

To: SOCIAL WORK COMMITTEE	Subject: JOINT FUTURE – ORGANISATIONAL DEVELOPMENT	
From: DIRECTOR OF SOCIAL WORK		
Date: 11 th MARCH 2004	Ref: JS/Resources	

1. PURPOSE OF REPORT / INTRODUCTION

- 1.1. To inform Committee of proposals to promote organisational development within the Joint Future Agenda and to seek approval to create a post of Co-ordinator, Joint Future Organisational Development, and part time post of Clerical Assistant / Typist, Grade GS1/2.

2. BACKGROUND

- 2.1 A core element of fulfilling the Joint Future agenda is the need for partner agencies to develop effective Human Resource Policies which are fit for purpose across all agencies, and to support the Organisation Development needed to support the strategic and operational objectives of the Joint Future agenda.
- 2.2 The Joint Future Human Resource Working Group was set up with involvement from all partner agencies, with Trade Union representation drawn from the pan-Lanarkshire Joint Staff Forum.
- 2.3 The Scottish Executive Evaluation of progress, in 2003, indicated that work undertaken in relation to Joint Human Resources was rated as 'well progressed.'

3. PROGRESS

- 3.1. The JFHRWG has made progress in the following areas:

- 3.1.1. **Statement of Intent** – The Group prepared a Statement of Intent, which was subsequently approved by the Health and Care Partnership and submitted, to the Scottish Executive.
- 3.1.2. **Organisational Development** – The Group established an Organisational Development Plan, which has been implemented in relation to the Joint Future agenda for services to Older People. The Plan included measures to support Strategic Planning and Review and now concentrates on consolidation of service alignment at Local Partnership level.
- 3.1.3. **Training** – To date, 450 staff from Social Work and Health settings have been trained in the use of Single Shared Assessment.
- 3.1.4. **Recruitment and Selection** – The Group has agreed a 'Recruitment and Selection Framework Agreement' to ensure consistency of approach across agencies.
- 3.1.5. **Recognition of Service** – A reciprocal agreement has been reached, between the agencies, to recognise continuous service with North Lanarkshire or Lanarkshire NHS, for Joint Future posts.

3.1.6.**Awareness** – Information on the Joint Future agenda was provided to Trade Unions in a session well attended by Stewards drawn from the participating Trade Unions.

3.1.7.**Funding** – A progress report has been provided to the Scottish Executive on work undertaken by the Group to support the Joint Future agenda. On the basis of this report, the Scottish Executive has agreed that funding of £78,660 for 2003/4 be released.

4. ISSUES

4.1. The main issue facing the Joint Future Human Resource Working Group is the capacity to support the growing Organisational Development agenda. The main issues identified in relation to this are :

4.1.1.Capacity

4.1.1.1. Strategic Development in services for Older People is well advanced, but an increased amount of Organisational Development activity at Local Care Partnership level needs to be supported.

4.1.1.2. The extension of the Joint Future agenda to encompass services in Learning Disability and Mental Health services will be extensive, requiring support at both strategic and operational levels.

4.1.1.3. Current staff have insufficient capacity to devote to the task. This is further compounded by the work for Health based HR staff, which will arise from the re-organisation of Health Services.

5. PROPOSALS

5.1. It is proposed that :

5.2. The future Organisational Development needs of Joint Future be adequately resourced through the creation of a post of Co-ordinator, Joint Future Organisational Development, and a part time post of Clerical Assistant / Typist, Grade GS1/2 (17.5hrs). The grade of the post of Co-ordinator, Joint Future Organisational Development is subject to discussion with the Head of Personnel. It is proposed that the grade determined appropriate to the post be advised to the Policy and Resources (Personnel) Sub Committee.

5.3. It has been agreed, by the partners, that these posts will be temporary for 2 years, and will be located within Social Work.

6. FINANCIAL / PERSONNEL / LEGAL / POLICY IMPLICATIONS

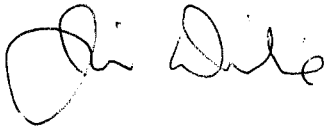
6.1. The creation of these posts will support the accelerating development of Joint Future.

6.2. The additional cost will be met from the allocation of funding provided by the Scottish Executive.

7. RECOMMENDATIONS

7.1 Committee is asked to :

- i. approve the creation of temporary posts for 2 years, of Co-ordinator, Joint Future Organisational Development, and part time post of Clerical Assistant / Typist, Grade GS1/2.
- ii. remit the report to the Policy and Resources (Personnel) Sub Committee for consideration
- iii. note the progress made in relation to the Joint Future Human Resource agenda.



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February 25, 2004

*For further information on this report please contact John Scott, Manager of Resources and Information,
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