by the Director, Health and Social Care and Executive Director (Finance and Corporate Resources) was submitted on the additional funding allocated to Justice Services and the Third Sector for 2023 to 2027 to support recovery from the Covid-19 pandemic.

South Lanarkshire Justice Services had received its indicative Section 27 Grant funding award from the Scottish Government for 2023/2024. In addition, the Scottish Government advised that it was intended to maintain the investment made, nationally, in Justice Social Work (JSW) services in 2022/2023, comprising of baseline funding of £108 million, plus an additional £15 million of Covid-19 funding.

In 2021, £742,000 was allocated to South Lanarkshire Justice Services to address the impact of the Covid-19 pandemic. Of this funding, £130,000 was required to be spent on the Third Sector.

The following posts were created within Justice Services on a fixed-term basis for 9 months until March 2022 and then extended until March 2023. It was proposed that those posts be made permanent:-

- ◆ 5 full time equivalent (FTE) posts of Social Worker on Grade 3, Level 4, SCP 72-74 (£40,275 to £41,115)
- ◆ 6 FTE posts of Social Work Assistant on Grade 2, Level 4, SCP 55-57 (£31,717 to £32,629)
- ◆ 1 FTE post of Senior Practitioner on Grade 3, Level 8, SCP 79-80 (£44,309 to £44,966)
- ◆ 1 FTE post of Placement Co-ordinator on Grade 2, Level 4, SCP 55-57 (£31,717 to £32,629)

The costs of the proposals would be met from the Scottish Government funding to support recovery from Covid-19. Should this funding no longer be available, the posts would require to be considered in the overall Resource structure.

At its meeting on 17 March 2021, the Committee approved the establishment of 2 full-time Peer Support Assistant posts for a fixed-term period of 18 months. This was subject to the approval of funding from CORRA through the Drug Deaths Task Force. The CORRA Foundation administered funding to support the National Drugs Mission on behalf of the Scottish Government. Although further funding from CORRA was not available at this time, research suggested that peer support and mentoring played a vital role for people with substance use issues and should be at the heart of the development and delivery of services. It was, therefore, proposed that the 2 full-time posts of Peer Support Assistant on Grade 1, Level 4, SCP 30-31 (£22,975 to £24,544) be extended for a period of 2 years, with funding available from the Section 27 Grant.

At its meeting on 4 March 2020, the Committee approved the establishment of a Clerical Assistant post for a fixed-term period of 2 years to support the increase in volume of Multi Agency Public Protection Arrangements (MAPPA) level 1 referrals and the introduction of the Violent and Sex Offender Register (ViSOR) requirement to improve information sharing. This post had been funded from the deletion of a 0.5 FTE Social Worker post with the remaining balance being realigned within the Section 27 Grant. The service pressures requiring this post remained and it was proposed that the FTE post of Clerical Assistant on Grade 1, Level 4, SCP 30-31 (£22,975 to £24,544) be extended for a period of 2 years, with funding available from the Section 27 Grant.

The Committee decided:

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

[Reference: Minutes of 4 March 2020 (Paragraph 10), 17 March 2021 (Paragraph 7) and 2 June 2021 (Paragraph 10)]

9 Chief Social Work Officer Annual Report 2021/2022

A report dated 14 October 2022 by the Director, Health and Social Care was submitted on the Chief Social Work Officer Annual Report 2021/2022.

There was a statutory requirement for all local authorities to appoint a professionally qualified Chief Social Work Officer (CSWO) who must be registered with the Scottish Social Services Council (SSSC).

The role of the CSWO was to provide professional advice and guidance to local authorities, elected members and officers in the provision of social work services. The CSWO also had responsibility for overall performance improvements and the identification and management of corporate risk insofar as those related to social work services.

The CSWO was required to prepare an annual report of activity, which followed a standardised reporting framework, for submission to the Chief Social Work Advisor for Scotland.

Information was provided on the content of the CSWO's Annual Report 2021/2022, attached as an appendix to the report.

The Committee decided: that the Chief Social Work Officer Annual Report 2021/2022, attached as an appendix to the report, be noted.

[Reference: Minutes of 10 November 2021 (Paragraph 12)]

10 Update on the Work of the Getting It Right for South Lanarkshire's Children's Services Partnership

A joint report dated 30 January 2023 by the Director, Health and Social Care and Executive Director (Education Resources) was submitted providing an update on the progress of the activity of the Getting It Right for South Lanarkshire's Children's Services Partnership and the Council's Children's Services Plan, 'Working together: making a difference. A foundation for recovery'.

The Children and Young People (Scotland) Act 2014 required each council and health board to prepare and publish the following:-

- ◆ a Children's Services Plan covering the period April 2017 to March 2020 and subsequent plans on a rolling 3 year cycle (statutory)
- ◆ a Children's Rights Report by March 2020 and subsequent reports to coincide with the Children's Services Plan cycle (non-statutory)

Due to the impact of the Covid-19 pandemic, a 'roll-over' year from the previous plan had been provided. The current Children's Services Plan, therefore, covered the period April 2021 to March 2023 and a refreshed Plan was due by 1 April 2023.

Information was provided on the work being undertaken to prepare the new Plan and a number of key national policy areas that had evolved since the development of the current Plan, including:-

- ◆ The Promise
- ◆ whole family wellbeing and the introduction of the Whole Family Wellbeing Fund (WFWF)
- ◆ the United Nations Convention on the Rights of the Child (UNCRC) Incorporation Bill
- ◆ community access to mental health supports
- ◆ the refresh of Getting It Right for Every Child (GIRFEC) guidance
- ◆ the proposal to introduce a National Care Service

The Children's Services Plan Annual Report 2021/2022 was attached as Appendix 1 to the report.

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

11 South Lanarkshire Justice Social Work Community Payback Order Annual Report 2021/2022

A report dated 18 October 2022 by the Director, Health and Social Care was submitted on the Community Payback Order (CPO) Annual Report 2021/2022.

The CPO Annual Report 2021/2022 was attached as an appendix to the report and information was provided on areas of focus within the report, together with areas identified for future development.

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

[Reference: Minutes of 7 September 2022 (Paragraph 19)]

12 Joint Inspection of Adult Support and Protection

A report dated 30 December 2022 by the Director, Health and Social Care was submitted providing an update on the outcome of the recent Joint Inspection of Adult Support and Protection (ASP).

A national programme of Joint Inspection of Adult Support and Protection was announced by the Scottish Government in 2019 to seek assurance that adults at risk were protected by existing local and national arrangements, and to identify areas for further improvement if necessary.

Inspections were led by the Care Inspectorate in collaboration with His Majesty's Inspectorate of Constabulary Scotland (HMICS) and Healthcare Improvement Scotland (HIS). The South Lanarkshire inspection commenced on 1 August 2022 with the inspection team scrutinising 2 areas of ASP activity: key processes and strategic leadership. The final inspection report was published on 6 December 2022.

The inspection determined that the Partnership's key processes and strategic leadership for ASP were effective at keeping adults safe from harm and that interventions supported positive experiences and outcomes for adults at risk of harm.

The inspection highlighted areas of strength, development and opportunities to improve services. Areas for improvement included:-

- ◆ the improvement of attendance and consistency at case conferences
- ◆ improved quality and consistency of chronologies
- ◆ the ongoing development of existing quality assurance processes
- ◆ improved quality of supervisory oversight around decision-making

The Partnership had prepared an improvement plan which had been submitted to the inspection team and would be implemented through the Adult Protection Committee, with overall oversight by the Public Protection Chief Officers' Group.

The Sub-Committee decided: that the contents of the report be noted.

[Reference: Minutes of 7 September 2022 (Paragraph 21)]

Councillor Scott left the meeting during this item of business

13 Care Inspectorate Updates for Registered Social Work Services

A report dated 30 December 2022 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 41 registered services, which included 6 care homes for older people, 13 day centres for older people, 6 adult lifestyles centres, 1 adult community support service, 6 care homes for children and young people, 3 child and family services (fostering, adoption and support carers), 4 care at home services and 2 home first services.

Since the last report to Committee, 1 inspection had taken place. This brought the total number of inspections completed in 2022 to 10. Details were provided on the breakdown of the grades across each area of service in Appendix 1 to the report.

Officers responded to a member's questions in relation to Hamilton Care at Home Service and the use of the Total Mobile scheduling tool.

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

[Reference: Minutes of 7 September 2022 (Paragraph 20)]

14 Urgent Business

There were no items of urgent business.