

SOCIAL WORK RESOURCES COMMITTEE

Minutes of meeting held via Microsoft Teams and in Committee Room 1, Council Offices, Almada Street, Hamilton on 28 October 2020

Chair:

Councillor John Bradley

Councillors Present:

Councillor Walter Brogan, Councillor Robert Brown, Councillor Archie Buchanan, Councillor Janine Calikes, Councillor Graeme Campbell, Councillor Andy Carmichael, Councillor Maureen Chalmers, Councillor Margaret Cowie, Councillor Maureen Devlin, Councillor Mary Donnelly, Councillor Allan Falconer, Councillor Geri Gray (*substitute for Councillor Jim McGuigan*), Councillor Eric Holford, Councillor Mark Horsham, Councillor Katy Loudon, Councillor Hugh Macdonald, Councillor Catherine McClymont, Councillor Colin McGavigan, Councillor Lynne Nailon, Councillor Richard Nelson, Councillor Carol Nugent, Councillor Margaret B Walker

Councillors' Apologies:

Councillor Joe Lowe, Councillor Jim McGuigan, Councillor John Ross, Councillor David Watson

Attending:

Finance and Corporate Resources

M M Cairns, Legal Services Manager; H Goodwin, Finance Manager; M Milne, HR Business Partner; A Norris, Administration Assistant; L O'Hagan, Finance Manager (Strategy); S Somerville, Administration Manager; H Tennant, Administration Officer; A Thompson, Public Relations Officer

Health and Social Care/Social Work Resources

V de Souza, Director; I Beattie, Head of Health and Social Care (Hamilton and Clydesdale); M Kane, Service Development Manager; M Hayward, Head of Health and Social Care (East Kilbride and Cambuslang and Rutherglen); L Purdie, Head of Children and Justice Services

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 19 August 2020 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 2020/2021

A joint report dated 24 September 2020 by the Executive Director (Finance and Corporate Resources) and the Director, Health and Social Care was submitted comparing actual expenditure at 14 August 2020 against budgeted expenditure for 2020/2021 for Social Work Resources, together with a forecast of the position for the year to 31 March 2021.

At 14 August 2020, there was an overspend position of £0.332 million against the phased budget. The financial forecast to 31 March 2021 was a breakeven position. Continued additional costs incurred in relation to COVID-19, totalling £7.211 million, were detailed separately in Appendix B to the report, together with income received from the Scottish Government.

The Resource had also experienced a reduction in income of £0.524 million from services not provided as a result of COVID-19, as detailed in Appendix D to the report. To date, total additional costs to the Council as a result of COVID-19 were £7.735 million, with £2.976 million received from the Scottish Government and notification of a further £2.488 million which was still awaited.

Additional COVID-19 related expenditure for Children and Families Service of £0.223 million, which would not be funded by the Scottish Government Mobilisation Plan, was provided in Appendix B to the report.

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

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

The Committee decided:

- (1) that the overspend position on Social Work Resources' revenue budget, as detailed in Appendix A to the report, be noted;
- (2) that the forecast to 31 March 2021 of a breakeven position be noted; and
- (3) that the budget virements, as detailed in the appendices to the report, be approved.

[Reference: Minutes of 19 August 2020 (Paragraph 4)]

4 Social Work Resources – Capital Budget Monitoring 2020/2021

A joint report dated 8 October 2020 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 2020/2021 and summarising the expenditure position at 19 June 2020.

Delivery of the capital programme had been affected by lockdown due to COVID-19. A revised 2020/2021 General Services Capital Programme, focused on deliverability, had been presented to the Executive Committee on 23 September 2020. The revised programme for Social Work Resources of £0.844 million had been confirmed. Details on the financial position were provided in Appendix A to the report.

The Committee decided: that the Social Work Resources' capital programme of £0.844 million, and expenditure to date of £0.057 million, be noted.

[Reference: Minutes of the Executive Committee of 23 September 2020 (Paragraph 4)]

5 Social Work Resources – Workforce Monitoring – July and August 2020

A joint report dated 23 September 2020 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 July and August 2020:-

- ◆ attendance statistics
- ◆ occupational health statistics
- ◆ accident/incident statistics
- ◆ disciplinary hearings, grievances and Dignity at Work cases

- ♦ analysis of leavers
- ♦ staffing watch as at 13 June 2020

The effect of COVID-19 was evident in the workforce monitoring data. Increased absence data had been related to positive test results and self-isolation. Additional capacity would be sought from other areas to cover any gaps.

Officers responded to members' questions in relation to various aspects of the report. The HR Business Partner also undertook to circulate more detailed information to members, particularly in view of the impact of COVID.

The Committee decided: that the report be noted.

[Reference: Minutes of 19 August 2020 (Paragraph 7)]

6 Review of Drug Treatment and Testing Order Service and Staffing

A joint report dated 24 September 2020 by the Director, Health and Social Care and Executive Director (Finance and Corporate Resources) was submitted on:-

- ♦ the review of the Drug Treatment and Testing Order (DTTO) Service delivery within Justice Services
- ♦ a proposal to increase the DTTO Service establishment in response to increased workload during the past 2 years

South Lanarkshire Council had hosted the pan-Lanarkshire DTTO Service until the review group recommended that North and South Lanarkshire deliver separate DTTO services. Separation had led to a reduction in the budget and staffing complement in the DTTO service in South Lanarkshire, however, the number of DTTOs had remained the same despite the service only being offered to residents from the South Lanarkshire Council area.

A Service review had been carried out in 2020 which identified that:-

- ♦ the revised health and social work staffing complement did not offer sufficient cover to meet the demand for DTTOs, leading to risks of not meeting statutory requirements
- ♦ the staffing complement did not offer the capacity to cover for absence due to annual leave, training or for other reasons

Interim arrangements were implemented to allow the service to continue to meet its statutory function. The recommended operating model to realign with the Community Addiction Recovery Service (CAREs) required the following permanent establishment changes:-

- ♦ increase the number of FTE posts from 0.5 to 0.6 of Team Leader on Grade 3, Level 8, SCP 79-80 (£41,772 to £42,411)
- ♦ increase the number of FTE posts from 1.5 to 2 of Social Worker on Grade 3, Level 2-4, SCP 63-74 (£32,994 to £38,799)
- ♦ increase the number of FTE posts from 1.5 to 2 of Substance Misuse Worker on Grade 2, Level 2-4, SCP 39-57 (£23,139 to £30,147)
- ♦ maintain 0.5 FTE post of Administration Assistant on Grade 2, Level 1, SCP 34-35 (£21,497 to £21,862)
- ♦ decrease the number of FTE posts from 1.5 to 1 of Clerical Assistant on Grade 1, Level 1 – 4, SCP 20-31 (£17,519 to £20,630)

The additional staffing costs in relation to the proposal would be funded by a reconfiguration of the existing service model.

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

The Committee decided: that, following a review of the Drug Treatment and Testing Order service, the revised preferred operating model and addition to the establishment, as detailed in the report, be approved.

[Reference: Minutes of 15 November 2017 (Paragraph 7)]

7 Emergency Receiving Centre – Additional Funding

A joint report dated 20 October 2020 by the Executive Director (Finance and Corporate Resources) and Director, Health and Social Care was submitted on:-

- ◆ Scottish Government funding which had become available to support the NHS Lanarkshire Emergency Receiving Centre
- ◆ the proposed establishment of 1FTE Operations Manager post to complement the Social Work Hospital Team

In August 2020, the Committee approved the revised structure for a Hospital Discharge Team. A pilot, which introduced input from a Social Work Operations Manager at the Emergency Receiving Centre to provide advice and signposting, showed a further reduction in attendance at Accident and Emergency could be achieved. It was, therefore, proposed that a post of Operations Manager be established on a permanent basis on Grade 4, Level 2-5, SCP 82-88, £43,651 to £47,775.

Funding for this role was anticipated to come from recurring Scottish Government funding of approximately £60,000. In the event that non-recurring funding was confirmed, or if no funding was received, an alternative funding solution would be agreed with the Health and Social Care Partnership in consultation with NHS Lanarkshire and the Integration Joint Board

The Committee decided:

- (1) that the contents of the report be noted; and
- (2) that the proposal to establish a 1 FTE Operations Manager post on a permanent basis, as detailed in section 5, be approved.

[Reference: Minutes of 19 August 2020 (Paragraph 9)]

8 Meeting our Corporate Parenting Responsibilities and South Lanarkshire Council Revised Strategy

A report dated 20 September 2020 by the Director, Health and Social Care was submitted providing an update on the review of the Corporate Parenting Strategy governance structure and highlighting the importance of the Committee's Corporate Parenting Responsibilities.

An evaluation of South Lanarkshire's current Corporate Parenting Strategy and Plan 2018 to 2020 had been undertaken by the Corporate Parenting Strategy Group. The evaluation considered the future priorities based on a joint strategic needs assessment. The review outcome would directly inform the Corporate Parenting Strategy and Plan 2020 to 2022.

The evaluation had highlighted the need to review the governance and sub-structures that supported the Strategy to bring the Champions Board into the existing structure. In addition, the recent Children's Inspection had highlighted the need for stronger governance in the Corporate Parenting Improvement Agenda.

The report provided details of the proposed new governance structure, which included the creation of an Executive Corporate Parenting Board and encompassed the Champions Board.

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

The Committee decided:

- (1) that the Committee's responsibilities and continued engagement in relation to the Corporate Parenting agenda for the Council's care experienced young people be noted; and
- (2) that the revised corporate parenting structure and governance be noted.

9 Adult Support and Protection Progress Update

A report dated 2 October 2020 by the Director, Health and Social Care was submitted providing an update on preparations for the forthcoming inspection of Adult Support and Protection (ASP).

A joint inspection of ASP, involving 6 adult protection partnerships, was carried out in 2017/2018 for scrutiny and assurance that ASP was being undertaken across Scotland.

In February 2020, the Care Inspectorate announced a 2-year inspection programme and published details of Phase 1 due to take place between April 2020 and March 2021. South Lanarkshire Health and Social Care Partnership (SLHSCP) had been included in the first phase of the programme. Whilst COVID-19 had delayed the inspection, the Care Inspectorate had resumed preparations for the inspection in August 2020.

For Lanarkshire, the inspection would cover Police Q Division, with North and South Lanarkshire HSCPs inspected alongside NHS Lanarkshire (NHS). Each Partnership would be inspected independently, with separate reports on findings for each Partnership area.

Preparations for the inspection had begun, including the creation of a multi-agency subgroup, a multi-agency case file audit and social work case file audit. A Fieldwork Manager had been identified to lead the further evaluation of ASP cases.

ASP training had continued to be delivered throughout the pandemic, both online and classroom based.

The Committee decided: that the report be noted.

10 National Review of Adult Social Care

A report dated 2 October 2020 by the Director, Health and Social Care was submitted on the Independent Review of Adult Social Care in Scotland.

The Scottish Government's Programme for Government 2020/2021 included the commitment to undertake an Independent Review of Adult Social Care. The Review would examine how Adult Social Care could be reformed to deliver a national approach to care and support services, including consideration of a National Care Service. The review would take a human rights-based approach and focus on the views of those with lived experience of adult social care.

The outcome of the Review would be reported in January 2021 and was likely to have a significant impact on how adult social care services were commissioned, organised, procured and delivered. A further report would be brought to the Committee once the Review had reported its recommendations.

Details of the areas which the Review would make recommendations on were provided at paragraph 4.3 of the report. The Review would also consider what was required to achieve the highest standard of support for the independence and wellbeing of people who used Adult Social Care Services.

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

The Chair and Director agreed to arrange a members' awareness session on the Review.

The Committee decided: that the report be noted.

Councillor Nailon joined the meeting during this item of business

11 Care at Home Service

A report dated 13 October 2020 by the Director, Health and Social Care was submitted on the outcome of the recent Care Inspectorate inspection within Hamilton Home Care Service.

In January 2020, the Council had imposed a voluntary moratorium on the Care at Home Service within both Hamilton and Rutherglen following concerns highlighted in inspections carried out by the Care Inspectorate and placed a suspension on new referrals to the Service.

In December 2019, the Hamilton Service had been issued with a formal Improvement Notice that required improvements to be undertaken. The Hamilton Service had been subject to inspection in the week beginning 5 October 2020.

A new management team had developed and led an improvement action plan to bring about positive change within the Service.

Following a rigorous inspection process, the Service had received exceptionally positive feedback. Inspectors highlighted the considerable progress achieved and assessed the Service as having met all the requirements of the Improvement Notice and had, therefore, subsequently agreed to the lifting of the Notice.

Inspectors had taken the unusual decision to regrade the Service and subsequently awarded it the following grades:-

♦ Care at Support	3
♦ Leadership and Management	3
♦ Staffing	2

The voluntary moratorium previously in place in the Rutherglen Home Care Service had been lifted on 31 August 2020. It would be the intention to employ a similar staged approach to supporting new services within the Hamilton Service in order to lift the moratorium.

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

The Committee decided: that the report be noted.

Councillor Nelson left the meeting after this item of business

12 Winter Plan 2020/2021

A report dated 1 October 2020 by the Director, Health and Social Care was submitted providing details of the Winter Plan arrangements.

The report provided details of the main components of the Winter Plan associated with COVID-19, including the flu vaccination programme, the COVID Hub and Assessment Centre, and contingencies for staffing and adverse weather.

Information on plans related to Primary Care Out of Hours/NHS 24 and the acute hospital service were provided in the report. Detailed plans for the Health and Social Care Partnerships in North and South Lanarkshire had been prepared and a communication plan would be developed for both staff and the public.

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

The Committee decided:

- (1) that the winter planning arrangements to maintain services be noted; and
- (2) that work to finalise the plan, share it with respective bodies and submit to the Scottish Government be noted.

13 Notification of Contracts Awarded

A report dated 1 October 2020 by the Director, Health and Social Care was submitted on contracts awarded by Social Work Resources in the period 1 April to 30 September 2020.

In terms of Standing Order Nos 21.8 and 22.5 of the Standing Orders on Contracts, Resources were required to notify the relevant Committee of contracts awarded in excess of £50,000. Details of the contracts awarded by Social Work Resources were provided in the appendix to the report. The Service Development Manager advised of a typographical error in the appendix in that the Salvation Army contracts had been included but related to Housing and Technical Resources.

The Committee decided: that the report be noted.

14 Urgent Business

There were no items of urgent business.