

Motherwell, 18 April 2000 at 11 am.

A Meeting of the **SOCIAL WORK COMMITTEE**

PRESENT

Councillor H. McGuigan, Convener; Councillors Selfridge and Sullivan, Vice-Conveners; Councillors Chadha, Coyle, Curley, Devine, Gordon, Gorman, Jones, Lafferty, Love, Lunny, McCallum, McLaughlin, J. Martin, Morris, M. Murray, Nolan, Robertson, Ross and Shaw.

CHAIR

Councillor H. McGuigan (Convener) presided.

IN ATTENDANCE

The Chief Committee Services Officer; Director of Social Work; Head of Social Work Development; Head of Social Work Resources; Principal Officer, Community Care and Accounting Manager.

APOLOGIES

Councillors Cassidy, Homer, Irvine, McCabe, J. McGuigan, McKinlay and Shields.

MINUTES OF MEETINGS OF SUB-COMMITTEES

**(1) MINUTE OF MEETING OF SOCIAL WORK (PLANNING AND ADMINISTRATION)
SUB-COMMITTEE**

1. There was submitted the Minute of the meeting of the Social Work (Planning and Administration) Sub-Committee held on 4 April 2000.

Decided: that the terms of the minute be approved.

(2) MINUTE OF MEETING OF SOCIAL WORK (OPERATIONS AND SERVICES) SUB-COMMITTEE

2. There was submitted the Minute of the meeting of the Social Work (Operations and Services) Sub-Committee held on 11 April 2000.

Decided: that the terms of the minute be approved.

**REVENUE ESTIMATES 1999/2000 - FINANCIAL MONITORING STATEMENT FOR THE SOCIAL
WORK DEPARTMENT AND SHELTERED EMPLOYMENT**

3. There were submitted reports dated 16 March and 4 April 2000 by the Director of Social Work advising of Department spending levels for respectively, the Department of Social Work and Sheltered Employment for the period from 1 April 1999 to 27 February 2000 and providing a comparison with the approved budgets.

Decided: that the terms of the reports be noted.

COMPOSITE CAPITAL PROGRAMME 1999/2000 MONITORING REPORT - 1 APRIL 1999 TO 27 FEBRUARY 2000

4. With reference to paragraph 4 of the Minute of the meeting of this Committee held on 7 March 2000 when the financial position of the Capital Programme for the Social Work Department was noted, there was submitted a report dated 11 April 2000 by the Director of Social Work (1) regarding the current progress being made on individual projects included in the Capital Programme as at 27 February 2000; (2) intimating that expenditure and commitments against the approved budget amounted to £495,000 and £1,049,000 respectively as detailed in Appendix 1 to the report; (3) indicating that the projected expenditure for the 1999/2000 financial year amounted to £774,000 which fell short of commitments by £281,000, and (4) advising that the slippage would be incorporated into the Capital Programme for this current financial year.

Decided: that the progress of the 1999/2000 Capital Programme for the Social Work Department as at 27 February 2000 be noted.

ABSENCE MANAGEMENT STATISTICS - OCTOBER-DECEMBER 1999

5. With reference to paragraph 19 of the Minute of the meeting of the Personnel Services Committee held on 3 December 1998 when it had been agreed, inter alia, that each department of the Council when providing statistics for absence management provide a commentary detailing the breakdown of the figures to enable effective monitoring to be carried out, there was submitted a report dated 25 February 2000 by the Head of Personnel Services providing absence statistics together with a commentary detailing the breakdown of figures within departments of the Council for the period from October to December 1999 for manual and craft employees, non-manual staff and teachers.

Decided: that the terms of the report be noted.

SOCIAL WORK DEPARTMENT - SERVICE PLAN MONITORING REPORT

6. There was submitted a report (docketed) dated 8 March 2000 by the Director of Social Work advising of the implementation of the Department Service Plan for 1999-2002 and setting out in the appendix to the report details of the progress of the seventeen key strategic development tasks identified therein.

Decided: that the progress of the key strategic development tasks as detailed in the appendix to the report be noted.

INCREASE IN ADOPTION ALLOWANCES, FOSTERING ALLOWANCES, LINK CARERS ALLOWANCES AND SHARED CARE PAYMENTS FOR 2000/2001

7. There was submitted a report (docketed) dated 5 April 2000 by the Director of Social Work setting out the proposals by COSLA for the revised rates of allowances paid for Adoption Allowances, Fostering Allowances, Link Carers Allowances and Shared Care Payments for 2000/2001 which equated to an increase of 2.1% in line with inflation.

Decided: that the new rates for Adoption Allowances, Fostering Allowances, Link Carers Allowances and Shared Care Payments as detailed within the report be approved with effect from 1 April 2000.

FUNDING ARRANGEMENTS FOR EX URBAN PROGRAMME AND SOCIAL INCLUSION PROJECTS

8. With reference to paragraph 19 of the Minute of the meeting of this Committee held on 7 March 2000 when, *inter alia*, it was agreed that a further report would be submitted in respect of future funding for the Rushes Young Persons Drug and Alcohol Project when the Council's overall budget position had been determined, there was submitted a report dated March 2000 by the Director of Social Work advising of the outcome of financial bids to secure the future operation of the Rushes Young Persons Drug and Alcohol Project, Orbiston Neighbourhood Centre and Wishaw Resource Centre for the Elderly (1) intimating that the three projects had faced possible closure as a consequence of their funding arrangements being terminated from 31 March 2000, and (2) advising that as part of the Social Work Department budget provision an additional £165,000 had been allocated as a contribution towards the cost of the projects to ensure the future operation of the three projects.

Decided: that the terms of the report be noted.

SUPPORTING PEOPLE: TRANSITIONAL HOUSING BENEFIT SCHEME

9. With reference to paragraph 13 of the Minute of the meeting of this Committee held on 25 January 2000 when it had been noted that a new scheme of Transitional Housing Benefit was to be introduced from April 2000 to fund support services, there was submitted a joint report (docketed) dated 6 April 2000 by the Directors of Housing and Property Services and Social Work outlining the guidance from the Scottish Executive regarding the implementation of the Scheme (1) intimating that the transitional arrangements would apply until the scheme had been fully introduced in the year 2003; (2) setting out a summary of the action which Local Authorities should take to ensure that people who qualify for assistance with support costs receive payment; (3) proposing that the necessary arrangements and resource implications to maximise the benefits of the scheme be subject to consultation between the Conveners of the Housing and Property Services and Social Work Committees and the Directors of Housing and Property Services and Social Work, and (4) informing that joint monitoring would be conducted by both Directors to ensure that the new support services payments were applied across a full range of accommodation which qualifies for payment.

Decided:

- (1) that the arrangements for implementing the Transitional Housing Benefit Scheme be subject to consultation between the Conveners of Housing and Property Services and Social Work and the Directors of Housing and Property Services and Social Work;
- (2) that reports be submitted to future meetings of the Housing and Property Services and Social Work Committees on the arrangements for implementing the scheme, and
- (3) that the terms of the report be otherwise noted.

REDUNDANCY SUPPORT WITHIN NORTH LANARKSHIRE

10. There was submitted a report (docketed) dated March 2000 by the Director of Social Work regarding the provision of redundancy support to workforces affected by closures and cutbacks (1) advising that since November 1999 redundancy support had been offered to six workforces affecting North Lanarkshire residents; (2) intimating that the provision of support to the workforce at Levi Strauss Limited, Bellshill, was still ongoing; (3) advising that the Council in responding to the Scottish Executive review of support services known as the Partnership Action for Continuing Employment (PACE) had recommended the development of a Lanarkshire wide partnership to co-ordinate response to redundancies, and (4) indicating that following the publication of the PACE report the need for developing a Lanarkshire wide response was crucial.

Decided:

- (1) that the terms of the report be noted;
- (2) that officers of the Council be authorised to investigate the establishment of a Lanarkshire wide redundancy protocol in line with the recommendations contained within the PACE report, and
- (3) that a report be submitted to a future meeting of the Committee on the outcome of the PACE consultations and the establishment of a Lanarkshire wide redundancy protocol.

HOME CARE - CREATION OF GRADE 3 HOME SUPPORT WORKER POST

11. With reference to paragraph 11 of the Minute of the meeting of this Committee held on 6 October 1998 when, inter alia, approval was given for the creation of grades 1 and 2 Home Support Workers set at fixed salary point SCP6 and SCP9 respectively, there was submitted a report (docketed) dated 5 April 2000 by the Director of Social Work seeking approval to create the post of grade 3 Home Support Worker (1) setting out in an appendix to the report a job description for the grade 3 Home Support Worker; (2) advising that the projected number of complex homecare packages required the need for 20 full time grade 3 posts to be created and introduced incrementally throughout the current year; (3) proposing that a review of the grading be undertaken after one year, and (4) indicating that the funding for the creation of the grade 3 Home Care Support Workers could be met from revenue budgets available to support clients within the project.

Decided:

- (1) that the creation of the post of grade 3 Home Support Worker be approved with the salary set at SCP17 £12,951 per annum (£6.55 per hour);
- (2) that 20 full time equivalent posts be established incrementally over the current year, and
- (3) that the report be remitted to the Personnel Services Committee for its consideration.

CASTLEHILL COMMUNITY SCHOOL - GROUPOURKER POST

12. With reference to paragraph 25 of the Minute of the meeting of the Policy and Resources Committee held on 13 April 1999 when it had been noted that the funding bid for the establishment of a pilot project for a New Community School at Castlehill Primary School, Wishaw had been approved by the Scottish Executive, there was submitted a report dated 5 April 2000 by the Director of Social Work (1) requesting the establishment of a Groupworker post at Castlehill Community School graded at AP4 which had been included in the bid, and (2) setting out in the Appendix to the report a job description for the post.

Decided:

- (1) that the creation of a Groupworker post at Castlehill Primary School graded at AP4 be approved, and
 - (2) that the report be remitted to the Personnel Services Committee for its consideration.
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LIFE CHOICES - THE SOCIAL WORK DEPARTMENT IN-HOUSE SUPPORTED LIVING SERVICE

13. With reference to paragraph 5 of the Minute of the meeting of the Social Work (Operations and Services) Sub-Committee held on 29 February 2000 when it had been noted that a report would be submitted to a future meeting on the enhancement of the Intensive Home Support Service, there was submitted a report (docketed) dated 14 April 2000 by the Director of Social Work regarding developments in the provision of supported living services at Merrystone House, Coatbridge (1) outlining the background to the provision of supported living services; (2) providing details of the development plan which was designed to provide intensive home care services for a range of client groups, predominantly, adults with learning disabilities; (3) proposing that the service be managed within the overall management framework at Merrystone House, Coatbridge; (4) advising that any personnel implications arising from the provision of supported living services would be subject of a further report to a future meeting of the Committee, and (5) indicating that funding for the proposed Supported Living Services would be provided from resource transfer monies from the Health Board.

Decided:

- (1) that the arrangements for the further development in the provision of the Council's in-house Supported Living Service be approved, and
- (2) that further reports be submitted to future meetings of the Committee as the service develops.

NORTH LANARKSHIRE RESIDENTS SURVEY: VIEWS ON SOCIAL WORK SERVICES

14. With reference to paragraph 13 of the Minute of the meeting of the Policy and Resources Committee held on 21 March 2000 when, *inter alia*, the key findings of the initial analysis of the North Lanarkshire residents survey were noted, there was submitted a report (docketed) dated 5 April 2000 by the Director of Social Work regarding the initial results of the survey on the views of Social Work services (1) indicating the initial results of the survey, and (2) advising that the residents survey confirmed the high importance and priority attached to services for very vulnerable groups, people with learning disabilities, older people and children.

Decided: that the high importance attached by residents of North Lanarkshire to the Social Work services provided by the Council be noted.

INTRODUCTION OF CUSTOMER FEEDBACK FORMS

15. There was submitted a report (docketed) dated 6 April 2000 by the Director of Social Work (1) regarding the introduction of a Customer Feedback form for users of Social Work services, and (2) advising that the development of the Customer Feedback forms would allow users of Social Work services to comment on the standard of service received.

Decided:

- (1) that the development of the Customer Service Feedback forms be noted, and
- (2) that the results of the customer surveys be reported to future meetings of the Committee.

CONFERENCES

(1) DEVELOPING A SEXUAL HEALTH AGENDA FOR SCOTLAND'S CHILDREN AND YOUNG PEOPLE

16. There was considered an invitation from Children in Scotland to attend a conference entitled "Developing a Sexual Health Agenda for Scotland's Children and Young People" which had been held in Edinburgh on 5 April 2000.

Decided: that the attendance of Councillor J. McGuigan be homologated.

(2) THE CHILDCARE STRATEGY

17. There was considered an invitation from Children in Scotland to attend a conference entitled "The Childcare Strategy" to be held in Edinburgh on 3 May 2000.

Decided: that Councillors Devine and Gorman be authorised to attend.

(3) PROMOTING POSITIVE BEHAVIOUR IN EARLY YEARS

18. There was considered an invitation from Children in Scotland to attend a conference entitled "Promoting Positive Behaviour in Early Years" to be held in Edinburgh on 7 June 2000.

Decided: that no attendance at this conference be authorised.

(4) TODAY'S CHILDREN - TOMORROW'S PARENTS

19. There was considered an invitation from NCH Action for Children to attend a conference entitled "Today's Children - Tomorrow's Parents" to be held in Glasgow on 8 June 2000.

Decided: that Councillors Jones and Lunny be authorised to attend.

(5) WORKING WITH YOUNG PEOPLE

20. There was considered an invitation from Children in Scotland to attend conferences entitled "Working with Young People" to be held in Aberdeen and Stirling on 13 and 19 June 2000.

Decided: that no attendance at these conferences be authorised.

(6) CHILDREN, YOUNG PEOPLE AND MONEY

21. There was considered an invitation from Children in Scotland to attend a conference entitled "Children, Young People and Money" to be held in Dunblane on 2-3 November 2000.

Decided: that no attendance at this conference be authorised.
