

To: SOCIAL WORK COMMITTEE		Subject: ADDICTION SERVICES (DEVELOPMENTS)  (i) Proposed Authority Wide Service for Young People at Risk (ii) Additional Resource Implications
From: JIM DICKIE DIRECTOR OF SOCIAL WORK		
Date: 28 February 2002	Ref: JD/AMW/DH	

## 1 PURPOSE OF REPORT / INTRODUCTION

- 1.1 To advise Social Work Committee of further proposed developments in relation to Addiction Services, in respect of the targets set by the Scottish Executive via the National Strategy: "Tackling Drugs in Scotland", and the subsequent funding made available to assist North Lanarkshire Council to achieve said targets and expected outcomes.

## 2 BACKGROUND

- 2.1 Committee was previously advised of the background to the Scottish Executive's financial allocations to Local Authorities in reports dated 31 May 2001 (Special Meeting of Social Work Committee re Implementation of Budget Proposals – Drug Rehabilitation monies), and 23 August 2001 (Addiction Services: Development of Services for Children and Young People via the Children's Change Fund).
- 2.2 All recommendations were approved, and this report therefore advises of the proposed implementation of the previously approved recommendations, and of additional resource implications resulting from same.
- 2.3 It is important to note that the proposals contained in this report are geared towards strengthening the framework of support arrangements which exist to meet the complex needs of young people at risk within North Lanarkshire Council, rather than being seen as simply an additional addiction resource.
- 2.4 The project to support young people with complex needs, including behaviours which put them at risk, proposed in Section 3 below, will be managed through Children and Families services within the Social Work Department, to emphasise the young person centred approach being taken with this vulnerable group.

## 3 PROPOSALS / CONSIDERATIONS

- 3.1 As advised by the previous reports, Addiction Services have re-organised in line with the broader Departmental restructuring, and services are now delivered on a Divisional basis. The report dated 23 August 2001 advised of proposals regarding the initial stages of development of a dedicated service for Young People, and approval was granted in respect of the appointment of 6 Young Persons Workers, Grade AP2/3.

- 3.2 The report did not specify the operational arrangements for such a service, and from further planning and development discussions with the relevant personnel from Children and Families Services, RUSHES (Young Persons Drug and Alcohol Service), current Addiction Service staff and the Drug Action Team, it is proposed that these 6 existing posts augment the existing provision for Young People at RUSHES, and provide an Authority wide dedicated service.
- 3.3 It is proposed that the existing RUSHES Project be the base for this service, and that 9 existing posts - 3 Project Workers from RUSHES, and the 6 Young Persons Workers, merge to create a team of 9 workers, with one Project Leader.
- 3.4 The current situation regarding RUSHES and Bellshill Cross is that these two Projects - one Adult resource and one Young Person's resource - are managed by one Project Leader. The proposal for this dedicated Authority wide Young Persons Addiction service would require a separate Project Leader at grade PO 2/5, graded to match both the authority wide responsibilities of the post, and to ensure parity with other posts managing specialist or dedicated resources for Young People. This is consistent with the approach outlined at Sections 2.3 and 2.4 above.
- 3.5 The effect of this new service will require the creation of 1 post of Addiction Worker, Grade AP2/3, to ensure a return to the required compliment for the Adult Service covering the Central Division of Bellshill and Coatbridge.
- 3.6 It is proposed to create 4 new Clerical Assistant / Typist posts, at grade GS 1/2, to provide necessary support to the 3 current Divisional resources, and the newly proposed Authority wide service for young people. These grades are required as the expanded services merit additional clerical support.
- 3.7 The additional, substantial service developments in addiction services in North Lanarkshire have created an increase in the planning, development and co-ordinating role of Social Work HQ. The role and focus of the Lanarkshire Drug Action Team has altered accordingly, and expectations regarding joint working and partnership developments are key to meeting the expected aims and outcomes of the National Strategy.

Currently within Social Work HQ, there is one post, Co-ordinator Addictions, working to the Manager, Social Work Strategy. To aid development of this expanding service, the creation of a post of Resource Worker, Addictions, Grade AP 4/5/QSW, is deemed appropriate. This post would ensure linkage with DAT partners, and ensure ongoing dissemination of information inter-departmentally, particularly to Area Teams, and all associated operational resources.

#### **4 FINANCIAL / PERSONNEL / LEGAL / POLICY IMPLICATIONS**

- 4.1 The costs associated with these proposed developments will be met in full from the allocated monies via the Scottish Executive – both Rehabilitation Monies and the Children's Change Fund.
- 4.2 The Personnel implications are as follows:-

Details	No. of Posts	Full Year Costs	Children's Change Fund	Rehabilitation Monies
1 Project Leader (PO 2/5 + 7 ½%)	1	£32,482	£32,482	
1 Addiction Worker (AP 2/3 + 7 ½%)	1	£19,411	£19,411	
4 Clerical Assistant / Typists(GS 1/2)	4	£54,732	£13,683 (1 x post)	£41,049 (3 x posts)
1 Resource Worker (AP 4/5QSW)	1	£24,402		£24,402
		£131,027	£65,576	£65,451

4.3 These proposed developments further enhance the current and developing dedicated service provision for those young people experiencing difficulty. Appendix 1 details the service specification for the proposed Authority wide Young Persons Drug and Alcohol Service, and notes linkage to Children's Service Planning, Youth Justice Developments, Drug Action Team Strategy and Development, and the aims and objectives of the National Drugs Strategy.

## 5 RECOMMENDATIONS

5.1 Committee is requested to:-

- (i) note the proposed service developments to strengthen supports to young people at risk.
- (ii) approve the establishment of an Authority wide Young Person's Drug and Alcohol Service
- (iii) approve the establishment of posts:-
  - 1 Project Leader (PO 2/5)
  - 1 Addiction Workers (AP 2/3)
  - 4 Clerical Assistant / Typists (GS 1/2)
  - 1 Resource Worker (AP 4/5/QSW)
- (iv) remit to the Policy and Resources (Personnel )Sub Committee for approval
- (v) request that the Director of Social Work bring forward a future report detailing the impact of the newly proposed service for Young People.
- (vi) otherwise note the content of the report



**Jim Dickie**  
**Director of Social Work**  
**4 February 2002**

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## Service Specification - Young People's Drug and Alcohol Service

### Introduction

This specification has been developed to provide clarity regarding the new Young People's Drug and Alcohol Service in North Lanarkshire. It will state the aims and objectives of the service, staffing, model of service and working relationships and linkages.

### Background

In 1996 an urban programme project to provide service to young people with drug and alcohol issues (RUSHES) was set up to serve the Bellshill Area. This project has received mainline funding since 2000.

In 2000, addiction services in Bellshill were restructured bringing Adult and Young People's services together with one manager managing the two elements of the service. Workers in both aspects of the service retained their functional remits.

There has been a further review of Addiction Services with each Social Work Division having one Addiction Team managed by a Project Leader. Bellshill is slightly different to this model as both Adult and Young People's services are provided.

The Change Fund (Drugs Element) was announced in February 2001 as the first part of the main fund. Bids could be made from April 2001 and funds were available from October 2001. North Lanarkshire submitted a bid totalling £293,000. This bid was approved by the joint planning structures of the Children's Services Strategy Group, the Council Committee process and the Drug Action Team.

Part of the bid was for 6 workers to provide a service to Young People involved in problematic drug use.

A small task group has been convened within the Social Work Department to consider the best use and deployment of these workers to provide the most effective service across the Authority.

### Model of Service Provision

It is critical when planning services to consider both external and internal policy agendas.

With this in mind we have considered the 4 Tier model of Young Peoples Drug and Alcohol Provision (Health Advisory Service – "Children and Young People, Substance Misuse Services: The Substance of Young Needs")

**Tier 1 – Primary and direct access services** – the ability of all services in contact with Young People to provide basic information, identification, first line intervention and referral to other tier services

**Tier 2 – Youth orientated services provided by practitioners who have some specialist knowledge of drugs and alcohol.** This would include youth workers, guidance teachers, intermediate treatment/groupworkers and social work staff from children and family services. Provision here would be all of tier 1 services plus counselling and structured educational inputs, access to ongoing support through groupwork or individual support and befriending.

**Tier 3 – Young peoples Specialist addiction Services and other very specialised services.** This would include drug and alcohol services that work with young people, as part of their core service profile which is

young people specific. Services provided here would include specialised counselling and groupwork programmes, joint assessment with clinicians for medical treatment, assessment for specialist residential; services and training, support and consultancy for tier 1 and tier 2 services staff.

**Tier 4 – Very Specialised Care and Interventions.** Includes for individuals with highly complex needs including residential detoxification, hospital in/out detoxification, longer term rehabilitation and dual diagnosis services. Tier 4 services would normally only be accessed via tier 3 provision

**The development of services for young people in North Lanarkshire as agreed in the Change Fund proposals should be TIER 3.**

## **Model**

6 X Young Persons Support Workers amalgamate with the existing RUSHES Project with satellite bases in each Division

- dedicated Young Persons service for the Authority
- builds on accepted good practice and models of intervention of RUSHES
- 3 workers per division based locally
- allows for professional support, build up and progression of expertise
- combines local service delivery and strategic development
- flexibility across the Authority
- RUSHES present base can be used for cross boundary interventions
- Service will provide tiered intervention

## **Aims and Objectives**

The aims and objectives of the service must fit with the relevant UK aims and key objectives as follows;

UK Aim (i): Young People - to help young people resist drug misuse in order to achieve their full potential in society

UK Key Objective : Reduce the proportion of people under 25 reporting the use of illegal drugs in the last month and previous year

UK Aim (ii): Communities – to protect our communities from drug related anti-social and criminal behaviour

UK key Objective: reduce levels of repeat offending amongst drug misusing offenders

UK Aim (iii): Treatment – to enable people with drug problems to overcome them and live healthy and crime- free lives

UK Key Objective: increase participation of problem drug misusers, including prisoners, in drug treatment programmes which have a positive impact on health and crime.

UK Aim (iv): Availability – to stifle the availability of illegal drugs on our streets

UK Key Objective: Reduce access to drugs amongst 5-16 year olds

## **Project Aims**

1. To reduce the levels of problematic drug and alcohol use of young people receiving a service
2. To reduce the numbers of young people being accommodated

3. To reduce the numbers of young people receiving a custodial sentence as a result of their drug or alcohol use
4. Reduce risky behaviours by young people involved in problematic drug and/or alcohol use

## **Project objectives**

1. To provide a direct service to young people involved in problematic drug/alcohol use. Intervention will be on an individual basis or using groupwork
2. To provide support to parents/carers of aforementioned young people
3. To provide training and consultation for agencies defined as Tier 1 and 2 e.g. Youth Justice Teams, Young persons Support teams, residential units and the peer education Project.
4. To work in partnership with existing service providers in North Lanarkshire within the framework of the strategic plans of the Drug Action Team and Children's Services.
5. To have robust monitoring, evaluating and reviewing mechanisms in place which include explicit performance indicators. This will include involvement and consultation with service users.

## **Service Criteria**

The service will function as a tier 3 service with criteria for service as;

- Young people aged between 12 and 18 years
- Young people at risk of being accommodated
- Young people at risk of custody
- Young people at serious risk e.g. prostitution, persistent/serious offending
- Young people will be living in the community or in residential accommodation

## **Operational arrangements**

The service will be made up of;

- 1 Project leader PO2/5
- 9 Young Persons Support Workers (Addiction) AP II/III
- 2 clerical/administration posts

The service will be managed by the Children and Families Co-ordinator (Youth at Risk).

The project base will be the Rushes Project, Bellshill with satellite services provided throughout the Council's area.