

Report

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Report to:	Social Work Resources Committee
Date of Meeting:	15 November 2006
Report by:	Executive Director (Social Work Resources)

Subject:	Social Work Resource Plan 2006/2007 Mid Year Update
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1. Purpose of report

1.1. The purpose of the report is to:-

- ◆ Advise Social Work Resources Committee of interim progress towards targets contained within the Social Work Resources Resource Plan for 2006/2007

2. Recommendation(s)

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

- (1) that the interim report on the progress made to date against the programmes and projects contained within the Resource Plan be noted

3. Background

- 3.1. The Resource Plan sets out high level objectives and headline priorities to be managed and delivered by the Resource for the period 2006/07. It was approved by Social Work Committee at its meeting held on 3 May 2006.
- 3.2. The Plan directly supports the six key themes of Fourcast but also indicates links to Community Plan objectives.
- 3.3. The Resource Plan links with the priorities being set out at a national and local level as appropriate and provides the context for the development of services in South Lanarkshire.
- 3.4. Full copies of the Resource Plan and respective service/business plans can be made available to members.

4. Strategic objectives for Resource for 2003 - 2007

4.1. The Resource's strategic objectives in the current plan are:

- Develop further service integration to achieve improved outcomes in respect to the Joint Future agenda, Integrated Children's Services and Justice Services
- Formalise working arrangements with NHS Lanarkshire and NHS Greater Glasgow and Clyde with the establishment of Community Health Partnerships
- Implement the Joint Health Improvement Action Plan and Local Health Plan across the Council
- Implement the action plan for additional support needs subgroup in response to the Additional Support for Learning (Scotland) Act 2004

- Progress capital programme commitments of new build and refurbishment of Social Work facilities
- Recruitment, training and registration of the workforce to respond to the Regulation of Care Act
- Agree joint investment, training and implementation plans to implement the Mental Health (Care and Treatment) (Scotland) Act
- Contribute to the Council's Best Value and Community Planning audit

5. Major achievements and progress against headline priorities

5.1. Significant progress has been made in terms of the above strategic objectives and particular achievements include:

- Joint Future Mental Health Implementation and Physical Disability Implementation Groups have each agreed a set of Local Improvement Targets that will be reported to the Scottish Executive
- Council membership on and working arrangements with South Lanarkshire Community Health Partnership agreed
- Integrated Mental Health Teams have been developed through discussions with South Lanarkshire Community Health Partnership
- Lanarkshire grouping for criminal justice social work services supported the development of the Lanarkshire Community Justice Authority and led on the development of its first Area Plan 2007-2008
- Newly built children's houses for children and young people at Calder House and Church Street are scheduled to open in October/November 2006

5.2. Mid year progress against all Resource Plan headline priorities is detailed in Appendix 1 to this report. A further year end report on progress will be presented to Social Work Resources Committee at the end of the financial year.

6. Employee implications

6.1. There are no personnel implications arising from this report. The priorities and programmes within the Resource Plan support the employment development process, linking to the Performance Development and Review Scheme.

7. Financial implications

7.1. The headline programmes/priority projects are reflected in both the Resources revenue and capital budget programmes for 2006/07.

7.2. Resource Plan objectives and more detailed service plans inform financial planning process within the Resource. There are however no specific financial implications arising from this particular report.

7.3. Account has been taken of the need to ensure a robust response to Risk Management and Control. The risks associated with the activities of the Resource have been identified and evaluated. Those risks, which require mitigation, are noted in the Resource Risk Control Plan.

8. Other implications

8.1. None

9. Consultation

9.1. The Council's Resource planning process is informed by consultation and where appropriate more detailed consultation is carried out in relation to specific priorities.

Harry Stevenson
Executive Director (Social Work Resources)

6 October 2006

Link(s) to Council Objectives

- Creating Successful Communities
- Learning in the Community
- Living in the Community
- Supporting our Communities
- Modernising Services
- Resource Management

Previous References

- Report to Social Work Committee dated 3 May 2006.

List of Background Papers

- Social Work Resources Resource Plan 2006 - 2007

Contact for Further Information

If you would like to inspect the background papers or want further information, please contact:-

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APPENDIX 1**Social Work Resources Plan – 6 Monthly Progress Headline Priorities 2005 – 2008**

Theme	Headline Priority	Progress
Creating Successful Communities	<ul style="list-style-type: none">Continue to implement health priorities of the Joint Health Improvement Plan (JHIP) and Local Health Plan	<ul style="list-style-type: none">A 6 month audit on the JHIP action plan is currently taking place.Pilot underway within Chatelherault Primary School “Workout Smarter” focusing on obesity issues for primary aged children.Healthy Weaning Initiative rolling out with further training taking place for health visitors within each CHP locality.Work ongoing with health partners to develop a Mental Health Improvement Strategy in order to take forward aspects of the National Programme to Improve Mental Health and Wellbeing.
	<ul style="list-style-type: none">Continue to work collaboratively with NHS Lanarkshire and NHS Greater Glasgow and Clyde Community Health Partnership as they establish	<ul style="list-style-type: none">South Lanarkshire CHP structural arrangements have been fully implemented including elected member and Social Work Resources representation on the CHP CommitteeThe Joint Future Management Group and locality planning meeting structures are currently being reviewed to take account of CHP arrangementsSouth Lanarkshire Public Partnership Forum and 4 local public partnership fora have been established with support from Social Work Resources.
	<ul style="list-style-type: none">Support the development and implementation of inclusive policies such as SLC Disability Equality Scheme, Equal Opportunities Policy and Race Equality Scheme to ensure services are appropriate to all citizens and staff.	<ul style="list-style-type: none">Social Work Resources have contributed to the development of the Council’s Disability Equality Scheme 2006/09. The SW Equalities Group are working toward the key actions and timescales contained in both the Race and Disability Equality Schemes, including impact assessment.A core brief has been developed for staff to improve the ethnic monitoring of people who use our service. Management information reports on ethnicity recording have been developed and revised reporting arrangements within the Resource agreed.

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Learning in the Community	<ul style="list-style-type: none"> Train relevant staff including Youth Justice and Children and Families on National Standards for Children's Hearings to enable staff to work towards meeting the standards. 	<ul style="list-style-type: none"> Seven training events took place in 2006. 104 staff attended the events. This included representation from the Children's Panel, Education, Social Work, Scottish Children's Reporter Administration (SCRA), Youth Learning, Housing, NHS and Police. Follow up multi-agency training sessions are planned for the winter 2006/07.
	<ul style="list-style-type: none"> Agree and implement the plan to meet residential Older People Scottish Social Services Council (SSSC) registration requirements 	<ul style="list-style-type: none"> All Diploma in Social Work (DipSW) qualified staff and Older People's Unit Managers have now been registered Work is ongoing to meet the requirements and phase two of the SSSC registration process.
	<ul style="list-style-type: none"> Design and implement a strategy to meet Post Registration Training and Learning requirements (PRTL) 	<ul style="list-style-type: none"> Regular PRTL events are now provided including ½ day and lunch time sessions and a calendar of PRTL events is available on the intranet Registered workers have been encouraged to undertake research activity to meet part of their PRTL requirement. Resource Research Forum launched in June 2006 by Executive Director and Dr Colin Brown, Lancaster University Separate PRTL arrangements for newly qualified workers to meet the SSSC recommendations are being designed and will be in place by January 2007
Living in the Community	<ul style="list-style-type: none"> Planning for short breaks / respite centre in Clydesdale to be concluded 	<ul style="list-style-type: none"> Visits are planned to view a range of possible sites for the new build in Clydesdale.
	<ul style="list-style-type: none"> Conclude the re-provisioning programme of hostel services for adults with a learning disability by closing Laburnum 	<ul style="list-style-type: none"> Re-provisioning programme due to conclude in March 2007 with the closure of Laburnum Hostel. Housing solutions and care and support services have been identified for those remaining individuals.
	<ul style="list-style-type: none"> Continue implementation of the re-provisioning programme for day centres. 	<ul style="list-style-type: none"> A new integrated facility at Dale centre is on target to be completed in March 2007. It is expected to be operational by June 2007. Work is ongoing on the replacement for Auchentibber Centre. The design of the

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		facility has been completed and is now out for tender. The site has been cleared and the building work will start by December 2006. It is anticipated the new centre will be completed by Spring 2008.
Supporting Our Communities	<ul style="list-style-type: none"> Based on developments within Scottish Accreditation Plan for programmed work with offenders, consider the capacity for the implementation of potential criminal justice programmes notably those in respect of domestic abuse, general offending and for women offenders 	<ul style="list-style-type: none"> Domestic Abuse Programme, Change, has been revised and is in the process of accreditation. The current programme will run until February 2007 when it is expected the revised programme would have received its accreditation. A joint bid with North Lanarkshire Council to deliver Constructs programme on general offending has been revised following feedback from the Scottish Executive Discussions are taking place with the Scottish Prison Services (SPS) on the feasibility, including the contractual arrangements required, for delivering prison based accredited programmes for women offenders in the community.
	<ul style="list-style-type: none"> Produce a revised Carers Strategy jointly with health, carers and carer organisations 	<ul style="list-style-type: none"> Presentation on the revised Carers Strategy to Resource Management Team (RMT), Corporate Management Team (CMT) and Social Work Committee have taken place Revised Carers Strategy for South Lanarkshire is in the final stage of production and will be distributed to all partners by the end of November 2006.
	<ul style="list-style-type: none"> Complete review and further develop the Integrated Family Support Strategy 	<ul style="list-style-type: none"> A review of the Integrated Family Support Strategy was completed August 2006. The review confirmed that the strategy provides crucial early intervention services to vulnerable families. Future service development areas have been identified including:- <ul style="list-style-type: none"> Develop an information sharing protocol for non Social Work staff (March 2007) Developing consistent management arrangements Priority setting across the four localities
	<ul style="list-style-type: none"> Completion of the rollout of Child Protection Alert Messaging. 	<ul style="list-style-type: none"> Child Protection Alert messaging is available to all Social Work SWIS users The Child Protection Alert messaging system has been piloted in the East Kilbride area with health, housing, police partners and SCRA. The system is scheduled to be rolled out by March 2007 in line with the development of the Integrated Assessment Framework.

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	<ul style="list-style-type: none"> Develop day service for ethnic minority communities in Rutherglen / Cambuslang 	<ul style="list-style-type: none"> An integrated day care service is operating in the Rutherglen/Cambuslang area for black and minority ethnic communities. This has been a significant service development as it is the first such integrated day care service in South Lanarkshire.
Modernising Services	<ul style="list-style-type: none"> Implementation of SWIA action plan following pilot inspection 	<ul style="list-style-type: none"> 379 Social Work staff attended workshops led by the Executive Director on the outcome of the SWIA Inspection and Changing Lives. Follow up workshops are being organised in November/December 2006 and five Changing Lives workstream groups have been established to consider and respond to the national groups.
	<ul style="list-style-type: none"> Consider the issues raised from the Inspection of Justice Services and the actions needed to develop Probation, Community Service and Throughcare 	<ul style="list-style-type: none"> An action plan is in place that has been approved by Social Work Resources Committee and Social Work Inspection Agency (SWIA) and will be subject to an annual inspection review.
	<ul style="list-style-type: none"> Implement a joint quality assurance model for Justice Services that takes account and builds on respective arrangements within South and North Lanarkshire Social Work Services and considers developments of IT systems 	<ul style="list-style-type: none"> The Joint Justice Planning Forum is progressing work to review the joint quality assurance model to include areas identified by SWIA and to link to each of the Council's Quality Improvement Framework by October 2006. A guidance note on the use of risk assessments has been produced and team briefings for Justice Social Work staff took place in September 2006. Level of Service Inventory of Risk (LSI-R) and case management training was arranged on 15 August and 8 October, with approximately 25 justice staff from South and North Lanarkshire attending.
	<ul style="list-style-type: none"> Establish Joint Future Action Plan for physical disability and sensory impairment 	<ul style="list-style-type: none"> Workshop with health partners was held in September 2006 to develop an action plan, and partners are now working towards the agreed actions and timescales.
	<ul style="list-style-type: none"> Commence Switch Partnership Project to redesign and promote integrated 	<ul style="list-style-type: none"> The Switch Partnership Project commenced in April 2006. A preliminary mapping exercise on Occupational Therapy structures within Health and Social Work has been undertaken in preparation of developing an integrated service.

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	Occupational Therapy services	
	<ul style="list-style-type: none"> Implement the key actions of the Integrated Children's Services Plan 2005 – 2008 	<ul style="list-style-type: none"> The first Annual Review of the plan has now been completed as a draft and will be presented to RMT and CMT in November 2006 for approval. This annual update indicates progress for 2005/06 and future priorities for 2006/07. Some key achievements to note were:- <ul style="list-style-type: none"> Revision of payment scheme for foster carers, which has resulted in 10 additional fosters carers being recruited A range of joint initiatives with health, education and voluntary sector partners to improve the health and wellbeing of children and young people in residential care The production of information material in different formats
	<ul style="list-style-type: none"> Work with partners to further develop an integrated performance reporting framework with clear lines of accountability and delegation, in line with the Integrated Children's Services Plan 	<ul style="list-style-type: none"> An accountability framework for the delivery of all 150 planned actions within the Integrated Children's Services Plan has now been developed. This confirms the appropriate lead agency, support agency and named individual for each action Work is now underway to collect baseline information and agree targets for the 43 key performance indicators which partner agencies will use to monitor progress with the Integrated Children's Services Strategy
	<ul style="list-style-type: none"> Continue to implement the Scottish Executive Review Child Protection Action Plan with a particular focus on quality improvement through self – evaluation and joint audit of services across partner agencies 	<ul style="list-style-type: none"> Audit of cases of Children on the Child Protection Register and where there were child care concerns was completed in September 2006 as part of the ongoing internal audit process Work continues to take account of the recommendations of national inspection reports e.g. Colyn Evans and the Western Isles in the way services are delivered. A multi-disciplinary working group was established to consider the type of services required for children and young people who display problematic sexual behaviour. It was agreed the working group would report to the Youth Justice Steering group.
	<ul style="list-style-type: none"> Prepare for forthcoming Inspection for Child Protection. 	<ul style="list-style-type: none"> In conjunction with partner agencies, a full self – evaluation of child protection services is being undertaken and will be finalised by December 2006.

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	<ul style="list-style-type: none"> Contribute to the Council's Best Value and Community Planning Audit 	<ul style="list-style-type: none"> Social Work Resources have undertaken preparatory work and continue to contribute to Council preparatory activity in preparation for the forthcoming audit inspection in 2007.
	<ul style="list-style-type: none"> Implement electronic case recording within SWiS plus 	<ul style="list-style-type: none"> The case recording pilot at Hamilton Local Office will run until December 2006. To support the pilot, training and guidelines have been produced and distributed to all staff involved.
	<ul style="list-style-type: none"> Continue to develop the implementation of Health and Wellbeing Strategies including achieving the SHAW silver award for Social Work Resources 	<ul style="list-style-type: none"> Following on from Social Work Resource's success at the end of 2005 in achieving the COSLA bronze award for Health and Wellbeing and our Workforce the Resource continues to contribute to the SHAW silver award. A number of campaigns have been supported such as Breast Cancer Awareness Month. Work is ongoing to implement Health and Wellbeing Strategies to proactively support staff such as; complimentary therapy, flu injections and physical activity taster sessions.
Resource Management	<ul style="list-style-type: none"> Continue quality improvement programme across the Resource 	<ul style="list-style-type: none"> The quality improvement programme of activity is in its second annual cycle. Five Q.I seminars have been held, with a sixth planned for November concentrating on feedback of the performance report of case records. In Fieldwork Services a second self-evaluation of the quality of case recording has taken place, with reviews of improvement plans in place across fieldwork settings. The process has been introduced across in-house service provision in care home, home care and day care/support services through 3 quality improvement seminars for all managers of these services
	<ul style="list-style-type: none"> Undertake self evaluation of supervision and performance development plans (PDR) as part of rolling quality improvement programme 	<ul style="list-style-type: none"> Self-evaluation of PDR by client groups has been completed. Revised Supervision Strategy produced and rolled out to staff through the core brief process. A total of 73 managers attended 2 training events on self evaluation of case records and supervision/PDR. The first self evaluation on the quality of supervision/PDR will take place in

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		November/December 2006 across the Resource.