

SOCIAL WORK RESOURCES COMMITTEE

Minutes of meeting held in Committee Room 1, Council Offices, Almada Street, Hamilton on 8 May 2019

Chair:

Councillor John Bradley

Councillors Present:

Councillor Alex Allison (*substitute for Councillor Graeme Campbell*), Councillor Robert Brown, Councillor Archie Buchanan, Councillor Jackie Burns, Councillor Andy Carmichael, Councillor Maureen Chalmers (Depute), Councillor Margaret Cowie, Councillor Mary Donnelly, Councillor Fiona Dryburgh, Councillor Allan Falconer, Councillor Geri Gray (*substitute for Councillor Janine Calikes*), Councillor Mark Horsham, Councillor Katy Loudon, Councillor Joe Lowe, Councillor Hugh Macdonald, Councillor Catherine McClymont, Councillor Colin McGavigan, Councillor Jim McGuigan, Councillor Lynne Nailon, Councillor John Ross (ex officio), Councillor Margaret B Walker, Councillor Jared Wark

Councillors' Apologies:

Councillor Janine Calikes, Councillor Graeme Campbell, Councillor Richard Nelson, Councillor Bert Thomson, Councillor David Watson

Attending:

Finance and Corporate Resources

H Goodwin, Finance Manager (Resources); H Lawson, Legal Services Manager; G McCann, Head of Administration and Legal Services; M, Milne, HR Business Partner; A Norris, Administration Assistant; L O'Hagan, Finance Manager (Strategy); T Slater, Administration Officer

Health and Social Care/Social Work Resources

V de Souza, Director; I Beattie, Head of Health and Social Care (Hamilton and Clydesdale); C Cunningham, Head of Commissioning and Performance; E Devlin, Service Manager (Transitions); M Kane, Planning and Performance Manager; M McConnachie, Social Work Services Manager; P McCormack, Service Development Manager; M Moy, Chief Financial Officer; L Purdie, Head of Children and Justice Services; A Singh, Child and Justice Services Manager

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 20 February 2019 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 2018/2019

A joint report dated 11 March 2019 by the Executive Director (Finance and Corporate Resources) and Director, Health and Social Care was submitted comparing actual expenditure at 1 March 2019 against budgeted expenditure for 2018/2019 for Social Work Resources, together with a forecast for the year to 31 March 2019.

As at 1 March 2019, there was an overspend of £0.913 million on Social Work Resources' revenue budget, with a forecast of a potential overspend of £1.109 million at 31 March 2019. The overspend was due to pressures within Children and Family Services as a result of residential school placements, fostering placements and the level of Kinship Care payments. In addition, the Adult and Older People Services' budget was experiencing pressures in respect of employee costs. The overspend had been partially offset by underspends in Performance and Support and Justice Services due to employee turnover and vacancies.

The Committee decided:

- (1) that the overspend on Social Work Resources' revenue budget of £0.913 million, as detailed in Appendix A to the report, be noted;
- (2) that the forecast to 31 March 2019 of a potential overspend of £1.109 million be noted; and
- (3) that the budget virements, as detailed in the appendices to the report, be approved.

[Reference: Minutes of 20 February 2019 (Paragraph 3)]

Councillor Gray entered the meeting during this item of business

4 Social Work Resources – Capital Budget Monitoring 2018/2019

A joint report dated 17 April 2019 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 2018/2019 and summarising the expenditure position at 1 March 2019.

The Committee decided: that the report be noted.

[Reference: Minutes of 20 February 2019 (Paragraph 4)]

5 Social Work Resources – Workforce Monitoring – January and February 2019

A joint report dated 26 March 2019 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 January and February 2019:-

- ♦ attendance statistics
- ♦ occupational health statistics
- ♦ accident/incident statistics
- ♦ disciplinary hearings, grievances and Dignity at Work cases
- ♦ analysis of leavers
- ♦ Staffing Watch as at 8 December 2018

The Committee decided: that the report be noted.

[Reference: Minutes of 20 February 2019 (Paragraph 5)]

6 Kinship Care

A report dated 10 April 2019 by the Director, Health and Social Care was submitted on the proposed updated South Lanarkshire Council Kinship Care Policy and Guidance.

The Looked After Children (Scotland) Regulations 2009 defined a Kinship Carer as a person who was related to the child through blood, marriage or civil partnership, or a person with whom the child had a pre-existing relationship.

Information was provided on the eligibility criteria for receiving Kinship Care payments which included a child accommodated by the local authority under Section 25 of the Children (Scotland) Act 1995. Prior to October 2015, Kinship Care payments were set at £50 per week. On 5 October 2015, the Scottish Government advised local authorities that Kinship Care payments should be paid, at a minimum, at the same rate as Foster Care Allowance, minus child tax credits and child benefit, effective from 1 October 2015.

Following challenges to the interpretation of whether a child had been placed with carers by the local authority, making them eligible to receive Kinship Care payments and determinations on this by the Scottish Public Services Ombudsman (SPSO), it had been accepted that the absence of Kinship Carers would have resulted in those children becoming 'looked after'. In other decisions by the SPSO, it had been identified that the Council was making payments to Kinship Carers under Section 22 of the Children (Scotland) Act 1995, when a Section 25 Order should have been used.

In order to be compliant with relevant legislation and statutory guidance, and in response to the changing landscape of eligibility for Kinship Care payments, a revised Kinship Care Policy and Guidance, attached as Appendix A to the report, had been drawn up by Social Work Resources.

It was also proposed that:-

- ◆ Kinship Care placements, made under Section 22 of the Children (Scotland) Act 1995, be reclassified and formalised under Section 25 of the Act
- ◆ those Kinship Carers reclassified under Section 25 of the Act, following a financial assessment, be provided with financial support, backdated to the date of this Committee, in accordance with age related Foster Care Allowance, minus benefit entitlement

The Committee decided:

- (1) that Kinship Carers currently receiving support under Section 22 of the Children (Scotland) Act 1995 be reclassified under Section 25 of the Act;
- (2) that those Kinship Carers reclassified under Section 25 of the Act, following a financial assessment, be provided with financial support, backdated to the date of this Committee, in accordance with age related Foster Care Allowance, minus benefit entitlement; and
- (3) that the revised Kinship Care Policy and Guidance, attached at Appendix A to the report, be endorsed and referred to the Executive Committee for approval.

[Reference: Minutes of 3 February 2016 (Paragraph 6)]

7 Rates and Charges for Care Services for 2019/2020

A report dated 3 April 2019 by the Director, Health and Social Care was submitted on various proposals for the 2019/2020 rates and charges for care services.

The proposals covered the rates and charges that would be adopted for residential, nursing, supported living, non-residential care services and care at home services. The rates to be charged to other local authorities also required to be set.

The Committee decided:

- (1) that, following a review by Scotland Excel, Scottish Care and the Coalition of Care and Support Providers in Scotland, the rate for nursing care be increased by 3.65% to £714.90 per week and the rate for residential care be increased by 3.4% to £614.07 per week. Those rates would also be adopted for in-house residential care to ensure equity for all residents and form the basis for the charge to other local authorities that had placed service users within in-house care homes;
- (2) that free personal and nursing care payment rates, which were revised annually by the Scottish Government and had been extended to include adults under the age of 65 from April 2019, be increased to £177 per week for personal care and £80 per week for nursing care with effect from 1 April 2019;
- (3) that the rates for adult residential care be increased up to a maximum of 3.4%;
- (4) that the COSLA agreement continue to be adopted to accept, for placements outwith South Lanarkshire, the rates set and agreed by the relevant host authority where applicable;
- (5) that, to allow the Council to recover the cost of residential accommodation placements for children to other local authorities, the charge be increased to £2,567 per place per week with effect from 1 April 2019;
- (6) that the charge for nursing and residential respite be increased by £3.50 to £139.50 per week, with effect from April 2019, in line with the Department for Work and Pensions increase;
- (7) that the charge for residential respite for adults remain unchanged at £84.45 per week;
- (8) that, to reflect the increase in the living wage, the rates paid by the Council for care at home, supported living and day care be increased by £0.30 per hour, with effect from 1 April 2019, and that sleepover rates be increased by £1.31 to a standard rate of £11.05 per hour;
- (9) that the COSLA agreement continue to be adopted to accept, for care at home, supported living and day care services provided outwith South Lanarkshire, the rates set and agreed by the relevant host authority where applicable;
- (10) that, to ensure equity for all service users receiving a Care at Home service, the Care at Home Framework rate be increased by £0.30 per hour;
- (11) that the charging policy in respect of non-residential care services be amended to reflect the thresholds recommended by COSLA for 2019/2020 with effect from April 2019;
- (12) that the level of percentage taper set by the Council remain at 60%;
- (13) to note that the flat rate for lunch clubs remain at £3.00 per meal;
- (14) to note that, in accordance with the contractual price agreed by Scotland Excel, the flat rate for frozen meals be set at £3.04 per meal;
- (15) to note that the flat rate for the Community Alarm Service remained unchanged at £1.59 per week; and

- (16) that the charge to other local authorities for non-residential care services be increased by £1.00, with effect from 1 April 2019, for integrated community facilities at £120 per day and day care centres at £135 per day.

[Reference: Minutes of 25 April 2018 (Paragraph 8)]

8 Social Work Resources – Establishment Changes

A joint report dated 5 March 2019 by the Director, Health and Social Care and Executive Director (Finance and Corporate Resources) was submitted on proposed changes to the Social Work Resources' staffing establishment.

Information was provided on recent developments within various areas of Social Work Resources and the proposed staffing establishment changes required to meet the demands placed on the Resource as a result of those developments.

Assistive Technology, also referred to as Telecare or Telehealth, had been identified as one of the priorities for the Resource and across the Health and Social Care Partnership through Strategic Commissioning Plan consultations. As the service developed and modernised, it required additional skills sets to realise the ambitions and roll-out of technology enabled care services for the residents of South Lanarkshire. It was, therefore, proposed that 1 Full-time Equivalent (FTE) post of Project Governance Co-ordinator, Assistive Technology on Grade 4, Level 2-5, SCP 82-88 (£42,374 to £46,389) be added to the establishment. The cost of this post would be met from the Health and Social Care Partnership.

To identify appropriate support training and networks for Kinship Carers and children that was proportionate to the children and carers' needs and to ensure that their health wellbeing and attainment opportunities were maximised, it was proposed that 1 temporary FTE post of Support Worker (Kinship Care) on Grade 2, Level 1-3, SCP 34-48 (£20,877 to £25,658) be added to the establishment for a period of 2 years. The cost of this post would be met from the Scottish Attainment Challenge funding for Care Experienced Children and Young People.

Following a review by the Resource of its through-care and after-care services to young people accommodated away from home or in foster care, a dedicated Continuing Care Team had been established to build up specialist knowledge of supports and services for those young people. The Team would be hosted within a locality and cover the authority area, with line management support provided by the locality Fieldwork Manager. Whilst there would be resource transfer from local Children and Family Social Work Teams, it was proposed that the following posts be added to the establishment:-

- ◆ 1 FTE post of Team Leader on Grade 3, Level 8, SCP 79-80 (£40,549 to £41,170)
- ◆ 2 FTE posts of Support Worker on Grade 2, Level 1-3, SCP 34-48 (£20,877 to £25,658)

The costs of those posts would be met from the Scottish Attainment Challenge funding for Care Experienced Children and Young People. However, the continuation of this funding was not guaranteed and future costs of those posts would be required to be absorbed within the service.

Following the allocation of further funding for a period of 12 months from NHS Lanarkshire to continue with the Telephone Advice Line (TAL), which was delivered by Social Work Resources' Money Matters Advice Service, it was proposed to continue, for a period of 12 months, the 0.5 FTE post of Clerical Assistant (TAL) on Grade 1, Level 1-3, SCP 20-27 (£17,008 to £18,851).

East Kilbride Local Office had funding for 3 Team Leader (Homecare) posts, however, only 2 of the posts were permanent. It was, therefore, proposed to add the temporary FTE post, which had substantive funding, of Team Leader (Homecare) on Grade 3, Level 4, SCP 72-74 (£36,516 to £37,648) to the establishment on a permanent basis. The cost of this post would be met from the Integrated Care Fund.

At its meeting on 20 June 2018, the Committee agreed the establishment of 1 FTE post of Planning Officer for a fixed term of 1 year to meet the demands faced by Justice Services as a result of the developing Health and Social Care agenda. As the support provided by this post would continue to be required, it was proposed to establish 1 FTE post of Planning Officer on Grade 3, Level 2-8, SCP 63-80 (£33,027 to £41,169) on a permanent basis.

To allow the Autism Resource Co-ordination Hub (ARCH) to meet the increasing demands on the service and to continue to develop the strategic Action Plan, it was recognised that its establishment required to be reconfigured. It was, therefore, proposed that:-

- ◆ 0.5 FTE post of Social Worker on Grade 3, Level 4, SCP 72-74 (£36,516 to £37,648) be deleted from the establishment
- ◆ 0.3 FTE post of Social Work Assistant on Grade 2, Level 4, SCP 34-57 (£20,876 to £29,271) be deleted from the establishment
- ◆ 1 FTE post of Support Worker on Grade 3, Level 3, SCP 46-48 (£24,892 to £25,658) be added to the establishment

The cost of the additional post would be met from the existing budget through realigning the 0.5 Social Worker post and the 0.3 Social Work Assistant post to create the FTE Support Worker post.

As a result of changing and increasing service demands, there was a need to create more qualified Occupational Therapist posts. It was, therefore, proposed that a 0.5 FTE Occupational Therapist post on Grade 3, Level 4, SCP 72-74 (£36,516 to £37,648) be added to the establishment. The cost of the additional post would be met from within existing resources and the deletion of the 0.5 FTE Occupational Therapy Assistant post on Grade 2, Level 4, SCP 55-57 (£28,395 to £29,271).

There was a need to strengthen the strategic leadership of the Care at Home Service. While there were Operational Managers in each locality, there was no post below Head of Service level to provide a strategic overview and lead overarching service improvement. There was also a requirement to collaborate with the Council's Procurement Service to work with and oversee the Care at Home framework providers. It was, therefore, proposed that 1 FTE post of Service Manager (Registered Care at Home Services) on Grade 5, Level 8, SCP 107-108 (£61,536 to £62,466) be added to the establishment. This post would be funded from within existing resources.

At its meeting on 20 June 2018, the Committee had approved the modernisation and replacement of care facilities. It was important that, as part of the overall developments, the needs associated with all the interdependencies across social care and in localities were planned for and met. Given the scope and scale of the change required to maximise the impact across all care needs in the respective localities, it was proposed to establish a Project Team to support the implementation of all the transformational projects. It was, therefore, proposed that the following temporary posts be added to the establishment for a period of 3 years:-

- ◆ 1 FTE post of Project Governance Co-ordinator on Grade 4, Level 2-5, SCP 82-88 (£42,372 to £46,399)
- ◆ 2 FTE posts of Planning Officer on Grade 3, Level 2-8, SCP 63-80 (£32,027 to £41,169)
- ◆ 1 FTE post of Clerical Assistant on Grade 1, Level 4, SCP 30-31 (£19,709 to £20,001)

The costs of those posts would be met from within South Lanarkshire Integration Joint Board (IJB) reserves allocated for transformational change. This would be progressed by the IJB Chief Financial Officer.

The Committee decided: that the changes to the Social Work Resources' establishment, as detailed in the report, be approved.

[Reference: Minutes of 20 June 2018 (Paragraphs 4 and 5)]

9 Older People Care Homes – Establishment Changes

A joint report dated 16 April 2019 by the Director, Health and Social Care and Executive Director (Finance and Corporate Resources) was submitted on proposed changes to the staffing establishment within Social Work Resources' Older People Care Homes (OPCH).

There had been significant changes in recent years in national policy direction and associated developments in the types of services available to support older people to remain in their own homes for longer. Due to more people being successfully supported to remain in their own homes for longer within their communities, the age at which people came to live in OPCH had increased. Those moving into residential care were now frailer, with over 80% having a diagnosis of dementia. There was, therefore, a requirement to change the focus from being predominately a 'support' service to a 'care' service.

Information was provided on the South Lanarkshire Integration Joint Board's Strategic Commissioning Plan 2019 to 2022 which provided a comprehensive overview of the potential impact of new demands and challenges facing health and social care services.

Following a review to assess how the workforce was best positioned to respond to the changing demand and updated regulatory environment, it was recognised that changes to the service were needed to meet the following requirements:-

- ◆ to provide a more person-centred service through increasing the number of Social Care Worker roles
- ◆ changing dependency levels and regulatory requirements
- ◆ a skills mix that supported the development of new services and which offered more opportunity for employees to develop
- ◆ to consolidate and develop the overnight model to offer a more flexible service, including an Overnight Agile Peripatetic Team to cover geographical areas
- ◆ to ensure that each wing of a care home had a Senior Social Care Worker who would have responsibility for the health and wellbeing of service users
- ◆ to support increased choice and options in terms of recovery and reablement
- ◆ to promote and support the uptake of technology enabled care

It was, therefore, proposed that:-

- ◆ 9.04 Full-Time Equivalent (FTE) posts of Senior Social Worker (Nights) on Grade 2, Level 2/4 plus 4, SCP 39-65 (£23,748 to £34,841) be deleted from the establishment
- ◆ 4 FTE posts of Senior Social Care Worker on Grade 2, Level 2/4 plus 1, SCP 39-59 (£23,748 to £31,889) be added to the establishment
- ◆ 20.87 FTE posts of Social Care Worker on Grade 2, Level 1/2 plus 1, SCP 34-42 (£22,070 to £24,771) be added to the establishment
- ◆ 28.54 FTE posts of Social Care Assistant on Grade 1, Level 1/2 plus 1, SCP 20-25 (£17,980 to £19,369) be deleted from the establishment
- ◆ 30.86 FTE posts of Social Care Worker (Nights) on Grade 2, Level 1/2 plus 4, SCP 34-48 (£21,761 to £27,124) be added to the establishment

- ◆ 34.22 FTE posts of Social Care Assistant (Nights) on Grade 1, Level 1/2 plus 4, SCP 20-29 (£17,980 to £20,507) be deleted from the establishment
- ◆ 1 FTE post of Occupational Therapist on Grade 3, Level 4, SCP 72-74 (£36,515 to £37,648) be added to the establishment
- ◆ 2 FTE posts of Telecare Development Worker on Grade 3, Level 2-4, SCP 72-74 (£36,516 to £37,648) be added to the establishment

The costs of the proposed changes to the establishment would be met from within existing resources. There would be a reduction in overall staffing costs of £0.120 million as the creation of the additional Social Care Worker posts would eliminate the need to incur additional payments to Social Care Assistants for undertaking additional tasks.

The Committee decided: that the changes to the staffing establishment within Social Work Resources' Older People Care Homes (OPCH), as detailed in the report, be approved.

10 Investing to Modernise South Lanarkshire Council Care Facilities – Progress Update

A report dated 16 April 2019 by the Director, Health and Social Care was submitted on the proposed investment to modernise South Lanarkshire Council care facilities.

The South Lanarkshire Integration Joint Board's (IJB) Strategic Commissioning Plan 2019 to 2022 set out a commitment to support more people to remain at home and in their community. A number of commissioning intentions had been outlined within the Plan to support this ambition, one of which was reducing the overall reliance on residential and in-patient forms of care.

Within the Plan, a specific commissioning intention was agreed to implement the new care facilities' model to provide people with more choice and options to be maintained at home and in the community.

The IJB, consequently, issue an associated 'Direction' to both the Council and NHS Lanarkshire to reduce reliance on nursing and residential care through the development of proposals to remodel a proportion of residential care beds to focus on transitional support and the 'home for life' principle.

Information was provided on the progress to date on the actions previously approved by Committee in relation to the Blantyre/Hamilton and Clydesdale localities.

Work in relation to the Larkhall/Stonehouse model was at an early stage with the following being proposed:-

- ◆ there would be a new build included within the overall re-provisioning programme that would serve the Larkhall/Stonehouse areas and wider area as appropriate/needed
- ◆ the new build would be in or close to Larkhall due to the demographic details and needs analysis
- ◆ the new build would likely be a combination of short and long-term residential placements, incorporating residential, respite and intermediate/reablement care
- ◆ the new build would be in keeping with the overall principles of the Care Facilities' vision, would encompass a community facing element and, by its nature, require to be flexible in usage to meet and adapt to the future needs of the community

Following a comprehensive needs analysis and further stakeholder engagement, proposals would be brought back to Committee for consideration.

The existing residential care facilities in the East Kilbride and Rutherglen/Cambuslang localities were modern and fit for purpose, with greater flexibility to adapt, therefore, at this stage, there were no plans to reconfigure those care homes.

It was further proposed, to continue with the development and implementations of the Investing to Modernise Programme, the following next steps be approved:-

- ◆ to submit planning consent for the new build care facility in Blantyre and, subject to approval, commence the build programme
- ◆ to complete the de-commissioning strategy associated with Kirkton House and McWhirter House to allow full transitions to the Blantyre site
- ◆ to finalise workforce planning activity with regards to role profiles, skills mix and training for existing employees to allow smooth transition to Blantyre
- ◆ to ensure continuous and regular communication with key stakeholders regarding progress with Blantyre and the wider Investing to Modernise Programme
- ◆ to finalise outstanding work on the Clydesdale model, with a view to presenting this to Committee at a future date for approval
- ◆ to develop options for the Larkhall/Stonehouse corridor of the Hamilton/Blantyre locality which would take forward the proposals outlined in section 6 of the report

Councillor Bradley, seconded by Councillor Chalmers, moved that the recommendations contained in the report be approved.

Councillor Falconer proposed as an amendment that:-

- ◆ recommendation (2) be amended to read “that the next steps outlined in Sections 6 and 8 be approved, subject to the inclusion of long-term residential care in the Blantyre Hub and continued provision of Council residential and respite care in the Larkhall/Stonehouse area”
- ◆ there be an additional recommendation to read “that McClymont House remain open until the completion of residential facilities in the Clydesdale Hub and that further dialogue take place with elected members on the number of residential beds to be provided in the Clydesdale locality”

The Head of Administration and Legal Services advised the Chair that the amendment proposed by Councillor Falconer was incompetent on the following basis:-

- ◆ in relation to the amendment to recommendation (2), the model for the Blantyre/Hamilton locality had been approved by Committee at its meeting on 20 June 2018. The amendment would alter the model approved and, although members were entitled to propose a change, the Committee did not have enough information on the financial consequences of the proposed amended model to make an informed decision. Further, the Committee was not being asked to take a decision at the present time on the Larkhall/Stonehouse proposal which would come back to Committee at a later date with detailed proposals for consideration
- ◆ in relation to the inclusion of the additional recommendation that McClymont House remain open, there was no proposal at this stage to close McClymont House and it was already intimated within the report that McClymont House would remain open until the new build facility was completed. Committee was being asked to take a decision on the preferred site, with further proposals to be submitted to Committee at a later date for consideration

In response to a statement by Councillor Dryburgh that the amendment was in relation to policy direction and was competent, the Head of Administration and Legal Services advised that policy decisions in relation to residential care was the responsibility of the IJB and not this Committee.

The Committee decided:

- (1) that the next steps outlined in sections 6 and 8 of the report be approved;
- (2) that Flush Park, Lanark be approved as the preferred site, subject to suitability, for the replacement of McClymont House; and
- (3) that the 7 spokes for the Clydesdale model referred to at paragraph 5.7. of the report be approved.

[Reference: Minutes of 20 June 2018 (Paragraph 4) and 28 November 2018 (Paragraph 6)]

In terms of Standing Order No 13, the Chair adjourned the meeting at 11.32am and reconvened at 11.39am

11 Adult and Older People Day Services Review Proposal

A report dated 17 April 2019 by the Director, Health and Social Care was submitted on the review of existing day services for adult and older people.

The Council currently delivered a range of day services for both adults and older people within local communities. The services had traditionally been organised around a buildings based resource and were broadly similar in set-up and delivery to other models which either continued to exist or had previously existed across Scotland. The day service model had not significantly changed since the establishment of South Lanarkshire Council.

Within the Council's day service estate, the majority of facilities had either been newly built or refurbished in the last 15 years, therefore, the buildings based asset of the estate was in reasonably good condition. Service provision was also considered to be high performing as evidenced both by inspected grades awarded by the Care Inspectorate and feedback from service users and families. The annual budget for registered day services in 2018/2019 totalled £8.42 million with a 50/50 split between adults and older people.

Shifting the Balance of Care and growing community assets was recognised as being both a national and a South Lanarkshire Health and Social Care Partnership priority. Through consultation activities, culminating in the South Lanarkshire Strategic Commissioning Plan 2019 to 2022 and the Building and Celebrating Communities agenda, the key themes based on the 9 national health and wellbeing outcomes had a focus on local services being provided and grown in response to local need. A review of day services would inform service development proposals at a locality level, involving locality engagement.

Information was provided on:-

- ◆ current day service provision and uptake at Appendix 1 of the report
- ◆ the scope of the review at Appendix 2 of the report

The Committee decided:

- (1) that the review of day services for adult and older people be noted; and
- (2) that, on completion of the review, an update report and action plan would be submitted to Committee for consideration.

Councillor Burns left the meeting during this item of business

12 Recruitment to Integrated Posts Structure for Health and Social Care Partnership

A report dated 18 April 2019 by the Director, Health and Social Care was submitted on the developments of the Health and Social Care Partnership in relation to integrated posts.

The Public Bodies (Joint Working) (Scotland) Act 2014 required certain types of services provided by local authorities and health boards to come together for the purpose of strategic planning and management. The Council and NHS Lanarkshire had included all Adult and Older People Services which involved those services relating to mental health, learning disability and substance misuse.

At its meeting on 19 April 2016, the South Lanarkshire Integration Joint Board (IJB) approved the establishment of a Senior Management Team. The IJB also approved the establishment of the Nursing and Medical structures at its meeting on 13 September 2016. At its meeting on 14 December 2016, the Executive Committee approved the creation and commitment to integrated Locality Manager posts as part of the locality developments for integrated services and also, at its meeting on 7 February 2018, this Committee approved the creation of an integrated post for the Community Addiction Recovery Service (CAREs), together with the integrated structure for that service.

It was now a requirement to ensure that the development of integrated posts was supported across the Partnership and that all such posts, with the exception of those protected under legislation, be open to all Health and Council employees.

Within Health, there were a number of registered disciplines regulated by professional bodies inclusive of nursing, allied health professionals and medics. Professional lines of accountability were established through the Medical Director, Nurse Director and Allied Health Professional Director.

In order to satisfy the statutory arrangements for the Council, the Chief Social Work Officer would continue to report to the Chief Executive and elected members. This would provide assurance that statutory requirements were delegated to a minimum management level of Service Manager by a Scottish Social Services Council registered Social Worker for those roles reserved in legislation to be held by a professionally qualified Social Worker.

Information was provided on the governance arrangements in place to ensure that both NHS Lanarkshire and the Council's statutory requirements were being met.

The Committee decided:

- (1) to note that the recruitment of all Health and Social Care posts that would be part of integrated teams would be advertised across the Partnership for both Council and Health employees, which would be in line with professional governance arrangements to meet the statutory requirements of both NHS Lanarkshire and the Council;
- (2) to note that the Chief Officer/Director of Health and Social Care had delegated responsibility to determine posts reserved for professional governance arrangements that required a registered health professional or Social Worker; and
- (3) to note the commitments of the Health and Social Care Partnership to progressing with integration across the service.

[Reference: Minutes of the South Lanarkshire Integration Joint Board of 19 April 2016 (Paragraph 4) and 13 September 2016 (Paragraph 11), Minutes of the Executive Committee of 14 December 2016 (Paragraph 11) and Minutes of 7 February 2018 (Paragraph 8)]

13 Child Sexual Exploitation

A report dated 18 March 2019 by the Director, Health and Social Care was submitted outlining the national and local work being undertaken to protect children and young people from Child Sexual Exploitation (CSE).

This included working with a group of local young people affected by CSE which highlighted the impact on young people and provided essential information around early indicators of both community and online activity that led to risk of CSE. The young people also worked on a media campaign and created a CSE awareness poster for young people which would be displayed across South Lanarkshire.

The Committee decided: that the report be noted.

13 Carers (Scotland) Act 2016 – Update

A report dated 18 April 2019 by the Director, Health and Social Care was submitted on the progress of the implementation of the Carers (Scotland) Act 2016.

Following consideration by the South Lanarkshire Integration Joint Board at its meeting on 4 December 2018, work had been on going in a range of areas including:-

- ◆ SWiSplus IT developments
- ◆ support to the Adult Carer Support Plans (ACSP)/young carer statements
- ◆ the development of a guidance framework for the Local Eligibility Criteria
- ◆ involvement in a national group working on a Short Breaks Service Statement
- ◆ the development of the South Lanarkshire Carers Strategy 2019 to 2022
- ◆ work with the Lanarkshire Carers Centre and South Lanarkshire Carers Network
- ◆ the establishment of a Carers' Services and Supports Commissioning Group to develop a timeline, service specification and tender process for the future of carer supports and services in South Lanarkshire
- ◆ work to deliver on the duty relating to carer involvement in hospital discharge

Carers also remained one of the 13 priorities within the South Lanarkshire Integration Joint Board Strategic Commissioning Plan 2019 to 2022.

The Committee decided:

- (1) that the progress to date in complying with the requirements of the Carers (Scotland) Act 2016 be noted; and
- (2) that the Direction approved by the South Lanarkshire Integration Joint Board that the Council procure services that provided equitable access to carer support services, information and advice, short breaks, consultation and engagement, training, practical support and assistance for adults and young carers be noted.

[Reference: Minutes of 25 April 2018 (Paragraph 12) and Minutes of the South Lanarkshire Integration Joint Board of 4 December 2018 (Paragraph 13)]

15 Urgent Business

There were no items of urgent business.