

Report

Report to:	Social Work Resource Committee
Date of Meeting:	15 February 2023
Report by:	Director, Health and Social Care Executive Director (Finance and Corporate Resources)

Subject:	Reinforcing Capacity - Social Work Planning and Performance and Community Justice Services
----------	---

1. Purpose of Report

1.1. The purpose of the report is to: -

- ◆ update the Committee on the additional funding allocated to Justice Services and the third sector from pandemic recovery monies for 2023-2027
- ◆ seek approval for the justice posts as detailed in section 7.1 to be added to the establishment on a permanent basis
- ◆ seek approval that the Peer Support Assistant posts are added to the establishment for a 2 year period, as detailed in section 7.2
- ◆ seek approval to extend the MAPPA level 1 administrator post for a further 2 years as detailed in section 7.2

2. Recommendation(s)

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

- (1) that the contents of the report are noted;
- (2) that the justice posts are added to the establishment on a permanent basis as detailed in section 7.1; and
- (3) approve the addition to the establishment of Peer Support Assistant posts and the MAPPA level 1 administrator post for a 2 year period, as detailed in section 7.2.

3. Background

3.1. South Lanarkshire Justice Social Work Services have received their indicative Section 27 grant funding award from the Scottish Government for 2023-2024.

3.1.1. In addition to this the Scottish Government on 4 July 2021 have informed that it is their intention to maintain the investment made in Scottish Justice Social Work (JSW) services in 2022-23, comprising the JSW baseline funding of £108 million, plus the additional £15m in covid-related funding. This relates nationally to all of Justice Social Work Services. Subject to future draft annual budgets being approved by the Scottish Parliament, the intention is for at least this level of funding to remain in place for these services for the remaining part of the Spending Review period (2023-24 to 2026-27).

- 3.1.2. In 2021 £742k was allocated to South Lanarkshire Justice Social Work to address the impact of the Covid 19 pandemic on Justice Services demand. Of this funding, £130k was required to be spent on the third sector. The monies assisted in addressing the backlog of Unpaid Work (UPW) hours and developing third sector contracts to enhance Bail Supervision, Diversion, UPW and Whole Systems Approach (WSA) team.
- 3.1.3. The following posts were created on a fixed term basis for 9 months to Justice Social Work until March 2022. These were then extended for 1 year until March 2023.
- ◆ Social Worker x 5
 - ◆ Social Work Assistant x 6
 - ◆ Senior Practitioner x 1
 - ◆ Placement Co-ordinator x 1
- 3.1.4. It is proposed that all the above posts are substantiated on a permanent basis to Justice Social Work Services. Financial costings are illustrated in section 7.

4. Peer Support Workers

- 4.1. At Committee on 17 March 2021 it was approved for 2 full-time Peer Support Assistant posts to be established within Justice Social Work Services for a fixed term period of 18 months. This was subject to the approval of funding from CORRA via the Drug Death Task Force in mid-March.
- 4.1.1. The CORRA Foundation administer funding to support the National Drugs Mission on behalf of The Scottish Government. Funding was received from the Drug Death Task Force for 18 months and concludes in February 2023. Due to an additional application for funding from CORRA for the South Lanarkshire Alcohol and Drug Problem Solving Court, it has not been possible to access a further period of funding to continue to Peer Support workers.
- 4.1.2. An end of term evaluation of this test for change is being conducted by Iconic Consultancy which will measure positive outcomes for service users transitioning out of the Justice Social Work supervision. Initial evidence from Outcome Star assessment and service user feedback is that there are positive impacts being made in respect of accommodation, linkage with recovery communities and prosocial life skill development.
- 4.1.3. Current research suggests peer support and mentoring plays a vital role for people with substance use issues and should be at the heart of the development and delivery of services (Changing Lives July 2022 p 26). This approach is embedded into the SL ADP delivery plan 2021-2023 and ADP Justice workstream with a commitment to developing co-produced services with those who have lived and living experience. Given the current demand for this service towards the end of people's Community Payback Orders we deem the continuation to be essential.

- 4.1.4 We propose a further 2 years of fixed term funding for the current 2 Peer Support posts. Recruitment and retention has been identified as a particular issue for Social Work nationally (Setting the Bar 2022) and we believe a 2 year commitment will support longer term workforce planning for these roles and the development and training of post holders. We confirm funding is available within the Section 27 grant.

5. MAPPA Level 1 Administrator

- 5.1. The Social Work Resource Committee on 4 March 2020 approved a 1 FTE Clerical Assistant for 2 years to support the increase in volume of MAPPA Level 1 cases minuting and input requirements on The Violent and Sex Offender Register (ViSOR). ViSOR is a Home Office system described in the MAPPA guidance as the agreed computer system used to facilitate the secure exchange and storage of information and intelligence relating to the management of Registered Sex Offenders (RSO) and other dangerous/violent offenders
- 5.1.1. The creation of the additional Clerical Assistant has supported the delivery of locality based MAPPA Level 1 meetings and the recording of data onto ViSOR. This post has also ensured contingency support to the MAPPA Level 1 MAPPA team.
- 5.1.2. The Clerical Assistant post has been funded from the deletion of the 0.5 Social Worker post at the Alternative to Custody Service with the remaining balance being realigned within the Section 27 grant to support Criminal Justice Social Work.
- 5.1.3. It was previously evidenced that over recent years there has been a significant increase in the volume of MAPPA Level 1 referrals. The increase in the volume of MAPPA Level 1 referrals is outlined in the table below with updated figures from 2019-2022. The figures for MAPPA Level 1 orders have increased on a yearly basis and this is projected to continue to increase, with the exception of 2020-2021. This was due to Covid 19 pandemic restrictions that impacted on court processing and sentencing (table below). MAPPA Level 1 orders are cases where the risks posed by the convicted individual can be managed by one agency and without significant active involvement from other agencies. Notwithstanding this, the expectation for information sharing, joint working and collaboration at an interagency level remains. The majority of initial and significant case reviews are generated from MAPPA Level 1 orders and as such there is a requirement for robust defensible decision making evidenced through formal minutes.
- 5.1.4. In addition to the increase in MAPPA level 1 cases there has been further developments within the use of ViSOR. Nationally, discussions have taken place with Chief Social Work Officers and Police Scotland to agree a position to progress its use by Justice Social Work.
- 5.1.5 As of 1 January 2023 all Justice Social Work service user contacts and risk assessments are being recorded on ViSOR in addition to SLC SWiS record management system. This will create a significant amount of new work for MAPPA Level 1 Administrators and cannot be sustained without maintaining the current resource.

- 5.1.6 We would propose to continue the funding from the Section 27 grant for a further 2 years and would request the Social Work Resource committee approve this backdated to 30th November 2022. There is sufficient funding available from the Section 27 grant to sustain this post.

Year	Level 1
2015-2016	240
2016-2017	221
2017-2018	236
2018-2019	287
2019-2020	315
2020-2021	308 (decrease due to COVID pandemic)
2021-2022	341

6. Employee Implications

- 6.1. The following fixed term posts should be added to the Justice social work establishment on a permanent basis:

Post	Proposed number posts	Grade	SCP Range	Hourly Rate	Annual Salary	Gross cost inc. on costs 30.3%	Total Cost
Social Worker	5	G3 L4	72 -74	£22.07	£40,275	£52,479	£262,395
				- £22.53	- £41,115	- £53,572	- £267,864
Social Work Assistant	6	G2 L4	55 - 57	£17.38	£31,717	£41,326	£247,962
				- £17.88	- £32,629	- £42,515	- £255,095
Senior Practitioner	1	G3 L8	79 - 80	£24.28	£44,309	£57,738	£57,738
				- £24.64	- £44,966	- £58,590	- £58,590
Placement Co-ordinator	1	G2 L4	55 - 57	£17.38	£31,717	£41,326	£41,326
				- £17.88	- £32,629	- £42,515	- £42,515
.	13						£609,418 - £624,065

- 6.1.1. The above posts are permanent to social work resources currently, however we believe with the appropriate workforce planning measures in place, Justice services will have capacity to sustain these posts.

- 6.2 The following posts should be extended on the establishment for a further 2 years as detailed below:

Post	Proposed number posts	Grade	SCP Range	Hourly Rate	Annual Salary	Gross cost inc. on costs 30.3%	Total Cost
Peer Support Worker	2	G1 L4	30 - 31	£12.59 - £12.76	£22,975 - £24,544	£29,937 - £30,341	£59,874 - £60,683
Clerical Assistant	1	G1 L4	30 - 31	£12.59 - £12.76	£22,975 - £24,544	£29,937 - £30,341	£29,937 - £30,341
	3						£89,811 - £91,024

7. Financial Implications

- 7.1. The cost of the posts at 6.1. will be funded from the monies to support Pandemic recovery. This funding has been continued for 2023/24 and in the event that this funding ceases then the service will have to consider these posts in their overall structure.
- 7.2. The Peer Support Workers were previously funded from external funding from the drug death task force and these and the Clerical Assistant post at 6.2 will be funded from the S27 grant for Justice Services.

8. Climate Change, Sustainability and Environmental Implications

- 8.1. There are no implications for climate change, sustainability or the environment in terms of information contained in this report.

9. Other Implications

- 9.1. The proposals outlined in this report help to mitigate key Social Work risks with regards to fulfilling statutory and core duties and workforce availability.
- 9.2. There are no sustainable development implications associated with this report.
- 9.3. There are no other issues associated with this report.

10. Equality Impact Assessment and Consultation Arrangements

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

Soumen Sengupta
Director, Health and Social Care

Paul Manning
Executive Director (Finance and Corporate Resources)

3 February 2023

Link(s) to Council Values/Priorities/Outcomes

- ◆ focused on people and their needs

Previous References

- ◆ Committee Report 4 March 2020 Staffing Planning and Performance
- ◆ Committee Report 17 March 2021 Peer Support Funding
- ◆ Committee Report 2 June 2021 Additional Non-Recurring Section 27 Funding

List of Background Papers

- ◆ Setting the Bar – Social Work Scotland Workforce Planning Report 2022 [Setting-the-Bar-SWS-Briefing.pdf \(socialworkscotland.org\)](#)
- ◆ South Lanarkshire Drug Death Task Fund Annual Report – August 2022.

Contact for Further Information

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

Gillian Booth, Service Manager (Children and Justice Services)

Ext: 3913 (Phone: 01698 453913)

Email: gillian.booth@southlanarkshire.gov.uk