

Report

Report to:	Social Work Resources Committee
Date of Meeting:	04 March 2020
Report by:	Director, Health and Social Care Executive Director (Finance and Corporate Resources)

Subject:	Staffing - Planning and Performance, Community Justice Services
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1. Purpose of Report

1.1. The purpose of the report is to:-

- ◆ advise that South Lanarkshire Council has been granted further funding to support collaborative working for 2020/2021 in support of the Community Justice Partnership
- ◆ advise of the proposal to utilise this funding and current Section 27 grant in support of the Community Justice and Multi Agency Public Protection Arrangements

2. Recommendation(s)

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

- (1) that the establishment changes, detailed in section 5 of the report, be approved.

3. Background

- 3.1. The implementation of the Community Justice (Scotland) Act 2016 lead to significant changes to the structure and function of Justice Services in Scotland. As a result in April 2017, Community Justice Authorities were dissolved and a Community Justice Partnership (CJP) was formed. The CJP currently reports to the Community Planning Partnership (CPP) via the Safer South Lanarkshire Board (SSLB).
- 3.2. As part of the new model for Community Justice, South Lanarkshire Council (SLC) has been allocated funding of £50,000 since 01 April 2015 to 31 March 2019 to facilitate development in support of Community Justice.
- 3.3. Further funding was secured for 2019/2020 and in June 2018, a report was presented to Committee outlining an amendment to the staffing arrangements for the part-time Community Justice Co-ordinator post and Performance and Systems Development Assistant (PSDA). At the time the Co-ordinator post holder had moved to flexible retirement creating an opportunity to introduce support for data and performance requirements. The part time nature of the Co-ordinator post did not give sufficient time to be devoted to the coordination and support to the Chair of the Community Justice Partnership, Professional networks (formal and informal) and Locality Outcome Improvement Plans (LOIPs)/locality plans

- 3.4. Multi Agency Public Protection Arrangements (MAPPA) are underpinned by statute in terms of Section 10 of the Management of Offenders (Scotland) Act 2005. North and South Lanarkshire Council MAPPA arrangements are serviced by a MAPPA unit located in the Public Protection Office at High Patrick Street, Hamilton. There are currently 1.5 dedicated Administrative Support Workers supporting the Pan Lanarkshire MAPPA.
- 3.5. MAPPA Guidance (2016) stipulates that local authorities, Health Boards, the Scottish Prison Service and Police Scotland (known as responsible authorities) are required to work together to identify those who may pose a risk of harm to the public. They are required to share information, assess and manage risk. MAPPA authorities are required to share information and use available resources to protect victims and reduce the likelihood of future harm. There are three levels of MAPPA Management, based on the level of resource required to put effective risk management plans in place.
- 3.6. Over recent years there has been an 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. The figures for MAPPA Level 1 orders have increased on a yearly basis and this is projected to continue to increase. MAPPA Level 1 orders are cases where the risks posed by the offender 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. Existing administration support is not sufficient to capture the level of detailed minute taking required.

South Lanarkshire	Level 1
2016-2017	221
2017-2018	236
2018-2019	287

- 3.7. South Lanarkshire Justice Services recently undertook a review of arrangements for chairing MAPPA Level 1 orders. In order to ensure there was adequate oversight of case work at all times it was agreed that there was a need to increase contingency arrangements for chairing and reviewing MAPPA Level 1 orders. Locality Team Leaders have now been trained in chairing and reviewing these cases. The new contingency arrangements require additional administrative support. MAPPA risk levels are outlined below. The increase in referrals is based on the increased numbers of people being convicted of sexual offences.

LEVEL	RISK
MAPPA 1	Low
MAPPA 2	Medium
MAPPA 3	High

- 3.8. The Violent and Sex Offender Register (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. Justice Social Work Services across Scotland and in SLC have been asked to evidence progress with the implementation of VISOR. VISOR is expected to improve

information sharing about service users posing a significant risk of harm. The introduction of VISOR creates additional demand for recording of information.

4. Current situation

- 4.1. The Scottish Government has confirmed that a further £50,000 funding has been approved for the financial year 2020/2021, indicating its commitment to maintaining funding for this purpose at current levels for the foreseeable future, however as with other grant funding, this remains subject to yearly spending reviews.
- 4.2. The working arrangements of the part time post have not been as effective as anticipated and utilising the funding for a full-time Justice Co-ordinator in support of the community justice, and justice agenda will support the work of the resource more effectively.
- 4.3. The increase in volume of MAPPA Level 1 cases outlined in 3.8 has created additional demands for minute taking in Justice Social Work Services. To add to this the requirement to record essential data on VISOR has created further demand. The creation of an additional Clerical Assistant would support the delivery of locality based MAPPA Level 1 meetings and the recording of essential data onto VISOR. This post would also ensure contingency support to the current one FTE MAPPA Level 1 Minute Taker.
- 4.4. The Performance and Systems Development Assistant has provided direct support to the Community Justice Partnership and this will continue. The post will also provide support to South Lanarkshire's See Hear Strategic Working Group (SHSWG).

5. Employee Implications

- 5.1. The employee implication for the implementation of the proposed changes are detailed in the table below:

Post	Current No of posts (FTE)	Proposed No of Posts (FTE)	Grade	SCP range	Hourly rate	Annual salary	Current Gross Cost inc on costs of 30.3%	Proposed Gross Cost inc on costs of 30.3%
Community Justice Coordinator	0.5	1	Grade 3 Level 4	72-74	£20.01 - £20.63	£36,516 - £37,647	£23,790 - £24,527	£47,580 – £49,054.
Clerical Assistant	1	1	Grade 1 Level 4	30-31	£10.80 - £10.96	£19,708 - £20,000	£25,680- £26,061	£25,680.- £26,061
Social Worker	1	0.5	Grade 3 Level 4	72-74	£20.01 - £20.63	£18,258- £18,824	£47,580 - £49,054	£23,790 – £24,527
Performance and Systems Development Assistant	1	1	Grade 2 Level 4	55-57	£15.56 - £16.04	£28,395 - £29,271	£36,999 - £38,141	£36,999 – £38,141
	3.5	3.5					£134,049 - £137,783	£134,049 – £137,783

6. Financial Implications

- 6.1. The funding for the Community Justice Co-ordinator will come from the Scottish Government as outlined in 4.1 above.
- 6.2. The Clerical Assistant post will be funded from the realignment of a 0.5 Social Worker post (Alternative to Custody Service, a historical budget line). This will have no impact on current justice operational activity. The remaining balance being funded from within the Section 27 grant to support Criminal Justice Social Work and will be for a period of two years. This post will be based at High Patrick Street, Public Protection Services.
- 6.3. The Performance and Systems Development Assistant post is being extended for a further 12 months until 31 March 2021 and will take on tasks associated with the implementation of the See Hear Strategy, such as support to the See Hear Strategic Working Group and collating partner updates in the action plan. Part funding for this post will come from an existing 0.5 Performance and Systems Development Assistant post within the Planning and Performance team supported by an additional 0.5 secured from the See Hear Strategy base budget.

7. Climate Change, Sustainability and Environmental Implications

- 7.1. There are no implications for climate change, sustainability and environmental implications in terms of the information contained in this report.

8. Other Implications

- 8.1. There is a risk that the performance of the services and the development of collaborative working with other partner agencies will be restricted if the recommendations are not supported.
- 8.2. There would be a risk of inadequate recording of MAPPA Level 1 cases and a delay to the implementation of VISOR if the Administrative Support Worker is not recruited.
- 8.3. There are no other issues associated with this report.

9. Equality Impact Assessment and Consultation Arrangements

- 9.1. 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 (Equality Impact Assessment).
- 9.2. Trade Union colleagues have been consulted on the proposals contained within this report.

Val de Souza
Director, Health and Social Care

Paul Manning
Executive Director (Finance and Corporate Resources)

13 February 2020

Link(s) to Council Values/Ambitions/Objectives

- ◆ achieve results through leadership, good governance and organisation effectiveness
- ◆ work with communities and partners to promote high quality, thriving and sustainable communities
- ◆ protect vulnerable children, young people and adults

Previous References

- ◆ Social Work Committee Report (Item 5) 20 June 2019

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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