

# SOCIAL WORK RESOURCES COMMITTEE

Minutes of meeting held in Committee Room 1, Council Offices, Almada Street, Hamilton on 28 November 2018

## Chair:

Councillor John Bradley

## Councillors Present:

Councillor Alex Allison (*substitute for Councillor Richard Nelson*), Councillor Jackie Burns, Councillor Janine Calikes, Councillor Graeme Campbell, Councillor Andy Carmichael, Councillor Maureen Chalmers (Depute), Councillor Margaret Cowie, Councillor Mary Donnelly, Councillor Fiona Dryburgh, Councillor Allan Falconer, Councillor Mark Horsham, Councillor Eileen Logan (*substitute for Councillor Bert Thomson*), Councillor Katy Loudon, Councillor Joe Lowe, Councillor Hugh Macdonald, Councillor Catherine McClymont, Councillor Colin McGavigan, Councillor Lynne Nailon, Councillor John Ross (ex officio), Councillor Margaret B Walker, Councillor Jared Wark, Councillor Josh Wilson (*substitute for Councillor Archie Buchanan*)

## Councillors' Apologies:

Councillor Robert Brown, Councillor Archie Buchanan, Councillor Jim McGuigan, Councillor Richard Nelson, Councillor Bert Thomson, Councillor David Watson

## Attending:

### Finance and Corporate Resources

C Fergusson, Head of Finance (Transactions); 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); M Hayward, Head of Health and Social Care (Rutherglen/Cambuslang and East Kilbride); M Kane, Planning and Performance Manager; P McCormack, Service Development Manager; L Purdie, Head of Children and Justice Services

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## 1 Declaration of Interests

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No interests were declared.

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## 2 Minutes of Previous Meeting

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The minutes of the meeting of the Social Work Resources Committee held on 19 September 2018 were submitted for approval as a correct record.

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

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## 3 Social Work Resources – Revenue Budget Monitoring 2018/2019

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A joint report dated 22 October 2018 by the Executive Director (Finance and Corporate Resources) and Director, Health and Social Care was submitted comparing actual expenditure at 12 October 2018 against budgeted expenditure for 2018/2019 for Social Work Resources, together with a forecast for the year to 31 March 2019.

As at 12 October 2018, there was an overspend of £0.599 million on Social Work Resources' revenue budget, with a forecast of a potential overspend of £1.000 million at 31 March 2019. The overspend was due to pressures within Children and Family Services as a result of residential school/external placements and fostering placements. In addition, the Adult and Older People Services' budget was experiencing pressures in respect of Direct Payments.

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 £0.599 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 19 September 2018 (Paragraph 3)]*

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#### **4 Social Work Resources – Capital Budget Monitoring 2018/2019**

A joint report dated 31 October 2018 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 12 October 2018.

**The Committee decided:** that the report be noted.

*[Reference: Minutes of 19 September 2018 (Paragraph 4)]*

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#### **5 Social Work Resources – Workforce Monitoring – August and September 2018**

A joint report dated 23 October 2018 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 August and September 2018:-

- ♦ attendance statistics
- ♦ occupational health statistics
- ♦ accident/incident statistics
- ♦ disciplinary hearings, grievances and Dignity at Work cases
- ♦ analysis of leavers

**The Committee decided:** that the report be noted.

*[Reference: Minutes of 19 September 2018 (Paragraph 5)]*

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#### **6 Investing to Modernise – Phase 2, Clydesdale**

A report dated 8 November 2018 by the Director, Health and Social Care was submitted on the proposed investment to modernise South Lanarkshire Council care facilities.

The need to review the existing residential care home configuration within South Lanarkshire had previously been highlighted and £18 million had been identified to re-provide alternative facilities. At its meeting on 20 June 2018, the Committee had approved the implementation of Phase 1 of the re-provision within the Hamilton/Blantyre locality.

The new model would provide a range of alternative supports which would include traditional residential care home beds, transitional care (intermediate care) beds, access to special housing, technology enabled houses, telehealth/telecare demonstration capability and a base for community outreach support including third sector and carers' information points. New facilities would also be increasingly integrated, with wider community supports.

McClymont House, Lanark was ageing in layout, condition and space standards and, whilst the quality of care provided continued to be of a very high standard, the environment made this challenging and impacted on the Council's ability to deliver the quality and variability of care required now and in the future. The existing model of care had been relatively unchanged for the last 20 years, however, in that time, community based health and social care services had been extended and more people with significant health and social care needs were able to be supported in their own homes.

Taking the above into consideration, discussions had been held with community groups and elected members to consider what alternative range of care options would be most appropriate for the Clydesdale area. The discussions had identified Lanark as the preferred locality for the main 'hub' for a facility which offered 24 hour care with supported beds. This would be linked to a range of care units in other towns in Clydesdale to support local provision of extended care arrangements beyond that routinely available in a person's own home. It was recognised that this 'hub and spoke' approach would be the model best suited to provide the most accessible level of care in the Clydesdale area, recognising challenges with transport and local access. Appendix 1 provided an outline of how this model might be configured.

Information was provided on the services that the re-provided McClymont House would offer. The existing McClymont House would not allow for a 'tandem build', therefore, further consultation would be undertaken with local groups, staff, residents and relatives to agree the most appropriate location of the new facility, as well as the best locations of the 'spokes' in local towns.

A report specifying the actual configuration of services, following consultation, would be submitted to a future meeting of the Committee for consideration.

A report would also be submitted to a future meeting of the Committee to consider similar opportunities for the provision of care and support relating to Larkhall/Stonehouse, East Kilbride and Rutherglen/Cambuslang.

Councillor Bradley, seconded by Councillor Chalmers, moved that the recommendations contained in the report be approved. Councillor Falconer, seconded by Councillor Carmichael, moved as an amendment that consideration of the report be continued until after the meeting of the South Lanarkshire Integration Joint Board on Tuesday 4 December 2018.

On a vote being taken by a show of hands, 7 members voted for the amendment and 14 for the motion which was declared carried.

**The Committee decided:**

- (1) that Lanark be the location for the 'hub' for the modernisation of care facilities within Clydesdale;
- (2) that the consultation, to date, and proposed future consultation proposals be noted; and

- (3) that a report specifying the actual configuration of services, following further consultation, be submitted to a future meeting of the Committee.

*[Reference: Minutes of 20 June 2018 (Paragraph 4)]*

*Councillor Wilson left the meeting after this item of business*

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## **7 Whole System Approach – Social Work Resources’ Funding Update and Establishment Changes**

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A joint report dated 26 October 2018 by the Director, Health and Social Care and Executive Director (Finance and Corporate Resources) was submitted on:-

- ◆ Scottish Government funding of £25,000 for a 2-year period to support the re-invigoration and extension of the Whole System Approach to offending by young people
- ◆ the requirement to increase the management capacity across the Unpaid Work Service
- ◆ establishment changes required to support the increasing demands on the SWiSplus system and associated practice developments

The Scottish Government had identified new funding of £25,000 to be disbursed to local authorities for 2018/2019 and 2019/2020 to support the re-invigoration and extension of the Whole System Approach to offending by young people. Following the successes achieved since the inception of the Whole System Approach in 2011, recent indications were that children were again being drawn into formal systems such as the Scottish Children’s Reporter Administration where it was unnecessary.

The Council had recently developed a Whole System Approach Youth Justice Strategy and Action Plan 2017 to 2030 specifically for children and young people involved in, or at risk of becoming involved in, offending.

The introduction of new legislation relating to the presumption against short-term custodial sentences would result in an increase in referrals to the Unpaid Work Service. There had also been an increase in the requirement for management capacity as a result of the extension to a 7 day service and the frequency of use of the Service.

The Service was currently auditing the 4 locality case files which had identified some practice improvement recommendations. The Care Inspectorate had also commenced a national programme of justice inspections.

The legislative framework for the provision of social work services was complex and ever changing and required Social Work Resources to manage and change service delivery in line with new requirements. SWiSplus was the primary information system used by Social Work Resources which recorded data relating to service users, worker involvement, care planning and service provision activity. The SWiSplus system also aimed to support appropriate information sharing within the South Lanarkshire Health and Social Care Partnership and partner agencies, with a key focus on providing better co-ordinated intervention and speedier services to those who needed them.

The following establishment changes were proposed to meet the needs of the services, as outlined above:-

- ◆ establishment of a temporary 0.5 FTE post of Team Leader within the Unpaid Work Service for a period of 2 years on Grade 3, Level 8, SCP 77-80 (£36,881 to £38,615)
- ◆ establishment of a temporary 0.5 FTE post of Whole System Approach Co-ordinator for a period of 2 years on Grade 4, Level 2, SCP 80-83 (£38,614 to £40,385)

- ◆ 1 FTE post of Team Leader (SWiSplus) on Grade 3, Level 8, SCP 77-80 (£36,881 to £38,615) to be made permanent

The cost of the above staffing proposals would be met from the Scottish Government Grant Fund, the Section 27 Grant and an existing allocation from the Social Work Resources' budget, respectively.

**The Committee decided:** that the staffing proposals, as detailed in the report, be approved.

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## 8 Prioritisation Framework

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A report dated 6 November 2018 by the Director, Health and Social Care was submitted on the requirement to update the Prioritisation Framework for Social Work Resources.

In 2009, the Scottish Government and the Convention of Scottish Local Authorities (COSLA) issued guidance under Section 5(1) of the Social Work (Scotland) Act 1968 which required local authorities to adopt a common standard eligibility framework for older people. The Guidance was intended to 'focus first on supporting those people who were in most urgent need' and target finite resources to ensure that the most urgent needs were met in a timely manner. Although the guidance focused on older people, there was scope to apply the guidance to all adults.

Information was provided on demographic changes, constrained resources and the introduction of legislation to extend free personal care to under 65s, which required the Council to consider how it would meet future demand.

A self-evaluation, undertaken as part of the Care Inspectorate's inspection of Self-directed Support arrangements, had raised questions about the practical application of the Council's eligibility criteria. The Council had endeavoured to support people at all levels of the National Eligibility Criteria where there were resources to do so. This resulted in people with low/moderate needs being provided with budgets similar to those with substantial/critical needs, which was not sustainable, therefore, there was a need for greater clarity on the threshold point at which a personal budget would be generated.

The Carers (Scotland) Act 2016 also placed a duty on local authorities to set local eligibility criteria and an eligibility threshold where they must provide services to carers.

The Scottish Government had issued guidance to support local authorities in setting local eligibility criteria, as detailed in the report. The Carers Act also directed local authorities to consult with carers to determine the eligibility framework and threshold parameters. The results of the consultation were outlined in the report.

It was, therefore, proposed that the Council adopt the amended version of the Scottish Government's Eligibility Framework and set the threshold where services must be delivered at the 'substantial' impact level. It was further proposed that similar criteria be applied to the provision of equipment and adaptations.

It was highlighted that service users with low/moderate needs would continue to benefit from support from the Health and Social Care Partnership and its partners. It was also recognised that those proposals could impact on existing service users who received services for low/moderate needs and, to take account of this, any revised arrangements would be applicable to new assessments and future care reviews to phase in the changes and dovetail the changed priorities with the Self-directed Support process.

**The Committee decided:**

(1) that it be endorsed that:-

- ♦ the threshold point at which services must be delivered for all adults would be at the National Guidance's "Substantial" level of need
- ♦ similarly, a modified version of the Scottish Government's Eligibility Framework for Carers be adopted and the threshold point at which services must be delivered be set at the "Substantial" level of need
- ♦ the provision of aids, equipment and adaptations be prioritised to those people assessed as being a medium to high risk
- ♦ the upper benchmark value of a personal Self-directed Support budget be the equivalent of the cost of a residential placement for that cohort of service user, taking account of the exceptions noted in the report

(2) that it be noted that the recommendation detailed above would be submitted to the South Lanarkshire Integration Joint Board for approval.

*[Reference: Minutes of 17 February 2010 (Paragraph 8)]*

*Councillor McGavigan left the meeting during this item of business*

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## **9 South Lanarkshire Health and Social Care Partnership – Major Incident Preparedness and Resilience**

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A report dated 9 November 2018 by the Director, Health and Social Care was submitted on a review of the South Lanarkshire Health and Social Care Partnership's service resilience, including business continuity and preparedness for major incidents.

There had been a number of high profile major incidents with mass casualties and fatalities in the UK and abroad over the last 3 years which had highlighted the importance of organisational emergency preparedness and resilience.

The Scottish Government and the Scottish Trauma Network were currently leading work to develop a national plan for NHS Boards and Health and Social Care Partnerships on responding to major incidents with mass casualties in Scotland. At a local level, the South Lanarkshire Health and Social Care Partnership was working closely with corporate bodies, NHS Lanarkshire and the Council to ensure an appropriate level of preparedness for a range of adverse events, including winter planning and pandemic flu.

**The Committee decided:** that the review of the South Lanarkshire Health and Social Care Partnership's service resilience and major incident preparedness be noted.

*Councillor McGavigan re-entered the meeting during this item of business*

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## **10 Development of Strategic Commissioning Plan 2019 to 2022**

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A report dated 2 November 2018 by the Director, Health and Social Care was submitted on the planned work to develop the next 3-year Strategic Commissioning Plan (SCP) 2019 to 2022.

As part of finalising the Regulations and Orders to support 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' within local partnerships.

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

Information was provided on:-

- ♦ the progress of the current SCP which was in its final year and had developed in line with the project plan
- ♦ stakeholder engagement, which was one of the cornerstones in developing the SCP, and undertaken in accordance with the IJB Participation and Engagement Strategy and National Standards for Community Engagement
- ♦ new policy requirements that impacted on Health and Social Care Services and required to be referenced in the SCP

**The Committee decided:** that the progress, to date, and planned work to develop the Strategic Commissioning Plan 2019 to 2022 be noted.

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## **11 Chief Social Work Officer Annual Report 2017/2018**

A report dated 16 October 2018 by the Director, Health and Social Care was submitted on the Chief Social Work Officer's Annual Report 2017/2018.

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 which was attached as an appendix to the report.

**The Committee decided:** that the Chief Social Work Officer's Annual Report 2017/2018, attached as an appendix to the report, be noted.

*Councillor Burns left the meeting during this item of business*

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## **12 Notification of Contracts Awarded**

A report dated 15 November 2018 by the Director, Health and Social Care was submitted on contracts awarded by Social Work Resources in the period 1 April to 30 September 2018.

In terms of Standing Order No 21.8 of the Standing Orders on Contracts, Resources were required to notify the relevant Committee of contracts awarded. Details of the contracts awarded by Social Work Resources were provided in the appendix to the report.

**The Committee decided:** that the report be noted.

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### 13 Urgent Business

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There were no items of urgent business.

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### 14 Exclusion of Press and Public

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**The Committee decided:** that, in terms of Section 50A(4) of the Local Government (Scotland) Act 1973, the press and public be excluded from the meeting for the following item(s) of business on the grounds that it was likely that there would be disclosure of exempt information in terms of Paragraph(s) 5 and 14 of Part I of Schedule 7A of the Act.

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### 15 Scottish Historical Child Abuse Inquiry

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A report dated 7 November 2018 by the Director, Health and Social Care was submitted to advise of the:-

- ◆ ongoing work of the Internal Working Group established to progress work streams generated by the Scottish Child Abuse Inquiry
- ◆ Council's response to Section 21 Notices issued by the Inquiry

Further updates would be provided to this Committee as appropriate.

**The Committee decided:** that the report be noted.

*[Reference: Minutes of 15 November 2017 (Paragraph 15)]*

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### 16 Mr X v South Lanarkshire Council

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A joint report dated 31 October 2018 by the Director, Health and Social Care and Executive Director (Finance and Corporate Resources) was submitted advising of action taken, in terms of Standing Order No 36(c), because of the timescales involved, by the Head of Administration and Legal Services, in consultation with the Chair and an ex officio member, to issue a written apology on behalf of the Council to Mr X.

The letter of apology was part of a compensation settlement to Mr X, who had suffered abuse while a resident of a school in the 1970s which had been within the jurisdiction of one of the Council's predecessor authorities.

**The Committee decided:** that the action taken, in terms of Standing Order No 36(c), by the Head of Administration and Legal Services, in consultation with the Chair and an ex officio member, to issue a written apology on behalf of the Council to Mr X, be noted.