

SOCIAL WORK RESOURCES COMMITTEE

Minutes of meeting held in Committee Room 1, Council Offices, Almada Street, Hamilton on 4 March 2020

Chair:

Councillor John Bradley

Councillors Present:

Councillor Walter Brogan, Councillor Robert Brown, Councillor Archie Buchanan, Councillor Jackie Burns, Councillor Janine Calikes, Councillor Graeme Campbell, Councillor Andy Carmichael, Councillor Maureen Chalmers (Depute), Councillor Gerry Convery (*substitute for Councillor Margaret Cowie*), Councillor Maureen Devlin, Councillor Mary Donnelly, Councillor Allan Falconer, Councillor Mark Horsham, Councillor Katy Loudon, Councillor Joe Lowe, Councillor Catherine McClymont, Councillor Colin McGavigan, Councillor Jim McGuigan, Councillor Lynne Nailon, Councillor Richard Nelson, Councillor Margaret B Walker, Councillor Jared Wark

Councillors' Apologies:

Councillor Margaret Cowie, Councillor Hugh Macdonald, Councillor Carol Nugent, Councillor John Ross (ex officio)

Attending:

Finance and Corporate Resources

C Adam, Finance Adviser; H Goodwin, Finance Manager (Resources); H Lawson, Legal Services Manager; G McCann, Head of Administration and Legal Services; M Milne, HR Business Partner; S Somerville, Administration Manager; H Tennant, Administration 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; L Purdie, Head of Children and Justice Services

Also Attending:

NHS Lanarkshire

J Hutton, Mental Health Improvement Manager; S McMorris, Suicide Prevention Lead

Order of Business

The Committee decided: that the items of business be dealt with in the order minuted below.

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 11 December 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 2019/2020

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

As at 3 January 2020, there was an overspend of £1.541 million on Social Work Resources' revenue budget, with a forecast of a potential overspend of £2.239 million at 31 March 2020. The overspend was due to pressures within Children and Family Services and Adult and Older People Services due to demand, which was partially offset by a projected underspend of £0.156 million for Justice and Substance Misuse Services. Anticipated additional costs in relation to improvement work for Home Care services might impact on the outturn position.

Details were provided 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 on Social Work Resources' revenue budget of £1.541 million, as detailed in Appendix A to the report, and the forecast overspend to 31 March 2020 of £2.239 million be noted; and
- (2) that the budget virements, as detailed in the appendices to the report, be approved.

[Reference: Minutes of 11 December 2019 (Paragraph 3)]

4 Social Work Resources – Capital Budget Monitoring 2019/2020

A joint report dated 12 February 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 2019/2020 and summarising the expenditure position at 3 January 2020.

The Committee decided:

- (1) that the Social Work Resources' capital programme of £2.729 million, and expenditure to date of £0.643 million, be noted; and
- (2) that the projected outturn of £0.900 million be noted.

[Reference: Minutes of 11 December 2019 (Paragraph 4)]

5 Social Work Resources – Workforce Monitoring – October to December 2019

A joint report dated 24 January 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 October to December 2019:-

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

- ♦ analysis of leavers
- ♦ Staffing Watch as at 14 December 2019

Officers responded to members' questions in relation to the report.

The HR Business Partner offered to provide further strategic information direct to those members who had specifically asked for a breakdown in statistics in relation to absences and job vacancies. The Head of Children and Justice Services advised that a report on recruitment would be submitted to a future committee meeting.

The Committee decided: that the report be noted.

[Reference: Minutes of 11 December 2019 (Paragraph 5)]

6 Suicide Prevention

A report dated 28 January 2020 by the Director, Health and Social Care was submitted providing an update on recent suicide data across South Lanarkshire and advising on the South Lanarkshire Suicide Prevention Action Plan.

Information on both local and national suicide statistics was provided. It was highlighted that the rate of suicide was higher in Scotland than the rest of the UK and had spiked in 2018. Figures were still awaited for 2019.

In May 2019, a multi-agency Suicide Prevention Group was reconvened to create a Suicide Prevention Plan within South Lanarkshire, with the aim of reducing the suicide rate across the area. The Mental Health Improvement Manager and Suicide Prevention Lead, NHS Lanarkshire, advised of the work being undertaken to support the 'Every Life Matters' national campaign and the aim of the Suicide Prevention Plan to promote good mental health and reduce suicide.

Having responded to members' questions, J Hutton and S McMorris were thanked for their informative presentation. Both intimated they welcomed the input of elected members in helping to tackle the issue and offered to provide further information on request.

The Committee decided: that the work being undertaken to support the South Lanarkshire Suicide Prevention Action Plan be noted.

Councillor Buchanan, S McMorris and J Hutton left the meeting following this item of business.

7 Care at Home Services

A joint report dated 26 February 2020 by the Director, Health and Social Care and the Executive Director (Finance and Corporate Resources) was submitted providing an update on Care at Home Services.

Following the issue by the Care Inspectorate of a formal Improvement Notice for the Hamilton Care at Home Service in December 2019, and service concerns raised in relation to the Rutherglen Service, both Services had agreed not to accept new cases to allow improvement actions to take place.

Details were provided of the short-term, medium term and long-term actions being taken by the Service to implement a comprehensive improvement programme. To consolidate the activity being undertaken, it was proposed that a temporary Project Team be established for a period of 2 years. The costs of the Project Team would be met from monies identified for future budget strategies.

Reports would be submitted to future meetings to provide an update on the longer term strategy.

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

The Committee decided:

- (1) that the content of the report be noted;
- (2) that the Director, Health and Social Care be authorised to recruit the posts, as detailed at paragraph 3.5 of the report, within existing permissions and available budgets; and
- (3) that a temporary Project Team be established for a 2-year period to support the transition and redesign of the Service.

[Reference: Minutes of the Executive Committee of 29 January 2020 (Paragraph 10)]

Councillors Nailon and Walker left the meeting following this item of business

8 Project Implementation Team – Care at Home Scheduling and Mobile Solution

A joint report dated 16 January 2020 by the Director, Health and Social Care and the Executive Director (Finance and Corporate Resources) was submitted on progress with the implementation of an integrated mobile solution to optimise the scheduling of Home Care visits.

Totalmobile had been contracted to provide the cloud-based services and a pilot system had run from December 2019 to mid-January 2020. A review of the pilot had been completed and would inform the staged rollout of the system across all 4 localities.

Further work was now required to refine and tailor the scheduling tool to best meet the Service requirements and user testing would be undertaken to ensure a successful and effective implementation.

To progress the roll-out, it was proposed that a temporary dedicated Care at Home scheduling team be established. Details of the new posts required to create the Project Implementation Team were provided in the report and costs would be met from the Integration Joint Board (IJB) budget.

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

The Committee decided:

- (1) that the progress on the Care at Home Scheduling and Mobile Solution be noted; and
- (2) that the temporary establishment changes, detailed in section 6 of the report, be approved.

Councillor Lowe left the meeting during this item of business

9 Carers Fund – Increase to Establishment

A joint report dated 13 February 2020 by the Director, Health and Social Care and the Executive Director (Finance and Corporate Resources) was submitted providing an update in the use of the Carers Fund to support the implementation of the Carers Act and Free Personal Care.

The Carers Act, the introduction of Free Personal Care and the Self-Directed Support Act had significantly increased the demand and complexity of Assessment and Care Management Services which were delivered by the Health and Social Care Partnership's 4 locality teams.

It was proposed, therefore, that uncommitted funding received from the Scottish Government to support implementation of the Carers Act be used to increase capacity in the Fieldwork team by establishing 10 posts of Social Work Assistant (Assessment and Review) on Grade 2, Level 4, SCP55-57 (£28,395 to £29,271) across all localities.

The Committee decided:

- (1) that the content of the report be noted; and
- (2) that 10 posts of Social Work Assistant (Assessment and Review) on Grade 2, Level 4, SCP55-57 (£28,395 to £29,271) be established.

Councillor McClymont left the meeting during this item of business

10 Staffing Planning and Performance, Community Justice Services

A joint report dated 13 February 2020 by the Director, Health and Social Care and the Executive Director (Finance and Corporate Resources) was submitted advising of grant funding received to support collaborative working for 2020/2021 within the Community Justice Partnership.

In April 2017, the Community Justice Partnership had been formed and initial funding was allocated to facilitate the development of Community Justice. Confirmation had now been received from the Scottish Government of further mainstream funding of £50,000 in 2020/2021 which would support the establishment of a Community Justice Co-ordinator post.

Increases in the volume of Multi Agency Public Protection Arrangements (MAPPA) level 1 referrals were expected to continue and, together with the introduction of the Violent and Sex Offender Register (VISOR) requirement to improve information sharing, had created pressure on current resources.

It was proposed, therefore, to restructure the existing service, with details of changes to the employee establishment provided in paragraph 5 of the report.

The Committee decided: that the establishment changes, detailed in paragraph 5 of the report, be approved.

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

Councillor McClymont re-entered the meeting during this item of business

11 Review of Funded Establishment within the Community Addiction Recovery Services (CAREs)

A joint report dated 23 January 2020 by the Director, Health and Social Care and the Executive Director (Finance and Corporate Resources) was submitted on managing Community Addiction Recovery Services (CAREs).

The model for integration of alcohol and drug services across South Lanarkshire was established in 2018. The CARES service was hosted in the Rutherglen/Cambuslang locality, on behalf of the Council and NHS Lanarkshire, and operated as a pan South Lanarkshire resource.

Rutherglen/Cambuslang and Clydesdale localities had successfully co-located, with Hamilton and East Kilbride localities progressing towards co-location.

In order to realign and integrate the CARES service additional staffing was required. Details of the proposed posts required were provided within the report. It was also proposed that Substance Misuse workers be re-designated as Recovery Workers. The cost of the posts would be met from existing resources.

The Committee decided:

- (1) that the content of the report be noted; and
- (2) that the establishment changes, detailed in paragraph 5 of the report, be approved.

[Reference: Minutes of 20 February 2019 (Paragraph 13)]

Councillor Nailon re-entered the meeting during this item of business

12 Investing to Modernise in South Lanarkshire Care Facilities

A report dated 27 January 2020 by the Director, Health and Social Care was submitted providing an update on progress with the programme to modernise South Lanarkshire's Care Facilities.

Information was provided on progress to date in relation to the planned developments at Blantyre, Clydesdale and Larkhall/Stonehouse.

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

Further briefings would be issued to elected members, as appropriate, and a detailed report providing a progress update on all 3 locations would be brought to a future committee meeting.

The Committee decided: that the report be noted.

[Reference: Minutes of 2 October 2019 (Paragraph 10)]

13 Urgent Business

There were no items of urgent business