

Report

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| Report to: | Social Work Resources Committee |
| Date of Meeting: | 4 March 2020 |
| Report by: | Director, Health and Social Care Executive Director (Finance and Corporate Resources) |

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| Subject: | Review of Funded Establishment within the Community Addiction Recovery Services (CAREs) |
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1. Purpose of Report

1.1. The purpose of the report is to:-

- ♦ outline the current arrangements for managing Community Addiction Recovery Services (CAREs), the integrated alcohol and substance misuse service, across South Lanarkshire Council and NHS Lanarkshire (NHSL)
- ♦ seek approval to realign the establishment for the CAREs across the localities within South Lanarkshire to better meet the needs of clients and their families

2. Recommendation(s)

2.1. The Committee is asked to approve the following recommendation(s):-

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

3. Background

3.1. The Public Bodies (Joint Working) (Scotland) Act 2014 requires that certain services currently provided by local authorities and health boards should come together for the purpose of strategic planning and management. This includes services relating to substance misuse.

3.2. The delivery of Integrated Alcohol and Drug Services has been deliberated upon nationally and locally since the inception of the Joint Future Agenda in 2002. There are many examples of Integrated Alcohol and Drug Services across Scotland. The proposed model for integration in South Lanarkshire was agreed at Social Work Committee on 7 February 2018 and the Community Addiction Recovery Services (CAREs) was established, with co-located and integrated staffing across South Lanarkshire.

4. Current Position

4.1. The overall Service is managed by a Service Manager, employed by NHSL, who has overall strategic responsibility for the Service, and an Operational Manager, employed by South Lanarkshire Council, who has the operational

responsibility for the Service. The Operations Manager reports directly to the Service Manager for the Service. The Operations Manager also receives their own professional supervision from an identified Fieldwork Manager within the host locality.

- 4.2. The Service is hosted within the Rutherglen/Cambuslang locality on behalf of the whole of the Partnership as a pan South Lanarkshire resource. Each locality has a CARES team within their locality, and there are moves to co-locate and integrate all the teams across South Lanarkshire. To date, Rutherglen/Cambuslang and Clydesdale localities are now co-located, and discussions are on-going with locality managers within East Kilbride and Hamilton to progress that model. The Resource is therefore still going through a transition as it moves to a fully integrated and co-located resource.
- 4.3. The above has not diminished or diluted the actions around integration of the service, and the day to day management of staff across disciplines still takes place. However, these arrangements ensure that professional governance standards are addressed for both organisations.
- 4.4. An internal review of social work roles and responsibilities within the teams has resulted in proposals to create lead officers for Adult Protection cases for existing clients, and second workers in Child Protection investigations. In order to do so an additional Team Leader and one Social Worker are required within the service.
- 4.5. In order to align and integrate the CARES service with other Social Work Resources it is further recommended that the post of Substance Misuse Worker be re-designated as Recovery Worker. Therefore there would be no change to the grade for this post.

5. Recommendation

- 5.1. It is recommended that a CARES Team Leader post in Hamilton, employed under Council terms and conditions, and one registered Social Worker post, to work within East Kilbride, are created to support the roll out of a fully integrated CARES resource, and further address public protection concerns within the Service. In order to do so it is recommended 2.5 FTE Social Work Assistant posts are removed from the establishment.
- 5.2. It is also recommended that the CARES team is aligned with other Social Work Resources by re-designating the role of Substance Misuse Worker to Recovery Worker.

6. Employee Implications

- 6.1. The employee implications are detailed below and include: 1 FTE Social Work Team Leader post and 1 FTE Social Worker post be created on a permanent basis, from within the existing budget allocation with the CARES budget of the service, 2.5 FTE Social Work Assistant posts, which are currently vacant, being removed from the establishment, and the post of Substance Misuse Worker being re-designated to Recovery Worker.

| Post (Social Work) | Current Number of Posts (FTE) | Propose d Number of Posts (FTE) | Grade | SCP Range | Hourly Rate | Annual Salary | Current Gross Cost inc on costs 30.3% (current posts) | Proposed Gross Cost inc on costs 30.3% (proposed posts) |
|--|--|---|------------------------------|--------------|-----------------------|-------------------------|---|---|
| Substance Misuse Operations Manager | 1 | 1 | Grade 4 Level 2-5 | 82 - 88 | £23.22 - £25.42 | £42,374 - £46,388 | £55,213 – £60,444 | £55,213 – £60,444 |
| Team Leader | 2 | 3 | Grade 3 Level 8 | 79 - 80 | £22.22 - £22.56 | £40,549 - £41,169 | £105,671 – £107,286 | £158,505 – £160,932 |
| Social Worker | 7 | 8 | Grade 3 Level 2 - 4 | 63 - 74 | £17.55 - £20.63 | £32,516 - £37,647 | £296,578 – £343,378 | £333,848 – £392,432 |
| Substance Misuse Worker | 10 | 0 | Grade 2 Level 4 | 55 - 57 | £15.56 - £16.04 | £28,395 - £29,271 | £369,990 – £381,400 | £0 |
| Recovery Worker | 0 | 10 | Grade 2 Level 4 | 55 - 57 | £15.56 - £16.04 | £28,395 - £29,271 | £0 | £369,990 - £381,400 |
| Social Work Assistants | 5 | 2.5 | Grade 2 Level 2-4 | 39 - 57 | £12.31 - £16.04 | £22,464 - £29,271 | £146,353 – £190,701 | £73,177 - £95,350 |
| Total | 25 | 24.5 | | | | | £973,805 - £1,083,209 | £990,733 - £1,090,558 |

7. Financial Implications

- 7.1. The small additional cost of these posts will be met from existing budgets within the Council budget currently allocated for CAREs.

8. Climate Change, Sustainability and Environmental Implications

- 8.1. There are no implications for climate change, sustainability and environmental implications in terms of the information contained in this report.

9. Other Implications

- 9.1. There is a statutory requirement that Addiction and Substance Services (CAREs) be included in the Health and Social Care Partnership, hence the

resource will also be accountable to the Integrated Joint Board (IJB) as well as reporting the Council and Health Board.

10. Equality Impact Assessment and Consultation Arrangements

- 10.1. This report does not introduce a new policy, function or strategy, or recommend a change to an existing policy, function or strategy and therefore no impact assessment is required.
- 10.2. Trade Unions have been notified of the above development, as have the staff and management of the service.

Val de Souza
Director, Health and Social Care

Paul Manning
Executive Director (Finance and Corporate Resources)

23 January 2020

Link(s) to Council Values/Ambitions/Objectives

- ◆ improve health, care and wellbeing
- ◆ make communities safe and stronger

Previous References

- ◆ Social Work Resources Committee: 20 February 2019 Operations Manager Community Addiction and Recovery Services (CAREs)
- ◆ Social Work Resources Committee: 7 February 2018 Substance Misuse Services – Review of Funded Establishment

List of Background Papers

- ◆ None

Contact for Further Information

If you would like to inspect the background papers or want further information, please contact:-

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