

SOCIAL WORK RESOURCES COMMITTEE

Minutes of meeting held in the Council Chamber, Council Offices, Almada Street, Hamilton on 11 December 2019

Chair:

Councillor John Bradley

Councillors Present:

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

Councillors' Apologies:

Councillor Robert Brown, Councillor Andy Carmichael, Councillor Mark Horsham, Councillor Hugh Macdonald, Councillor Richard Nelson, Councillor John Ross (ex officio), Councillor Margaret B Walker

Attending:

Finance and Corporate Resources

H Goodwin, Finance Manager (Resources); H Lawson, Legal Services Manager; G McCann, Head of Administration and Legal Services; J McDonald, Administration Adviser; K McVeigh, Head of Personnel Services; 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); M Kane, Service Development Manager; 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 2 October 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 30 October 2019 by the Executive Director (Finance and Corporate Resources) and Director, Health and Social Care was submitted comparing actual expenditure at 11 October 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.

As at 11 October 2019, there was an overspend of £1.271 million on Social Work Resources' revenue budget. The overspend was due to pressures within Children and Family Services as a result of residential school/external placements and fostering placements.

The position would be closely monitored and work was being undertaken to identify ways to minimise and manage those costs.

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 £1.271 million, 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.

[Reference: Minutes of 2 October 2019 (Paragraph 3)]

4 Social Work Resources – Capital Budget Monitoring 2019/2020

A joint report dated 20 November 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 11 October 2019.

The Committee decided: that the report be noted.

[Reference: Minutes of 2 October 2019 (Paragraph 4)]

5 Social Work Resources – Workforce Monitoring – August and September 2019

A joint report dated 1 November 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 August and September 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 September 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 2 October 2019 (Paragraph 5)]

6 Social Work Resource Plan 2019/2020 – Quarter 2 Progress Report

A report dated 13 November 2019 by the Director, Health and Social Care was submitted on the Social Work Resource Plan 2019/2020 in relation to the actions and measures within the Resource.

Details were provided on progress made at the end of quarter 2, covering the period 1 April to 30 September 2019, in implementing the actions and measures identified in the Resource Plan.

The Committee decided: that the report be noted.

[Reference: Minutes of the Executive Committee of 21 November 2018 (Paragraph 19)]

7 Care at Home Services

A report dated 24 October 2019 by the Director, Health and Social Care was submitted on the outcome of the recent inspection of Care at Home Services within the Rutherglen/Cambuslang locality by the Care Inspectorate and providing an update on the service redesign.

The Care at Home Service played an important role in achieving the strategic goal of supporting people to live independently and safely at home and supported the South Lanarkshire Integration Joint Board's strategic planning intentions of managing the pressures on unscheduled care.

A report in relation to the outcomes from the Care Inspectorate's inspection of Care at Home Services in the Hamilton locality was submitted to the Committee at its meeting on 2 October 2019. Following a recent inspection of the Care at Home Service within the Rutherglen/Cambuslang locality, initial feedback from the Care Inspectorate had highlighted a number of issues consistent with those identified in the Hamilton locality.

The significant learning from the work undertaken within the Hamilton Service would be applied to the Rutherglen/Cambuslang Service, with similar frameworks established to oversee the improvement agenda, and on receipt of the final report from the Care Inspectorate, a detailed action plan would be implemented and would include:-

- ◆ the quality of the care management
- ◆ meeting the requirement to complete 6 monthly service reviews
- ◆ ensuring Carers were well supported and confident in their role
- ◆ ensuring consistency of care delivery in the context of challenging levels of demand
- ◆ strengthening the participation and involvement of service users in the delivery and development of services
- ◆ ensuring sufficient capacity in the system to meet demand

There were considerable pressures on the Care at Home Service to meet increasing demand that was anticipated to rise year on year. In order to address this issue, proposals for the redesign of the Service were being developed and a report outlining the proposals would be submitted to a future meeting of the South Lanarkshire Integration Joint Board for consideration.

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

The Committee decided:

- (1) that the development of an action plan to address those areas highlighted for improvement as a result of the Care Inspectorate's inspection of the Care at Home Services in the Rutherglen/Cambuslang locality be noted; and

- (2) that the review of service functions currently being undertaken with a report being submitted to a future meeting of the South Lanarkshire Integration Joint Board for consideration, be noted.

[Reference: Minutes of 2 October 2019 (Paragraph 7)]

8 Chief Social Work Officer Report 2018/2019

A report dated 16 October 2019 by the Director, Health and Social Care was submitted on the Chief Social Work Officer's Annual Report 2018/2019.

There was a statutory requirement for all local authorities to appoint a professionally qualified Chief Social Work Officer (CSWO) who must be registered with the Scottish Social Services Council (SSSC).

The role of the CSWO was to provide professional advice and guidance to local authorities, elected members and officers in the provision of social work services. The CSWO also had responsibility for overall performance improvements and the identification and management of corporate risk insofar as those related to social work services.

The CSWO was required to prepare an annual report of activity, which followed a standardised reporting framework, for submission to the Chief Social Work Advisor for Scotland.

Information was provided on the content of the CSWO's Annual Report, which was attached as an appendix to the report.

The Committee decided: that the Chief Social Work Officer's Annual Report 2018/2019, attached as an appendix to the report, be noted.

9 Lanarkshire Multi-Agency Public Protection (MAPPA) - Annual Report 2018/2019

A report dated 19 November 2019 by the Director, Health and Social Care was submitted on the Lanarkshire Multi-Agency Public Protection Arrangements (MAPPA) Annual Report 2018/2019.

The preparation and publication of the Annual Report was an important part of the strategic arrangements for MAPPA and provided a transparent mechanism for raising public awareness and understanding of public protection issues. The analysis of information allowed MAPPA performance to be assessed and validated and for appropriate action to be taken.

Information was provided on:-

- ◆ statistical information relating to increased demands and trends in this area of work
- ◆ progress made on the MAPPA Business Plan 2017/2018 and the content of the updated Business Plan 2018/2019
- ◆ significant operational events

Lanarkshire MAPPA remained committed to ensuring that best practice and innovation remained at the forefront of managing offenders and all agencies had a firm commitment to working effectively in partnership to manage offenders and jointly address the issues of risk.

The Committee decided: that the report be noted.

[Reference: Minutes of 20 February 2019 (Paragraph 12)]

10 Update of Social Work Resources' Risk Register and Risk Control Plan

A report dated 12 November 2019 by the Director, Health and Social Care was submitted on the systems and controls in place within Social Work Resources to control risks.

The Resource had followed Council guidance in developing, monitoring and updating its Risk Control Register on an ongoing basis. The Register had been developed to ensure that the Resource was fully aware of the main risks that it had, was able to prioritise those risks and had controls in place to eliminate or minimise the impact of risk.

The risks were scored in accordance with the Council's scoring mechanism which scored risks based on likelihood and impact of risk. This had resulted in risks being scored between 1 to 9 (low to high). Risks were scored on their inherent risk (risk if nothing was done) and their residual risk (risk after applying controls).

The Risk Register had been developed and was monitored on an ongoing basis to add any new risks and to review the scores of existing risks. The main changes to the Social Work Resources' register were:-

- ◆ new risks added in relation to failure to evidence sufficient progress against Care Inspectorate requirements and to prepare for the analogue to digital switchover
- ◆ a new lower level risk in relation to failure in multi-agency public protection procedures that resulted in harm to vulnerable children and adults

The top 8 risks for the Resource were detailed in the appendix to the report.

A separate Risk Register and Risk Management Strategy for Health and Social Care Integration had been developed and reported to the Integration Joint Board (Performance and Audit) Sub-Committee.

The Committee decided: that the report be noted.

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

11 Notification of Contracts Awarded

A report dated 29 October 2019 by the Director, Health and Social Care was submitted on contracts awarded by Social Work Resources in the period 1 April to 30 September 2019.

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. Details of the contracts awarded by Social Work Resources were provided in the appendix to the report.

The Committee decided: that the report be noted.

12 Urgent Business

There were no items of urgent business.

13 Exclusion of Press and Public

The Committee decided: that, in terms of Section 50A(4) of the Local Government (Scotland) Act 1973, the press and public be excluded from the meeting for the following item(s) of business on the grounds that it was likely that there would be disclosure of exempt information in terms of Paragraph(s) 5 and 14 of Part I of Schedule 7A of the Act.6

14 Scottish Historical Child Abuse Inquiry

A report dated 20 November 2019 by the Director, Health and Social Care was submitted to advise of the:-

- ♦ ongoing work of the Internal Working Group established to progress work streams generated by the Scottish Child Abuse Inquiry
- ♦ Council's response to Section 21 Notices issued by the Inquiry

Further updates would be provided to this Committee as appropriate.

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

The Committee decided: that the report be noted.

[Reference: Minutes of 28 November 2018 (Paragraph 15)]