

SOCIAL WORK RESOURCES COMMITTEE

Minutes of meeting held in Committee Room 1, Council Offices, Almada Street, Hamilton on 7 August 2019

Chair:

Councillor John Bradley

Councillors Present:

Councillor Robert Brown, Councillor Jackie Burns, Councillor Graeme Campbell, Councillor Andy Carmichael, Councillor Maureen Chalmers (Depute), Councillor Maureen Devlin, Councillor Mary Donnelly, Councillor Fiona Dryburgh, Councillor Allan Falconer, Councillor Eileen Logan (*substitute for Councillor Margaret Cowie*), Councillor Katy Loudon, Councillor Joe Lowe, Councillor Hugh Macdonald, Councillor Catherine McClymont, Councillor Colin McGavigan, Councillor Jim McGuigan, Councillor Lynne Nailon, Councillor Richard Nelson, Councillor Carol Nugent (*substitute for Councillor Janine Calikes*), Councillor Margaret B Walker, Councillor Jared Wark, Councillor David Watson

Councillors' Apologies:

Councillor Archie Buchanan, Councillor Janine Calikes, Councillor Margaret Cowie, Councillor Mark Horsham, Councillor John Ross (ex officio)

Attending:

Finance and Corporate Resources

K Gowrie, Finance Adviser; T Little, Head of Communications and Strategy; G McCann, Head of Administration and Legal Services; J McDonald, Administration Adviser; M Milne, HR Business Partner; A Norris, Administration Assistant; L O'Hagan, Finance Manager (Strategy)

Health and Social Care/Social Work Resources

V de Souza, Director; I Beattie, Head of Health and Social Care (Hamilton and Clydesdale); R Hutchingson, Resource Worker; M Kane, Planning and Performance Manager; P McCormack, Service Development Manager; J Neill, Service Manager; L Purdie, Head of Children and Justice Services

Chair's Opening Remarks

In response to a request to consider an urgent item of business relating to a Care Inspectorate report for the Hamilton/Blantyre/Larkhall Home Care Service, the Chair advised that this matter would be dealt with at Item 9 – Social Work Resource Plan.

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 8 May 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 7 July 2019 by the Executive Director (Finance and Corporate Resources) and Director, Health and Social Care was submitted comparing actual expenditure at 31 March 2019 against budgeted expenditure for 2018/2019 for Social Work Resources.

As at 31 March 2019, there was an overspend of £1.131 million on Social Work Resources' revenue budget. The overspend, which was higher than the anticipated £1.109 million, 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, as well as equipment, adaptations and technology to assist service users to remain at home, together with demand for respite and direct payments. Those overspends had been partially offset by underspends in Performance and Support and Justice Services due to employee turnover and vacancies.

Officers responded to members' questions in relation to various aspects of the report.

The Committee decided:

- (1) that the overspend on Social Work Resources' revenue budget of £1.131 million, as detailed in Appendix A to the report, be noted; and
- (2) that the budget virements, as detailed in the appendices to the report, be approved.

[Reference: Minutes of 8 May 2019 (Paragraph 3)]

4 Social Work Resources – Revenue Budget Monitoring 2019/2020

A joint report dated 3 July 2019 by the Executive Director (Finance and Corporate Resources) and Director, Health and Social Care was submitted comparing actual expenditure at 24 May 2019 against budgeted expenditure for 2019/2020 for Social Work Resources, together with a forecast of a breakeven position for the year to 31 March 2020.

Details were provided on budget virements in respect of Social Work Resources to realign budgets.

The Committee decided:

- (1) that the breakeven position on Social Work Resources' revenue budget, as detailed in Appendix A to the report, be noted;
- (2) that the forecast to 31 March 2020 of a breakeven position be noted; and
- (3) that the budget virements, as detailed in the appendices to the report, be approved.

5 Social Work Resources – Capital Budget Monitoring 2018/2019

A joint report dated 28 May 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 31 March 2019.

The Committee decided: that the report be noted.

[Reference: Minutes of 8 May 2019 (Paragraph 4)]

6 Social Work Resources – Capital Budget Monitoring 2019/2020

A joint report dated 10 July 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 2019/2020 and summarising the expenditure position at 24 May 2019.

The Committee decided: that the report be noted.

7 Social Work Resources – Workforce Monitoring – March to May 2019

A joint report dated 2 July 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 March to May 2019:-

- ◆ attendance statistics
- ◆ occupational health statistics
- ◆ accident/incident statistics
- ◆ disciplinary hearings, grievances and Dignity at Work cases
- ◆ analysis of leavers
- ◆ Staffing Watch as at 9 March 2019

Officers responded to members' questions in relation to various aspects of the report.

The Committee decided: that the report be noted.

[Reference: Minutes of 8 May 2019 (Paragraph 5)]

8 Social Work Resources - Staffing Establishment

A joint report dated 1 July 2019 by the Executive Director (Finance and Corporate Resources) and Director, Health and Social Care was submitted on proposed changes to the staffing establishment within Social Work Resources.

A temporary post of Service Manager (Registered Services) had been created within the South Lanarkshire Health and Social Care Partnership to build capacity as part of the transition into the new locality management arrangements. The responsibilities of this post had evolved and now included responsibility for all registered Social Work Services within the Council.

Consequently, it was proposed that the temporary post of Service Manager (Registered Services) on Grade 5, Level 1-8, SCP 96-108 (£52,210 to £62,466) be made permanent and added to the Social Work Resources' staffing establishment.

In addition, a further temporary post of Fieldwork Manager (Strategic Support) had been created within the South Lanarkshire Health and Social Care Partnership to support the developments in relation to Self-Directed Support (SDS) and to prepare Social Work Resources for a thematic review and inspection of SDS across the Partnership. The responsibilities of this post had evolved into a Fieldwork Manager support function that provided strategic leadership, operational support for practice issues and development support for financial interface processes.

It was further proposed that the temporary post of Fieldwork Manager (Strategic Support) on Grade 5, Level 1, SCP 96-97 (£52,210 to £53,013) be made permanent and added to the Social Work Resources' staffing establishment.

The costs associated with the above proposals would be met from within existing budgets.

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

9 Social Work Resource Plan - Quarter 4 Progress Report 2018/2019 and Social Work Resource Plan 2019/2020

A report dated 11 July 2019 by the Director, Health and Social Care was submitted on the Social Work Resource Plan 2018/2019 and 2019/2020.

Details were provided on:-

- ◆ progress made at the end of quarter 4, covering the period April 2018 to March 2019, in implementing the priority projects identified in the 2018/2019 Resource Plan
- ◆ those measures which had changed in red/amber/green status, during the period from Quarter 2 to Quarter 4, as detailed in Appendix 2 to the report
- ◆ the Resource Plan for 2019/2020, attached as Appendix 3 to the report, which outlined the:-
 - ◆ objectives and actions for 2019/2020
 - ◆ capital and revenue resources
 - ◆ organisational structure of the Resource

In line with the Council's performance management arrangements, a mid-year progress report on actions identified in the 2019/2020 Resource Plan would be submitted to a future meeting of the Committee.

Discussion took place in relation to the Care Inspectorate's report for Hamilton/Blantyre/Larkhall Home Care Service, as detailed at paragraph 4.4.1 of the report.

Councillor Falconer requested that a copy of the Care Inspectorate's report be circulated to members of the Committee. The Chair approved the request and a copy of the relevant report was issued to each member of the Committee.

Officers responded to members' questions regarding the various concerns which had been raised in relation to the Care Inspectorate's report and provided an assurance that a Members' Briefing Session would be organised to address the concerns highlighted in relation to the report.

Councillor Brown then requested that:-

- ◆ members' concerns in relation to the content of the Care Inspectorate's report for the Hamilton/Blantyre/Larkhall Home Care Service be noted
- ◆ a report in relation to the issues raised, together with details of the Action Plan to address those concerns, be submitted to the next meeting of the Social Work Resources Committee
- ◆ in future, reports in relation to adverse inspection reports by the Care Inspectorate be submitted to the Social Work Resources Committee

In response, the Chair proposed that the recommendations in the report be approved, subject to the inclusion of Councillor Brown's request, as detailed above. The Committee agreed to this proposal.

The Committee decided:

- (1) that the Quarter 4 Progress Report 2018/2019, attached as Appendix 1 to the report, together with achievements made by the Resource during 2018/2019, be noted;
- (2) that details of those measures which had changed in red/amber/green status, during the period from Quarter 2 to Quarter 4, as detailed in Appendix 2 to the report, be noted;
- (3) that members' concerns in relation to the content of the Care Inspectorate's report for the Hamilton/Blantyre/Larkhall Home Care Service be noted;
- (4) that a report in relation to the issues raised, together with details of the Action Plan to address those concerns, be submitted to the next meeting of the Social Work Resources Committee; and
- (5) that, in future, reports in relation to adverse inspection reports by the Care Inspectorate be submitted to the Social Work Resources Committee.

The Committee recommended that the Social Work Resource Plan for 2019/2020 be
to the Executive Committee: approved.

[Reference: Minutes of the Executive Committee of 21 November 2018 (Paragraph 7) and Minutes of 20 February 2019 (Paragraph 6)]

10 South Lanarkshire Adult Protection Committee Biennial Report

A report dated 26 June 2019 by the Director, Health and Social Care was submitted on the South Lanarkshire Biennial Report covering the period 2016 to 2018.

Section 42 of the Adult Support and Protection (Scotland) Act 2007 required the South Lanarkshire Adult Protection Committee to develop and implement adult protection policy and strategy across and between the multi-agency workforces. Section 42 of the Adult Support and Protection (Scotland) Act 2007 required the Committee to perform a number of crucial functions and those were detailed in the report.

The South Lanarkshire Adult Protection Committee Biennial Report for 2016 to 2018 highlighted the work of the Committee over the last 2 years and detailed the priorities for Adult Support and Protection in South Lanarkshire which aimed to provide improved outcomes for adults at risk of harm.

The main challenges for the South Lanarkshire Adult Protection Committee during the reporting period had been:-

- ◆ increased demands on services in a challenging financial climate
- ◆ extending public awareness and understanding of adult protection
- ◆ adult protection in relation to care homes
- ◆ an ageing population and increasing numbers of vulnerable adults living in communities

The Committee decided: that the report be noted.

11 Community Payback Order Annual Report 2017/2018

A report dated 24 June 2019 by the Director, Health and Social Care was submitted on the Community Payback Order Annual Report 2017/2018.

The Criminal Procedure (Scotland) Act 1995 placed a duty on local authorities to prepare an Annual Report detailing the operation of Community Payback Orders (CPOs) within their area and submit it to the Community Justice Authority.

The Community Payback Order Annual Report 2017/2018, attached as an appendix to the report, reflected the broad range of activities and projects undertaken across South Lanarkshire over the last financial year. Details of the developments and initiatives which had been undertaken were provided in the report.

The Committee decided: that the report be noted.

12 Thematic Review of Self-Directed Support

A report dated 28 June 2019 by the Director, Health and Social Care was submitted on the outcome of the Thematic Review of Self-directed Support (SDS) in South Lanarkshire.

A formal inspection of SDS had been undertaken by the Care Inspectorate, as part of its national programme of activity, in autumn 2018. The main purpose of the review was to improve the Care Inspectorate's understanding of the implementation of SDS in Scotland and to support improvement in the implementation of SDS.

Details of the key strengths and areas for improvement that had been identified as a result of the Care Inspectorate's inspection were provided in the report. An action plan would be developed to take forward those areas that had been identified for improvement.

The Committee decided: that the outcome from the Care Inspectorate's inspection of Self-directed Support, as detailed in the report, be noted.

[Reference: Minutes of 19 September 2018 (Paragraph 9)]

13 The South Lanarkshire Local Autism Action Plan – Annual Update/Progress Report

A report dated 11 May 2019 by the Director, Health and Social Care was submitted on the progress of the development of the Autism Resource Co-ordination Hub (ARCH) and the South Lanarkshire Local Autism Action Plan.

The ARCH remained active in facilitating the development of services within the community, many of which were delivered by the community itself alongside partners in the statutory, private and third sectors.

Information was provided on the development of the services provided by the ARCH, together with the engagement and consultation process that had been undertaken, including consultation with Autism Network Scotland, prior to the completion of the draft South Lanarkshire Local Autism Action Plan 2018 to 2023.

Details of the progress which had been made in implementing the South Lanarkshire Local Autism Action Plan were provided in the report.

The Committee decided: that the report be noted.

[Reference: Minutes of 20 June 2018 (Paragraph 6)]

14 Urgent Business

There were no items of urgent business.