



Report

Report to:	Social Work Committee
Date of Meeting:	7 September 2022
Report by:	Director, Health and Social Care Executive Director (Finance and Corporate Resources)

Subject:	Enhancing Carers Supports
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1. Purpose

1.1. The purpose of the report is to:-

- ◆ update the Committee on the utilisation of funding from the Carers (Scotland) Act 2016 allocation 2022/2023 to enhance operational services for carers in South Lanarkshire

2. Recommendation(s)

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

- (1) that the content of the report be noted; and
- (2) that the additions to Social Work Resources establishment as outlined in 5.1. be approved.

3. Background

3.1. Enabling carers to continue in their caring role is a priority within both the Council Plan – Connect – and the South Lanarkshire's Integration Joint Board's Strategic Commissioning Plan 2022-25.

3.2. The Carers (Scotland) Act 2016 (the Act) aims to support carers' health and wellbeing and help make caring more sustainable. The requirements of this Act came into effect on 1 April 2018 and introduced the following statutory requirements (Statutory Guidance was updated July 2021 re Terminal Illness) on local authorities and health boards:

- ◆ Adult Carer Support Plans and Young Carer Statements
- ◆ Local Eligibility Criteria
- ◆ Provision of Support to Carers
- ◆ Carer involvement (including Hospital Discharge)
- ◆ Local Carer Strategies
- ◆ Information and Advice (including Short Breaks)

3.3. In January 2022, the Scottish Government announced additional funding for local Carers Centres to expand vital support services for unpaid carers during the winter period. Shared Care Scotland were asked to distribute this funding quickly through Time to Live delivery partners. Lanarkshire Carers is the Time to Live delivery partner for Lanarkshire. Key findings from Winter funding impact report (April 2022) highlighted the following:

- ◆ 949 carers benefitted from Carers Winter Funding Package in Lanarkshire
- ◆ 781 individual grants awarded to carers
- ◆ £268,554 worth of individual grants awarded, paid directly to carers within 14 days of receipt of payment information
- ◆ £344 average grant amount awarded
- ◆ 123 new carers engaged with Lanarkshire Carers as a result of the funding

3.4. Nationally a £20.5 million uplift in Carers Act implementation funding was included in the local government settlement as part of the Scottish Budget 2022/23. This translated into £1.053million for adult services in South Lanarkshire.

4. Current Position

4.1. It is proposed that additional funding from the Scottish Government as part of its Carers (Scotland) Act allocation will be directed to support ongoing work with carers in South Lanarkshire, with a particular emphasis on the Self-Directed Support (SDS) agenda; and a strengthened internal capacity within the Resource to enable frontline staff in managing increasing demand with regards to supporting carers.

4.2. As Committee will recognise and acknowledged within the Social Care Resource Workforce Plan, social care – both in South Lanarkshire and across all of Scotland – continues to have to operate within Despite an exceptionally challenging employment market. Due to pro-active working between the Care at Home Service and Human Resource colleagues, the posts below are ones that we are confident can be recruited to within what is a very challenging labour market landscape.

Post title	Number	Responsibility
Team Leader (Carers)	1	To undertake an operational lead for the Carers agenda linking with Self Directed Support ensuring Adult Carer Support Plans are effective for carers and ensuring good conversations with carers.
Social Worker (SDS Reviews)	2	There were 418 Carers identified as having substantial or critical needs through Self Directed Support process in 21/22 a total 329 as 31 March 2022 Individual Carers receive support by way of a Carers budget directed at supporting those substantial and critical identified needs and these needs should be regularly reviewed. Two lead social workers will be supported by a social work assistants.
Social Work Assistant	12	SDS Support Plans and packages of care and Care at Home services will also be reviewed by a number of social work assistants with a direct connection to supporting carers. 8 of the 12 posts will be located within Care at Home, with the remaining 4 being apportioned to the SDS agenda

Post title	Number	Responsibility
Telecare Officer	1.4	Telecare can be a lifeline for many carers to assist them with innovative technological devices to keep their “cared-for” safe.
Administration Support	3	Administrative support to the carers agenda and support to managers leading care at home, self directed support and telecare

- 4.3. In addition to the posts and infrastructure outlined above, £25k will also be set aside to support work to roll out and build capabilities in Community Led Support (CLS), building upon successful pilot work already undertaken in the Clydesdale locality.

5. Employee Implications

- 5.1. The following posts should be added to the establishment as detailed below:

Post	Number of posts (FTE)	Grade	SCP Range	Hourly Rate	Annual Salary	Gross Cost inc on costs 31.55%	Total Costs
Team Leader (Carers)	1	Grade 3 Level 8	79-80	£23.12 - £23.47	£42,191 - £45,953	£55,503 - £56,343	£55,503 - £56,343
Social Worker (SDS Reviews)	2	Grade 3 Level 2 – 4	63 -74	£18.44 - £21.46	£33,651 - £39,162	£44,268 - £51,518	£88,536 - £103,036
Social Work Assistant	12	Grade 2 Level 4	55-57	£16.35 - £16.85	£29,837 - £30,749	£39,251 - £40,451	£471,009 - £488,413
Telecare Officer	1.4	Grade 3 Level 4	63 -65	£21.02 - £21.46	£38,359 - £39,162	£50,462 - £51,518	£70,647 - £72,125
Clerical Assistant	3	Grade 1 Level 1- 4	20 – 31	£10.04 - £11.73	£18,322 - £21,406	£24,102 - £28,160	£72,306 - £84,480
	19.4						£758,001 - £801,397

6. Financial Implications

- 6.1. Nationally a £20.5 million uplift in Carers Act implementation funding was included in the local government settlement as part of the Scottish Budget 2022/23. This translated into £1.053million for adult services in South Lanarkshire.
- 6.2. The total cost of the staffing proposals is £0.801m and will be met from the 2022/23 funding for the Carers Act. Full year funding will not be required in 2022/23 due to the timeline to fully recruit to posts. A total funding commitment of £0.826m is associated with this report, inclusive of the £25k for Community Led Support.

7. Equality Impact Assessment and Consultation Agreements

- 7.1. This report does not introduce a new policy, function or strategy or recommend a change to an existing policy, function or strategy and, therefore, no impact assessment is required.

8. Climate Change, Sustainability and Environmental Implications

- 8.1. There are no climate change issues in relation to the content of this report.
- 8.2. There are no sustainability issues in relation to the content of this report.
- 8.3. There are no environmental implications in relation to the content of this report.

9. Other Implications

- 9.1. The proposals contained in this report will contribute to the mitigation of a number of risks within the Social Work Resources Risk Register, notably:
- lack of capacity and skills to provide and meet increased service demands (very high)
 - the Council fails to meet statutory and legislative duties in respect of public protection. (very high)
 - the Council does not fully deliver the strategic outcomes of the IJB as outlined in their Strategic Commissioning Plan (very high)
- 9.2. There are no other risks in relation to the content of this report.

Soumen Sengupta
Director, Health and Social Care

Paul Manning
Executive Director (Finance and Corporate Resources)

29 July 2022

Link(s) to Council Values/Priorities/Outcomes

- ◆ Focused on people and their needs
- ◆ Ambitious, self-aware and improving
- ◆ We will work to put people first and reduce inequality
- ◆ We will work to recover, progress and improve
- ◆ Caring, connected, sustainable communities
- ◆ People live the healthiest lives possible

Previous References

◆ none

List of Background Papers

◆ None

Contact for Further Information

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