

To: SOCIAL WORK COMMITTEE	Subject: POST OF SERVICE MANAGER – HEALTH ACTION	
From: DIRECTOR OF SOCIAL WORK		
Date: 15 JANUARY 2004	Ref: dm/SMHA	

## 1. PURPOSE OF REPORT / INTRODUCTION

- 1.1. This report seeks Committee approval to establish on a permanent basis the post of Service Manager (Health Action), which was created on a temporary basis in December 2001.

## 2. BACKGROUND

- 2.1. In recent years the Scottish Executive has produced strategies aimed at achieving health improvement, notably “Our National Health, A Plan for Action, A Plan for Change” and “Towards a Healthier Scotland.” “Our National Health” called for Health Boards and local authorities to produce and implement Joint Health Improvement Plans.
- 2.2. In 2001 the Minister for Health and Community Care announced pump priming monies to promote health improvement. In common with all other Councils in Scotland, this led to the creation of a post to drive the agenda. This post of Service Manager – Health Action was located in the Social Work Department as the Director of Social Work was charged with leadership of the Health, Wellbeing and Care corporate theme. The postholder works across all Council Departments and closely with joint planning partners.
- 2.3. Since the post was filled in June 2002 a Joint Health Improvement Plan has been produced, approved and recently distributed. It is now in the early stages of implementation. Various actions contained within the forthcoming Community and Corporate Plans reflect the profile that this work has assumed and the momentum that has been created over a relatively short space of time.

## 3. PROPOSALS / CONSIDERATIONS

- 3.1. In order to co-ordinate implementation of the Joint Health Improvement Plan and further assist the Council to become a health improving organisation, it is proposed to make the post permanent. Not to do so would jeopardise commitments given in the Joint Health Improvement Plan, Community Plan and Corporate Plan, risk diminishing the profile that health improvement has assumed within the Council and undermine the partnership working that has advanced in this important area of activity.

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

4.1. The post of Service Manager – Health Action is graded at PO11 and is funded by a number of partners. The original breakdown was : NHS Lanarkshire £14k; NHS Greater Glasgow £1k; Scottish Executive £15k and the Council £12k plus support costs. The current position is that both NHS Boards are willing to continue their contribution to the funding as they have done for the equivalent post in South Lanarkshire which is now permanent. The Scottish Executive has given no commitment beyond 2003/04 though have arranged for the posts to be evaluated. The Social Work contribution can be met through existing budgets.

#### 5. RECOMMENDATIONS

5.1. Committee is asked to:

- (i) approve the establishment of the post of Service Manager – Health Action graded PO11 on a permanent basis; and
- (ii) Remit this report to Policy and Resources (Personnel) Sub-Committee for approval.
- (iii) otherwise note the contents of this report.



PP **Jim Dickie**  
**Director of Social Work**  
**27 November 2003**

For further information on this report please contact Duncan Mackay, Head of Social Work Development  
TEL: (01698 332004)