

# Report

Report to:	<b>Social Work Resources Committee</b>
Date of Meeting:	<b>8 May 2019</b>
Report by:	<b>Director, Health and Social Care</b>

Subject:	<b>Recruitment to Integrated Posts Structure for Health and Social Care Partnership</b>
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## 1. Purpose of Report

1.1. The purpose of the report is to:-

- ◆ update the Committee on the developments of the Health and Social Care Partnership in relation to integrated posts
- ◆ reaffirm the Partnership commitment to progressing integrated services including integrated posts and integrated teams across the Health and Social Care Partnership
- ◆ reaffirm the management roles within an Integrated Structure that are reserved in legislation by a professionally qualified Social Worker

## 2. Recommendation(s)

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

- (1) to note that the recruitment of all Health and Social Care posts that will be part of integrated teams are advertised across the Partnership for both Council employed staff as well as health staff. This will be in line with professional governance arrangements to meet the statutory requirements of NHS Lanarkshire and South Lanarkshire Council;
- (2) to note that the Chief Officer/Director of Health and Social Care has delegated responsibility to determine posts reserved for professional governance arrangements that require a registered health or registered Social Worker; and
- (3) that the commitment of the Health and Social Care Partnership to progress with integration across services is noted.

## 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. South Lanarkshire Council (SLC) and NHS Lanarkshire have included all Adult and Older People's Services, this includes services relating to mental health, learning disability and substance misuse.

- 3.2. The Integrated Joint Board (IJB) approved the establishment of a Senior Management Team in April 2016. The Board also approved the establishment of the Nursing and Medical Structures in June 2016. In December 2016, the Executive Committee approved the creation and commitment to integrated Locality Manager Posts as part of the locality developments for integrated services. Furthermore, in February 2018, the Social Work Resources Committee approved the creation of an integrated post for the CARES Addiction Service and subsequent integrated structure of this service.
- 3.3. All of the above have been progressed as part of the developments to move to integrated structures and practice in keeping with the Public Bodies (Joint Working) (Scotland) Act 2014. As a partnership, working relationships have progressed and continue to progress with good working relationships across services and opportunities to develop being explored.
- 3.4. It is recognised that integration is an opportunity to improve communication, engagement and outcomes for service users. The principle in moving to a fully integrated model should take into account minimising risk in the delivery of front line services whilst having a clear timeframe for those services that can be integrated.
- 3.5. Recruitment to the four Health and Social Care Locality Managers took place in 2017. The remit of these posts include direct line management responsibility of all staff within a locality for both health and council staff. These posts were filled based on employees across health and the Council in existing posts. Through existing HR processes across health and Council, this resulted in staff being matched into posts.
- 3.6. There is now a requirement to ensure that the development of integrated posts is supported across the Partnership and all such posts, with the exception of those protected under legislation, are open to all health and Council staff going forward. As such, they should be advertised and open to all to apply.
- 3.7. Within health, there are a number of registered disciplines regulated by professional bodies inclusive of Nursing, Allied Health Professionals and Medics. Professional lines of accountability are established through the Medical Director, Nurse Director and Allied Health Professional Director. These arrangements are currently in place and well established.
- 3.8. In order to satisfy the statutory arrangements for the local authority, the Chief Social Work Officer (CSWO), Children and Justice Services will continue to report to the Chief Executive and elected members for the local authority. This will provide assurance to the local authority that statutory requirements are delegated to a minimum management level of Service Manager and above by a Scottish Social Services Council (SSSC) registered Social Worker for those roles reserved in legislation by a professionally qualified Social Worker.
- 3.9. In order to progress integration, the Partnership is now at a stage where services that are in scope can now start to move to more integrated arrangements. As a result, it is now being recommended that posts that are identified in management positions that work across the Partnership are advertised for both health and Council staff with the exception of professionally registered services or functions.

#### **4. Governance Arrangements.**

- 4.1. A Support, Care and Clinical Governance Group has been established since 2017 to support the delivery of safe effective and person centred services in the delivery of Health and Social Care. The CSWO is a member of this group as well as relevant health managers across the Partnership.
- 4.2. As well as the Support, Care and Clinical Governance Group, in order to give assurance to the local authority, a Social Work Governance Group was established in 2017 made up of social work professional leads across the service to ensure governance of statutory social work requirements as well as quality assurance and practice issues for social work services. Managers within integrated services will also report to this group to ensure governance.
- 4.3. Both of the above governance groups give an assurance that both health and Council statutory requirements are being met, managed and escalated as appropriate through formal channels.

#### **5. Employee Implications**

- 5.1. There are no employee implications in relation to this report and HR processes for both health and Council will still apply. There is no change to the staff terms and conditions for employees or managers within each organisation. The change that will take place in progressing integration will be that both HR services will now, as directed by the Chief Officer/Director of Health and Social Care, advertise where relevant integrated management posts across organisations to reflect each partnerships terms and conditions.
- 5.2. Where there are changes to the role and function of posts as a result of developments within services then the associated Job Evaluation Schemes for each organisation will be applied as per normal procedures.

#### **6. Financial Implications**

- 6.1. There are no financial implications associated with this report and any developments to integrated posts will all be within the allocated budgets across the Partnership.

#### **7. Other Implications**

- 7.1. There are no additional risk implications associated with this report.
- 7.2. There are no sustainability development issues associated with this report.
- 7.2. There are no other issues associated with this report

#### **8. Equality Impact Assessment and Consultation Arrangements**

- 8.1. This report does not introduce a new policy function or strategy, nor does it recommend a change to existing policy, function or strategy, therefore, no impact assessment is required.
- 8.2. Consultation has taken place with senior managers of the Extended Health and Care Management Team. Views have been sought from teams in relation to the proposed management arrangements. The views of the CSWO have been sought and agreed in relation to the statutory requirements reserved in relation to local authority responsibilities. The Trade Unions have been advised of the proposals.

**Val de Souza**  
**Director, Health and Social Care**

18 April 2019

**Link(s) to Council Values/Ambitions/Objectives**

- ◆ Focused on people and their needs
- ◆ Working with and respecting others
- ◆ Accountable effective, efficient and transparent
- ◆ Ambitious, self-aware and improving
- ◆ Fair, open and sustainable
- ◆ Excellent employer
- ◆ Improve later life
- ◆ Protect vulnerable children, young people and adults
- ◆ Deliver better health and social care outcomes for all
- ◆ Support our communities by tackling disadvantage and deprivation and supporting aspiration

**Previous References**

- ◆ Executive Committee of 14 December 2016
- ◆ Social Work Resources Committee of 7 February 2018

**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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