

SOCIAL WORK RESOURCES COMMITTEE

Minutes of meeting held via Confero and in Committee Room 1, Council Offices, Almada Street, Hamilton on 3 May 2023

Chair:

Councillor Margaret B Walker

Councillors Present:

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

Councillors' Apologies:

Councillor John Bradley, Councillor Joe Fagan, Councillor Elise Frame, Councillor Celine Handibode, Councillor Richard Nelson

Attending:

Finance and Corporate Resources

G Booth, Finance Manager (Resources); E McPake, HR Business Manager; A Norris, Administration Assistant; L O'Hagan, Finance Manager (Strategy); T Slater, Administration Adviser; M M Wilson, Legal Services Manager

Health and Social Care/Social Work Resources

S Sengupta, Director; I Beattie, Head of Health and Social Care (Hamilton and Clydesdale); C Cunningham, Head of Commissioning and Performance; L Purdie, Head of Children and Justice Services

Chair's Opening Remarks

The Chair congratulated the Director, Health and Social Care, Soumen Sengupta, who had been appointed Honorary Professor of Strategy and Public Health at Glasgow Caledonian University.

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 15 February 2023 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 28 March 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 2022 to 24 February 2023 against budgeted expenditure for 2022/2023 for Social Work Resources.

As at 24 February 2023, there was a breakeven position after proposed transfers to reserves. 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 had arisen from an unplanned underspend within Adult and Older People Services. There were also underspends within Performance and Support Services and Justice Services which had been offset by an overspend in Children and Family Services, giving an overall breakeven position. The Resource position was outlined in Appendix A to the report, with detailed variance explanations 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.

Officers responded to members' questions in relation to recruitment issues, pressures on the current workforce and timescales for the Care Academy.

The Committee decided:

- (1) that the breakeven position as at 24 February 2023 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 15 February 2023 (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 12 April 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 24 February 2023.

The capital programme for Social Work Resources for 2022/2023 was £3.903 million. Anticipated spend to date was £3.788 million and spend to 24 February 2023 amounted to £4.084 million. This represented a position of £0.296 million ahead of profile and mainly reflected the timing of payments on the Community Alarm and SWiSplus Replacement projects.

Work had been ongoing to monitor the predicted spend position for this financial year, with current estimates suggesting an outturn of £4.3 million and an overspend of £0.400 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:

- (1) that the Social Work Resources' capital programme of £3.903 million, and expenditure to date of £4.084 million, be noted; and
- (2) that the projected outturn of £4.3 million be noted.

[Reference: Minutes of 15 February 2023 (Paragraph 4)]

5 Social Work Resources – Workforce Monitoring – December 2022 to February 2023

A joint report dated 30 March 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 December 2022 to February 2023:-

- ◆ 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 December 2022

The Committee decided: that the report be noted.

[Reference: Minutes of 15 February 2023 (Paragraph 5)]

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

A report dated 17 April 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 15 February 2023, 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)
- ◆ winter 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 Committee decided: that the contents of the report be noted.

[Reference: Minutes of 15 February 2023 (Paragraph 7)]

7 Social Work Resource Plan 2023/2024

A report dated 17 April 2023 by the Director, Health and Social Care was submitted on the Social Work Resource Plan for 2023/2024.

Details were provided on the Resource Plan for 2023/2024, attached as Appendix 1 to the report, which outlined the:-

- ◆ key areas of focus for the year ahead
- ◆ Resource outcomes
- ◆ measures and actions
- ◆ resourcing of the Plan

The Resource had established a number of outcomes to support the delivery of the Council Plan, Connect, in 2023/2024. To support those outcomes, the Resource had developed performance measures in an action plan detailed in Section 4 of the Resource Plan. Key or strategic measures would be included in the Council Plan progress reports 2023/2024, with the remaining measures being monitored and reported at Resource level.

Following approval at each individual Resource Committee, the Resource Plans for 2023/2024 would be submitted, as a pack, to the meeting of the Executive Committee to be held on 21 June 2023 for noting.

In line with the Council's performance management arrangements, a mid-year progress report on actions identified in the 2023/2024 Social Work Resource Plan and an end of year report respectively would be submitted to future meetings of the Committee.

Once approved, the Resource Plan would be made available on the Council's website.

Officers responded to members' questions on measures in relation to statutory supervising targets and the Home First approach.

The Committee decided:

- (1) that the Resource Plan 2023/2024, attached as Appendix 1 to the report, be approved;
- (2) that the Resource Plan 2023/2024 be uploaded onto the Council's website;
- (3) that it be noted that, following Committee approval, all Resource Plans would be submitted to the Executive Committee on 21 June 2023 for noting; and
- (4) that it be noted that Progress Reports on the Resource Plan 2023/2024 would be submitted, at Quarter 2 and Quarter 4, to future meetings of this Committee.

8 Scheme for Curator ad Litem and Reporting Officers Panel - Jurisdiction of Glasgow Sheriff Court

A report dated 18 April 2023 by the Director, Health and Social Care was submitted requesting approval for the Scheme for Curator ad Litem and Reporting Officers Panel, attached as Appendix 1 to the report, to be confirmed for application in the jurisdiction of Glasgow Sheriff Court.

Under the Curator ad Litem and Reporting Officers (Panels) (Scotland) Regulations 2001, as amended, the local authority had a requirement to maintain a Panel of Curators ad Litem and Reporting Officers. The role of Curators ad Litem and Reporting Officers involved investigating the circumstances and providing a report to the court in respect of adoption or Permanence Order applications for children who could not remain with their birth families and who became accommodated by the local authority.

The Scheme had been approved for Hamilton and Lanark Sheriff Courts by this Committee at its meeting on 16 November 2022 and there was now a requirement to establish a panel for Glasgow Sheriff Court's jurisdiction within South Lanarkshire.

The Committee decided:

- (1) that the contents of the report be noted; and
- (2) that the Scheme for Curator ad Litem and Reporting Officers Panel for Glasgow Sheriff Court's jurisdiction within South Lanarkshire be approved.

[Reference: Minutes of 16 November 2022 (Paragraph 12)]

9 Winter Plan Debrief – 2022/2023

A report dated 20 April 2023 by the Director, Health and Social Care was submitted on the key learning from the Lanarkshire Winter Plan 2022/2023 debrief.

A report on Planning for Winter 2022/2023 was submitted to Committee at its meeting on 16 November 2023 and information was provided on the key areas of learning in relation to:-

- ◆ the multi-agency approach undertaken
- ◆ operation FLOW
- ◆ maximising the use of staff
- ◆ joint working with the Scottish Ambulance Service
- ◆ support from GPs over public holidays and weekends in January
- ◆ the vaccination programme
- ◆ the use of data

Performance information was provided demonstrating an improvement in site occupancy levels.

The Committee decided: that the key learning from the Lanarkshire Winter Plan 2022/2023 debrief be noted.

[Reference: Minutes of 16 November 2022 (Paragraph 7)]

10 Urgent Business

There were no items of urgent business.