

Motherwell, 9 May 2002 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, Gordon, Gormill, Homer, Irvine, Lafferty, McCallum, McElroy, McLaughlin, M. Murray, Nolan, Ross, Scott, Shields and Smith.

CHAIR

Councillor H. McGuigan (Convener) presided.

IN ATTENDANCE

The Committee Services Officer; Director of Social Work; Head of Social Work Services; Head of Social Work Resources, Education Officer and Accountant, Finance Department.

APOLOGIES

Councillors Jones, Love, McCabe, McKendrick, J. Martin, Robertson and Shaw.

PRESENTATION - RUSHES PROJECT, BELLSHILL

1. The Convener advised that the Rushes Project, Bellshill had received a COSLA Quality Leadership Award and thereafter the Head of Social Work Services provided a short video presentation on the work undertaken and the services provided by the Project.

Decided: that the terms of the presentation and the work undertaken and services provided at the Rushes Project, Bellshill be noted.

MINUTES OF MEETINGS OF SUB-COMMITTEES

2. There were submitted the Minutes of the meetings of the Social Work (Planning and Administration) Sub-Committee held on 23 April 2002 and the Social Work (Operations and Services) Sub-Committee held on 25 April 2002.

Decided: that the terms of the Minutes be approved.

THE ROLL OUT OF THE NEW COMMUNITY SCHOOL APPROACH 2002/2003 - PHASE 1

3. With reference to paragraph 6 of the Minute of the meeting of the Education Committee held on 6 March 2002 when that Committee approved a report of February 2002 by the Director of Education recommending that 16 schools listed in Appendix 1 to the report be included in Phase 1 of the roll out Programme for new Community Schools, and (2) remitted the report to this Committee for information, there was submitted the said report by the Director of Education thereon.

Decided: that the terms of the report be noted.

INLUDEM OFFENDERS PROJECT - CONTINUATION OF SERVICE

4. With reference to paragraph 17 of the Minute of the meeting of this Committee held on 22 March 2001 when, *inter alia*, recurring revenue funding of £133,981 and non-recurring revenue funding of £36,754 was provided to Includem for the development of special support services for young people who offend, there was submitted a report (docketed) dated 12 April 2002 by the Director of Social Work seeking approval to extend the current use of specialist services provided by Includem for young people who offend (1) outlining the background to the services provided by Includem under the Partnership Agreement with North and South Lanarkshire Councils; (2) detailing the outcome of an evaluation of the work carried out by the project; (3) intimating that the grant for 2001/2002 required to be increased by £8,370 to fund additional allowances for travel, a 24 hour helpline and support by mentors, and (4) proposing that the Council's payment to Includem be increased to £79,152 per annum for years 2002/2003 and 2003/2004 with the 2003/2004 grant being subject to an inflationary increase only.

Decided:

- (1) that the Council continue to purchase services from Includem Offenders Project for young people who offend;
- (2) that an additional payment of £8,370 be provided to Includem for 2001/2002 to fund additional allowances for travel, a 24 hour helpline and support by mentors, and
- (3) that £79,152 be provided to Includem for years 2002/2003 and 2003/2004 with the grant for 2003/2004 being subject to an inflationary increase only.

SERVICING, MAINTENANCE, SUPPLY AND INSTALLATION, REMOVAL AND STORAGE OF EQUIPMENT FOR PEOPLE WITH DISABILITIES - AWARD OF THREE YEAR MEASURED TERM CONTRACT

- C** 5. With reference to paragraph 21 of the Minute of the meeting of this Committee held on 24 May 2001 when, *inter alia*, the transfer of £130,000 from the Social Work budget to the Housing and Property Services budget on a recurring basis was approved, there was submitted a joint report (docketed) dated 26 April 2002 by the Directors of Housing and Property Services and Social Work in respect of tender returns received for the provision of a three year measured term contract for the servicing, maintenance, supply and installation, removal and storage of equipment for people with disabilities (1) detailing within Section 4 of the report the tender returns received; (2) intimating that after checking and applying the contract award criteria of 70% price and 30% quality based on the evaluation model, the tender submitted by Minivator Limited, West Midlands had attained the highest points for price and quality; (3) proposing that the offer received from Minivator Limited, West Midlands at a cost of £3,417,968.00 be accepted, and (4) recommending that the management, administration, service and maintenance of the function be transferred from the Department of Housing and Property Services to the Department of Social Work.

Decided:

- (1) that the offer from Minivator Limited, West Midlands in the indicative sum of £3,417,968.00 for a three year period commencing 3 June 2002, subject to a suitable bond being provided to the Council, be accepted;
- (2) that the contract administration be redesignated to the Director of Social Work, and
- (3) that the transfer of £130,000 from the Housing and Property Services budget to the Social Work budget on a recurring basis be approved.

ADULTS WITH INCAPACITY (SCOTLAND) ACT 2000

6. **C** There was submitted a report dated 1 May 2002 by the Director of Administration regarding the implications for the Council of the Adults with Incapacity (Scotland) Act 2000 (1) detailing the range of powers provided to local authorities in terms of the Act, and (2) proposing that appropriate power be delegated to the Director of Social Work and Heads of Service within the Department of Social Work after consultation with the Director of Administration to exercise the powers and discharge the responsibilities of the Council under and in terms of the Act.

Decided: that authority be delegated to the Director of Social Work and the Heads of Service within the Department of Social Work, after consultation with the Director of Administration, to exercise the full powers and discharge the full responsibilities of the Council under and in terms of the Adults with Incapacity (Scotland) Act 2000.

ADULTS WITH INCAPACITY (SCOTLAND) ACT 2000: AUTHORISATION OF ACTION

7. With reference to paragraph 6 of the Minute of this meeting when it was agreed that authority be delegated to the Director of Social Work and the Heads of Service within the Department of Social Work, after consultation with the Director of Administration, to exercise the full powers and discharge the full responsibilities of the Council under and in terms of the Adults with Incapacity (Scotland) Act 2000, there was submitted a report dated 1 May 2002 by the Director of Administration (1) intimating that the powers would be delegated to the Director of Social Work and Heads of Service within the Social Work Department, only if the recommendation of this Committee was approved by the Council at its meeting on 20 June 2002, and (2) recommending that in the interim authority be delegated to the Director of Social Work and the Head of Service within the Department of Social Work after consultation with the Director of Administration to exercise the powers of the Council under the Act in respect of any individual case in which action may be required prior to the meeting of the Council on 20 June 2002.

Decided: that approval be given to delegate to the Director of Social Work and the Heads of Service within the Department of Social Work, after consultation with the Director of Administration, authority to exercise the powers of the Council under the Adults with Incapacity (Scotland) Act 2000 in respect of any individual case in which action may be required prior to the meeting of the Council on 20 June 2002.

NATIONAL PLAN FOR ACTION ON ALCOHOL PROBLEMS

8. There was submitted a report (docketed) dated 11 April 2002 by the Director of Social Work regarding of the publication and launch of the Scottish Executive Plan for Action on Alcohol (1) outlining the range of concerns highlighted within the report; (2) detailing the aims; both short term and longer term, the key priorities and resources of the National Plan; (3) setting out the timescale for implementing the national plan, and (4) advising that the Council's Alcohol Misuse Co-ordinating Committee would now be known as the Alcohol Action Team and the Drug Action Team would be renamed the Alcohol and Drug Action Team.

Decided:

- (1) that the Alcohol Misuse Co-ordinating Committee be renamed the Alcohol Action Team and the Drug Action Team be renamed the Alcohol and Drug Action Team;
- (2) that the report be remitted to the Corporate Health, Well-Being and Care Group for consideration and action;

- (3) that the Director of Social Work submit a report to a future meeting of the Committee advising of the implementation of the National Plan within North Lanarkshire, and
- (4) that the terms of the report be otherwise noted.

The Convener exercised his discretion to vary the order of business as hereinafter minuted.

RECOGNITION OF SOCIAL WORK STAFF - AWARD CEREMONIES

9. There was submitted a report dated 29 April 2001 by the Director of Social Work (1) advising that Staff Award Ceremonies had been arranged for May 2002 to recognise achievement of staff within the Department in respect of educational achievement, special achievement in work, long service and staff due for retirement, and (2) detailing the award nominations for Special Achievement in Appendix 1 to the report.

Decided: that the achievements of staff from within the Social Work Department as detailed within the report be noted.

SCOTTISH EXECUTIVE CONSULTATION: REVIEW OF BLUE BADGE PARKING SCHEME FOR DISABLED PEOPLE

10. There was submitted a report (docketed) dated 27 March 2002 by the Director of Social Work regarding the publication of a Scottish Executive Consultation Paper on the Blue Badge Parking Scheme for Disabled People (1) setting out the main recommendations contained within the consultation document and a summary of the implications, and (2) enclosing in Appendix 1 to the report the Council's response to the consultation document prepared by the Directors of Planning and Environment and Social Work.

Decided:

- (1) that the action taken by the Directors of Planning and Environment and Social Work in submitting the Council's response to the Scottish Executive consultation document on the Blue Badge Parking Scheme for Disabled People be homologated;
- (2) that it be noted the Council was improving service delivery in this area through the transfer of the administration of the Scheme to the First Stop Shops, and
- (3) that it be noted future changes to the operation of the Scheme may have resource implications for the Council.

STUDY VISIT TO NORTH LANARKSHIRE - SENIOR OFFICIALS AND PRACTITIONERS FROM SERBIA AND MONTENEGRO

11. There was submitted a report (docketed) dated 15 April 2002 by the Director of Social Work regarding a study visit to North Lanarkshire of Senior Officials and Child Care Practitioners from Serbia and Montenegro; (1) outlining the background to the provision of social services within the area formerly known as Yugoslavia; (2) detailing the range of services which will be viewed on the study visit by officials of Serbia and Montenegro scheduled to take place for one week from 17 June 2002, and (3) intimating that the Council's Social Work Department would assist with the accommodation and transport arrangements for the duration of the visit.

Decided:

- (1) that the Council's involvement in the study visit of Senior Officials and Child Care Practitioners from Serbia and Montenegro be approved, and
- (2) that the Council's Social Work Department assist with the accommodation and transport arrangements for the duration of the visit.

SUPPORTED EMPLOYMENT SERVICE REVIEW

12. There was submitted a report (tabled) (docketed) dated 3 April 2002 by the Director of Social Work regarding a review of the Supported Employment Service in North Lanarkshire (1) outlining the background to the current provision of services; (2) intimating that a review of the current staffing structure of the service highlighted a disparity in the grading structure, and (3) proposing (a) that the 13 current posts of Job Coach/Job Trainer be redesignated to Job Coach and graded at spinal column point 23-27 with a 7.5% enhancement for evening working; (b) the creation of a temporary post of Job Coach with specific responsibilities to the Workstep Programme, and (c) the creation of an Administrative Assistant post graded at AP1, one Senior Clerical Assistant post graded at GS3, and three Clerical Assistants posts graded at GS1/2.

Decided:

- (1) that the 13 current Job Coach/Job Trainer posts be redesignated and regraded to Job Coach at spinal column point 23-27 with a 7.5% enhancement for evening working;
- (2) that the establishment of a temporary post of Job Coach at spinal column point 23-27 with specific responsibilities to the Workstep Programme be approved;
- (3) that the establishment of a post of Administrative Assistant at salary grade AP1, one Senior Clerical Assistant post at salary grade GS3 and three posts of Clerical Assistant at salary grade GS1/2 be approved, and
- (4) that the report be submitted to the Policy and Resources (Personnel) Sub-Committee for consideration.

ALLOCATION OF ADDITIONAL RESOURCES FOR CARE HOME FEES/COUNCIL APPROVED RATES

13. With reference to paragraph 10 of the Minute of the meeting of this Committee held on 22 March 2001 when, *inter alia*, the Director of Social Work was authorised to continue negotiations with Scottish Care regarding residential and nursing home care rates and submit a further report to a future meeting of the Committee on the outcome of the discussions, there was submitted a report (tabled) (docketed) dated 7 May 2002 by the Director of Social Work advising of the outcome of the national and local negotiations (1) outlining the background to the negotiations of the National Review Group comprising COSLA, Scottish Executive and Scottish Care which was established to identify a base care cost and define an appropriate fee structure for residential and nursing care services; (2) intimating that following the outcome of the negotiations the settlement for care homes was as follows (a) a backdated payment of £15 per week for each placement from 1 July 2001 to 31 March 2002, and (b) a flat rate increase of £25 per person per week to be paid from April 2002 comprising a contribution from the Scottish Executive of £21.98 per person per week with Local Authorities meeting the balance of £3.02; (3) informing that the settlement was an interim agreement and further work would be undertaken to agree a final settlement for 2003/2004; (4) indicating that the client contribution would be increased to £35 per week; (5) advising that following the increase, the Council's approved rates would be £381.35 per person per week for nursing homes and £303.75 per person per week for residential homes, and (6) intimating that discussions were ongoing at a local

level between the Council and Scottish Care representatives to achieve an agreement on the implementation of the funding proposals in relation to third party contributions.

Decided: that the rates for residential and nursing homes fees as detailed in Section 3.10 of the report be approved subject to the Director of Social Work concluding discussions with Scottish Care on the issue of third party contributions.

MANAGEMENT OF HEALTH AND SAFETY

14. There was submitted a report (docketed) dated 15 April 2002 by the Director of Social Work regarding a review of arrangements for the management of Health and Safety within the Social Work Department (1) outlining the background to the increased demand placed on the Department's Health and Safety function; (2) proposing (a) the creation of a post of Senior Health and Safety Officer graded at PO4; (b) the deletion of the current post of Health and Safety Officer graded at AP4 and the creation of two posts of Health and Safety Officer graded at AP5, and (c) the creation of one Senior Clerical Assistant post graded at GS3 and one Clerical Assistant post graded at GS1/2, and (3) intimating that the additional £70,000 for the posts would be met from development monies provided by the Scottish Executive.

Decided:

- (1) that the establishment of a Senior Health and Safety Officer post at salary grade PO4 be approved;
- (2) that the post of Health and Safety Officer at salary grade AP4 be deleted and the establishment of two posts of Health and Safety Officer at salary grade AP5 be approved;
- (3) that the establishment of a Senior Clerical Assistant post at salary grade GS3 and a Clerical Assistant post at salary grade GS1/2 be approved, and
- (4) that the report be remitted to the Policy and Resources (Personnel) Sub-Committee for consideration.

ADDICTION SERVICES DEVELOPMENTS : FAMILIES AFFECTED BY SUBSTANCE MISUSE : YOUTH JUSTICE AND SUBSTANCE MISUSE AND THE CHILDREN'S CHANGE FUND

15. There was submitted a report (docketed) dated 11 April 2002 by the Director of Social Work regarding service developments in relation to families and young people affected by substance misuse (1) outlining the background to Scottish Executive guidelines which placed a requirement on Local Authorities to show linkage between plans and strategies for the provision of services in relation to families and young people affected by substance misuse; (2) proposing the creation of (a) a post of Senior Child Care Officer (Addictions) graded at PO2; (b) two Youth Justice Worker posts graded at QSW, and (c) a part time Clerical Assistant post graded at GS1/2; (3) setting out the financial implications of the creation of the posts and the sources from which they would be funded, and (4) intimating that monies from the Children's Change Fund would be utilised for the training and development of staff working with young people and families.

Thereon the Head of Social Work Services advised that the salary for the new posts would include an irregular hours payment of 7.5%.

Decided:

- (1) that the service developments in respect of families and young people affected by substance misuse be noted;
- (2) that the establishment of one post of Senior Child Care Officer (Addictions) at salary grade PO2, two Youth Justice Worker posts at salary grade QSW to include an irregular hours payment of 7.5% and one part time Clerical Assistant/Typist post at salary grade GS1/2 be approved;
- (3) that the report be remitted to the Policy and Resources (Personnel) Sub-Committee for consideration, and
- (4) that the Director of Social Work submit a further report to a future meeting of the Committee detailing the impact of the service developments.

FRAMEWORK FOR PURCHASING RESPITE PLACEMENTS FOR OLDER PEOPLE AND OLDER PEOPLE WITH DEMENTIA

16. There was submitted a report (docketed) dated 22 April 2002 by the Director of Social Work seeking approval to commission one independent Care Home Provider as preferred provider of respite placements for frail older people and older people with dementia (1) outlining the background to the formulation of the contract; (2) detailing the tender process which had been undertaken; (3) setting out the criteria used to evaluate the tenders; (4) advising that the preferred provider following the evaluation process was Arran House Nursing Home, Airdrie, and (5) intimating that further work would be undertaken with local providers to secure additional places for frail older people and older people with dementia to ensure that the Council provided a level of service sought by service users and carers.

Decided:

- (1) that the Director of Social Work be authorised to award a contract to Arran House Nursing Home, Airdrie for the provision of two places at a rate of £386 per bed until April 2003;
- (2) that the detailed implementation of the contract be progressed jointly by the Director of Social Work and Head of Legal Services;
- (3) that the Director of Social Work pursue negotiations with local providers to obtain further respite contracts for frail older people and older people with dementia, and
- (4) that a further report be submitted to a future meeting of the Committee following the outcome of negotiations with local providers.

EUROPEAN FUNDING APPLICATIONS

17. With reference to paragraph 20 of the Minute of the meeting of this Committee held on 23 August 2001 when, *inter alia*, it was agreed that the Director of Social Work submit a further report to a future meeting of the Committee advising of the outcome of the funding application to the EQUAL Programme, there was submitted a report (docketed) dated 17 April 2002 by the Director of Social Work regarding two applications for European funding in respect of supported employment initiatives (1) advising of an application to the EQUAL Programme which would enable the Council to research and develop new practices in the field of supported employment, the total cost of which was £60,000; (2) intimating that if the application to the EQUAL Programme was successful the Council would receive 40% of the total funding amounting to £24,000 with the remaining £36,000 being met by the Council £12,000 of which could be met in kind through the use of staff time, and (3) indicating that in

order to attract alternative funding for the Partnership Employment Project currently funded under Social Inclusion Partnership monies, an application was made to the European Social Fund under Objective 3, which, if successful, would result in the Council receiving 45% of the overall costs amounting to £47,631, with the Council's contribution being £46,217 and the balance of £12,000 being provided by Scottish Enterprise Lanarkshire.

Decided:

- (1) that match funding of £24,000 be provided in respect of the EQUAL Programme application;
- (2) that match funding of £46,217 be provided in respect of the Partnership Employment Project submission for funding from the European Social Fund, and
- (3) that the Director of Social Work submit a further report to a future meeting of the Committee advising of the outcome of the applications.

DELAYED DISCHARGES REPORT AND ACTION PLAN - SCOTTISH EXECUTIVE INITIATIVE

18. There was submitted a report (docketed) dated 25 April 2002 by the Director of Social Work regarding the launch of the Scottish Executive Action Plan to reduce the impact of delayed discharges on acute hospital services (1) outlining the background to delayed discharges which result in one in ten NHS beds nationally being blocked for those needing medical treatment; (2) intimating that the Scottish Executive had allocated £20 m distributed through NHS Partnerships to alleviate the problem; (3) advising that the allocation for the Lanarkshire area was £2.126 m; (4) setting out the areas on which money would be targeted; (5) indicating that a Lanarkshire Joint Action Plan would be submitted to the Scottish Executive following agreement between the NHS Board, Lanarkshire Health Trusts and South Lanarkshire Council, and (6) proposing that due to the tight timescale the Director of Social Work be authorised to agree the submission of the Joint Action Plan in consultation with the Convener on behalf of the Council.

Thereon the Director of Social Work advised that given the urgency which the Scottish Executive had attached to the development proposals, approval was sought to delegate the implementation of any necessary service developments to the Director of Social Work in consultation with the Convener of the Social Work Committee

Decided:

- (1) that the allocation of £2.126 m of additional funding to the Lanarkshire Partnership to address delayed discharges be noted;
- (2) that the Director of Social Work following consultation with the Convener of the Social Work Committee be authorised to submit the Joint Action Plan to the Scottish Executive;
- (3) that the Director of Social Work in consultation with the Convener of the Social Work Committee be given delegated authority to approve any necessary service developments arising from the Action Plan funding, and
- (4) that the Director of Social Work submit a further report to a future meeting of the Committee on the implementation, progress and implications of the service developments arising from the Action Plan for North Lanarkshire.

NORTH LANARKSHIRE COUNCIL CHILD PROTECTION COMMITTEE - REVIEW OF TRAINING CO-ORDINATOR POST

19. With reference to paragraph 28 of the Minute of the meeting of this Committee held on 23 August 2001 when, *inter alia*, the creation of a post of Training Co-ordinator at salary grade PO5 for the North Lanarkshire Council Child Protection Committee was approved, there was submitted a report dated 22 April 2002 by the Director of Social Work seeking approval to regrade the corporate post of Training Co-ordinator for North Lanarkshire Council Child Protection Committee (1) outlining a number of significant developments in the field of child protection since the post had been agreed; (2) advising that although the post had been advertised in the national press it had not been possible to appoint a candidate with the required core competencies, and (3) recommending that the post of Training Co-ordinator for the North Lanarkshire Council Child Protection Committee be regraded to PO8 with the additional £2,124 being met from existing budgets.

Decided:

- (1) that the existing post of Child Protection Training Co-ordinator be deleted and the creation of a new post at salary grade PO8 be approved, and
- (2) that the report be remitted to the Policy and Resources (Personnel) Sub-Committee for consideration.

REVIEW OF FUNDING: HEATHERPARK HOUSE, WISHAW

20. There was submitted a report (docketed) dated 24 April 2002 by the Director of Social Work regarding a review of services provided at Heatherpark House, Wishaw and setting out revised funding arrangements for the services provided (1) outlining the background to the review of services; (2) proposing a staffing establishment of 1 Manager, 1 Depute Manager, 1 Senior Care Officer and 4¼ Care Officers, and (3) recommending that the (a) annual budget for 2001/2002 be £194,492; (b) annual budget for 2002/2003 be increased to £212,963, and (c) gross unit costs for 2002/2003 be set at £455.

Decided:

- (1) that the revised staffing establishment for Heatherpark House, Wishaw as detailed within the report be approved with effect from 1 April 2002;
- (2) that an annual budget of £194,492 for 2001/2002 and £212,963 for 2002/2003 be approved, and
- (3) that the gross unit costs for 2002/2003 be set at £455 with effect from 1 April 2002.

IMPLEMENTATION OF SOCIAL WORK PRIORITIES 2002

21. There was submitted a report (docketed) dated 19 April 2002 by the Director of Social Work setting out the main priorities which required to be addressed to ensure that the Council's Social Work Department continue to meet its statutory requirements in terms of service provision (1) intimating that since the establishment of the Scottish Executive, a number of legislative and policy initiatives had been accompanied by a substantial volume of guidance and directives in the field of community care, children and families and criminal justice; (2) outlining the background to the local government budget settlement for 2002/2003 which had seen an increased investment of £20.6m in the Council's Social Work Budget; (3) providing details of the new legislation, policy initiatives, guidance and directives received from the Scottish Executive in relation to various Social Work functions as detailed in the report, and (4) setting out the challenges which the Department require to overcome in order to implement the Scottish Executive initiatives.

Thereon the Director of Social Work proposed that due to the urgent nature of the implementation of the service developments he be given delegated authority to agree the development proposals and related staffing issues in agreement with the Head of Personnel Services following consultation with the Convener of Social Work Committee and the Convener of Policy and Resources (Personnel) Sub-Committee.

Decided:

- (1) that the extensive range of new responsibilities facing the Council's Social Work Department in the current year be noted;
- (2) that the agreement of the development proposals and staffing proposals be delegated to the Director of Social Work in agreement with the Head of Personnel Services following consultation with the Convener of the Social Work Committee and the Convener of the Policy and Resources (Personnel) Sub-Committee for the period to the conclusion of the Council's summer recess, and
- (3) that the report be remitted to the Policy and Resources (Personnel) Sub-Committee.

INVITATION FOR MEMBER REPRESENTATION ON THE BOARD PHEW (PARENTAL HELP EVENINGS AND WEEKENDS)

22. The Convener advised that an invitation had been received from PHEW to nominate a representative of the Council to serve on the Company's Board.

Thereon Councillor Curley seconded by Councillor Sullivan moved that Councillor H. McGuigan represent the Council on the Board of PHEW.

Decided: that Councillor H McGuigan be the Council's representative on the Board of PHEW.

TRAINING OF STUDENT SOCIAL WORKERS - ESTABLISHMENT OF SOCIAL WORK ENTRY PROGRAMME

23. With reference to paragraph 28 of the Minute of the meeting of this Committee held on 28 February 2002 when the contribution of the secondment to the Diploma in Social Work Scheme to the recruitment of qualified staff within the Department was noted, there was submitted a report (docketed) dated 15 April 2002 by the Director of Social Work seeking approval for the creation of new posts to improve training opportunities and promote recruitment of staff within the Council's Social Work Department (1) outlining the background to the problems associated with the current training of student Social Workers and the Scheme for secondment to the Social Work Diploma in Social Work; (2) intimating that (a) the Council currently seconded Social Work staff to the Diploma in Social Work Programme at Robert Gordon University, Aberdeen which allowed experienced staff who had undertaken appropriate in-service training to enter the Programme at the midway point, and (b) the Open University and Caledonian University only accepted staff who had the backing of an agency which offered practice teaching placements; (3) proposing that, in order to enhance the Council's access to all University Programmes one post of Practice Teaching Co-ordinator graded at PO5 and two posts of Senior Practice Teachers graded at PO2 be created; (4) recommending the creation of 15 posts of Peripatetic Care Worker graded at RW12/16 in each of the next 3 years to create a pool of 45 staff selected at entry to develop experience and be supported in their professional development, and (5) intimating that staff completing the Diploma in Social Work would be contracted to work with the Council for a period of 2 years.

Decided:

- (1) that the establishment of one post of Practice Teaching Co-ordinator at salary grade PO5, 2 posts of Senior Practice Teachers at salary grade PO2 and one post of Clerical Assistant at salary grade GS1/2 be approved;
- (2) that the establishment of 15 posts of Peripatetic Care Workers at salary grade RW12/16 in each of the next 3 years to create a pool of 45 staff be approved;
- (3) that the financial implications of the proposals as detailed in Section 4.1 of the report be approved, and
- (4) that the report be remitted to the Policy and Resources (Personnel) Sub-Committee for consideration.

BEST VALUE REVIEW OF HOME CARE - UPDATE

24. There was submitted a report (docketed) dated 26 April 2002 by the Director of Social Work detailing the progress of the Member/Officer Working Group established to monitor the progress of the implementation of the improvement action plans in relation to Day Care Services, Community Meals, the Community Alarm Service and Home Care Services and setting out the progress in relation to each area of service.

Decided: that the terms of the report be noted.

ADDICTIONS REFERENCE GROUP

25. There was submitted a report (docketed) dated 16 April 2002 by the Director of Social Work regarding the progress of the Addictions Member/Officer Working Group established to undertake an examination of services available to those individuals who have a substance misuse problem (1) intimating that since its formation, the Group had received presentations on the Council's service provision, Lanarkshire Drug Action Team, Scottish Executive targets and young people; (2) advising that the Group had set out a programme of 13 consultation meetings with bodies who have role to play in the addictions field, and (3) indicating that on completion of the programme of visits in May 2002 a report on the preliminary findings of the Group would be prepared for consideration by the Social Work Committee at its meeting in August 2002.

Decided: that the terms of the report be noted.

A HOME FOR THE FUTURE - IMPLEMENTATION PLAN

26. With reference to paragraph 7 of the Minute of the meeting of this Committee held on 21 November 2000 when, *inter alia*, the Director of Social Work was requested to submit reports to future meetings of the Committee detailing the progress in implementing the recommendations of the "A Home for the Future" Member/Officer Working Group, there was submitted a report (docketed) dated 29 April 2002 by the Director of Social Work regarding the progress of the implementation of the Member/Officer Working Group recommendations to date and providing in the appendix to the report an updated implementation plan.

Decided:

- (1) that the progress in implementing the recommendations of the "A Home for the Future" Member/Officer Working Group be noted, and
- (2) that further progress reports on the implementation of the recommendations of the "A Home for the Future" Member/Officer Group be submitted to future meetings of the Committee.

IMPLEMENTATION OF THE RECOMMENDATIONS OF THE JOINT EQUIPMENT AND ADAPTATIONS MEMBER/OFFICER WORKING GROUP

27. With reference to paragraph 6 of the Minute of the meeting of this Committee held on 21 November 2000 when, *inter alia*, the Committee (1) endorsed the preferred options recommended by the Joint Equipment Adaptations Member/Officer Working Group which were designed to create major improvements in occupational therapy services and the provision of equipment and adaptations, and (2) requested the Directors of Housing and Property Services and Social Work to submit joint progress reports on the implementation of the recommendations, there was submitted a joint report (docketed) dated 25 March 2002 by the Directors of Housing and Property Services and Social Work (a) providing, in the appendix to the report, an updated implementation plan; (b) intimating that Lanarkshire Primary Care NHS Trust had contributed £100,000 towards the building and renovation costs of the Aids and Adaptations storage facility at Fern Street, Motherwell; (c) advising that new Joint Equipment Service would bring together staff from the Council and Lanarkshire Primary Care NHS Trust with the Trust Equipment Service being transferred to the Council, and (d) indicating that the transfer of funding of £405,016 consisted of £101,160 of staffing costs, £247,900 of equipment purchases, £36,646 of transport costs and £21,310 of supplies and services costs.

Thereon the Head of Social Work Services advised that the staff transferring from Lanarkshire Primary Care NHS Trust to the Council's establishment consisted of one Store Manager at salary grade AP4, one Senior Clerical Assistant at salary grade GS3 and five posts of Store Operatives/Drivers at salary grade S1/2 and that this transfer would require to be considered by the Policy and Resources (Personnel) Sub-Committee.

Decided:

- (1) that the progress in implementing the recommendations of the "Joint Equipment and Adaptations" Member/Officer Working Group be noted;
- (2) that the transfer of resources and staff from Lanarkshire Primary Care NHS Trust be approved;
- (3) that the report be remitted to the Policy and Resources (Personnel) Sub-Committee for consideration, and
- (4) that progress reports be submitted to future meetings of the Housing and Technical Services and Social Work Committees.

MEMBER/OFFICER WORKING GROUP REVIEW OF DAY OPPORTUNITIES FOR PEOPLE WITH LEARNING DISABILITIES: PROGRESS REPORT

28. There was submitted a report (docketed) dated 23 March 2002 by the Director of Social Work regarding the Member/Officer Working Group established to review day opportunities for people with learning disabilities (1) outlining the background to the establishment of the Member/Officer Working Group, and (2) detailing the progress to date.

Decided: that the terms of the report be noted.

PROGRESS REPORT ON THE REVIEW AND DEVELOPMENT OF NORTH LANARKSHIRE RESIDENTIAL CHILD CARE SERVICES

29. With reference to paragraph 29 of the Minute of the meeting of this Committee held on 28 February 2002 when the progress in implementing the review of residential child care services in North Lanarkshire was noted, there was submitted a report (docketed) dated 13 April 2002 by the Director of Social Work regarding the ongoing activity undertaken to improve the quality of the Council's residential child care sector services and advising of the findings of the Scottish Institute for Residential Child Care (SIRCC) report on children's units owned and managed by the Council (1) providing details (a) of the current work being undertaken with health service partners, and (b) of the progress of the education of young people who are looked after and accommodated; (2) intimating that the Education of Looked After Children Project was being expanded and required an additional full time teaching post; (3) setting out progress in relation to providing Leisure Services, partnerships with Strathclyde Police, Neighbourhood Meetings and Building Maintenance; (4) advising of the recommendations of the report by the Scottish Institute for Residential Child Care into the Council's residential child care units; (5) proposing that the recommendations of the SIRCC report be reviewed by the Children's Services Strategy Group; (6) recommending that a new Member/Officer Working Group be established to consider the full spectrum of the Council's child care provision; (7) advising that the current salary scale for residential employees was RW12/28 with progression dependent upon experience, training, attainment of qualifications and available resources, and (8) proposing that the current salary scale be amended and extended to aid the recruitment and retention of employees.

Decided:

- (1) that the report and recommendations of the Scottish Institute for Residential Child Care Report on the Council's Residential Child Care Units be noted;
- (2) that the progress being made in implementing the review of Residential Child Care Services in North Lanarkshire be noted;
- (3) that a Member/Officer Working Group be established to consider the recommendations of the SIRCC report into the Council's provision of Residential Child Care Services and the full spectrum of the Council's child care provision and that consideration of the membership of the Working Group be remitted to the full Council;
- (4) that the proposals detailed in the report to amend and extend the current salary scale for residential child care employees be approved;
- (5) that the report be remitted to the Education Committee to consider the appointment of a full time teaching post to provide direct support to young people in residential and foster care;
- (6) that the report be remitted to the Policy and Resources (Personnel) Sub-Committee for consideration, and
- (7) that further progress reports on the review and development of North Lanarkshire Residential Child Care Services be submitted to future meetings of the Committee.

REVENUE ESTIMATES 2001/2002 - FINANCIAL MONITORING REPORT FOR THE SOCIAL WORK DEPARTMENT AND SHELTERED EMPLOYMENT - 1 APRIL 2001 TO 31 MARCH 2002 - PROVISIONAL OUTTURN

30. There were submitted reports (docketed) dated 30 April 2002 by the Director of Social Work detailing the outturn expenditure for the financial year 2001/2002 for the Department of Social Work and Sheltered Employment and providing a comparison of actual expenditure and income with the approved budget, with explanations of the more significant variances.

Decided: that the terms of the reports be noted.

COMPOSITE CAPITAL PROGRAMME 2001/2002 - MONITORING REPORT FOR THE SOCIAL WORK DEPARTMENT - 1 APRIL 2001 TO 31 MARCH 2002

31. There was submitted a report dated 30 April 2002 by the Director of Social Work (1) detailing the progress made in individual projects included in the Capital Programme for the Department of Social Work as at 31 March 2002, and (2) intimating that expenditure against approved budget amounted to £1.777 m as detailed in the Appendix to the report which represented an overspend of £0.466m.

Decided: that the progress of the Capital Programme for the Department of Social Work for financial year 2001/2002 be noted.

SOCIAL WORK SERVICE PLAN 2001/2002 QUARTERLY MONITORING REPORT

32. There was submitted a report dated 10 April 2002 by the Director of Social Work advising of the implementation of the Social Work Service Plan for 2001/2002 and setting out in the Appendix to the report details of the progress of the 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.

CONFERENCES

33. There was submitted a report (docketed) dated 18 April 2002 by the Director of Administration advising that nine invitations had been received in respect of attendance at conferences, and seeking that consideration be given to these invitations.

Thereon Councillor Selfridge advised the Committee that, following the issue of the agenda for the meeting another invitation had been received from the Joseph Rowantree Foundation in respect of a conference entitled "Supported Employment for People with Disabilities" to be held in Bellshill on Thursday, 23 May, 2002.

Decided:

- (1) that the following conference attendances be homologated:-

Conference	Venue	Date(s)	Attendance
Regulation Standards: The Way Forward for Social Care?	Stirling	20 March 2002	Councillor Devine
ADSW Annual Conference 2002	Dunblane	1-3 May 2002	Councillors H. McGuigan and Sullivan

- (2) that the Council be represented at the undernoted conferences:-

Conference	Venue	Date(s)	Attendance
Planning for Children and Young People	Glasgow	14 May 2002	Councillor H. McGuigan
Risks, Rights and Responsibilities	Edinburgh	24 May 2002	Councillor Sullivan

Conference	Venue	Date(s)	Attendance
Modernising Day Services - Which Way Forward?	London	29 May 2002	Councillors McElroy and Scott
SNAP Report on Child and Adolescent Mental Health	Glasgow	14 June 2002	Councillor Love

- (3) that attendance at Supported Employment for People with Disabilities conference to be held in Bellshill on Thursday, 23 May 2002 be authorised in principle and actual attendance be homologated at the next meeting of the Committee, and
- (4) that otherwise no attendance be authorised.