

To: SOCIAL WORK COMMITTEE		Subject: ADDICTION SERVICES – SERVICE DEVELOPMENTS
From: DIRECTOR OF SOCIAL WORK		
Date: 26 AUGUST 2004	Ref: JD/GMcI/DH	

1. PURPOSE OF REPORT / INTRODUCTION

- 1.1. To seek approval to strengthen the management and development arrangements for Addiction Services.

2. BACKGROUND

- 2.1. The Executive report, "Getting Our Priorities Right" places considerable responsibility on the Council to ensure that children are protected in a society where there is a growing incidence of drug and alcohol misuse, and in particular amongst parents and carers. The findings of the National Audit and Review of Child Protection (previously reported to Committee) noted that some of Scotland's most vulnerable children were in families affected by addiction issues.
- 2.2. In recent times there has been a number of high profile cases where children have died where substance misuse by the parent or carer was a contributing factor.
- 2.3. North Lanarkshire Council has made considerable strides with NHS Lanarkshire to progress the Joint Future agenda. Addiction Services are an essential component of this work and require to be taken forward to ensure that services in this field, are better integrated and co-ordinated.

3. PROPOSALS / CONSIDERATIONS

- 3.1. The Council requires to develop a considerable agenda in response to the various strands of "Getting Our Priorities Right" and in relation to the overall services for people with drug and alcohol problems. With regard to services, these require to be progressed jointly with NHS colleagues to ensure compliance with the programme for integrated work in line with the demands of Joint Future arrangements.
- 3.2. In addition to Child Protection matters and co-ordinating work with NHS Services, other priorities for Social Work include:-
- The review and development of current assessment and care management arrangements which can best meet the needs of people with complex addictions/dual diagnosis.
 - Developing the Corporate agenda, recognising the level of services and support required by people with an alcohol or drug misuse problem requires a holistic appraisal with a range of interventions, for example, Housing; Leisure Services; Community and Further Education and links with the labour market.
 - Monitoring the effectiveness of services and the impact on the rehabilitation process.

- Staff training, which enables early intervention and sign posting to services.
- Developing programmes on drug and alcohol awareness, helping individuals and communities to respond in an appropriate manner.
- The production of management information which allows the Council to measure the extent of addiction problems and to gauge the progress in meeting the Executive targets for tackling drug and alcohol misuse.
- Liaising with internal and external agencies to co-ordinate and facilitate a more structured approach to the delivery of services.
- Monitoring budget expenditure and outcomes with particular reference to placements in external residential care facilities.
- Developing and co-ordinating alternative services which are community based, and are accessible.
- Developing standards and quality outcomes for people who access local services.

3.3. In order to meet this demanding agenda, the Department needs to attract staff with suitable qualifications and experience. It is therefore proposed to delete the vacant Co-ordinator Addictions post, Grade PO5 and create a post of Service Co-ordinator PO8, which more accurately reflects the current post requirements.

3.4. A priority task for the Service Co-ordinator will be to look at the staffing requirements of the service which reflect the Joint Future arrangements and how the service will fit into the proposed new Community Health Partnership which will shortly be announced by the Board of NHS Lanarkshire.

3.5. Any additional staffing proposals will be the subject of a future report to Social Work Committee.

3.6. The Convenor of Social Work will chair a Member/ Officer Group on Addictions to help progress those issues identified in section 3.2.

4. FINANCIAL / PERSONNEL / LEGAL / POLICY IMPLICATIONS

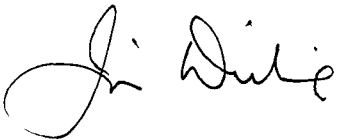
4.1. The additional salary and associated costs can be met from funding of £436,000 provided by the Scottish Executive to Local Authorities to deliver the treatment and rehabilitation agenda.

4.2. Approval of the new structure is required to ensure the Council complies with the requirements of "Getting Our Priorities Right", "It's Everyone's Job to Make Sure I'm Alright", the Joint Future agenda and to meet the Executive priorities in terms of drug and alcohol targets.

5. RECOMMENDATIONS

5.1. Committee is requested to:-

- i. Approve deletion of post of Co-ordinator, Addictions, Grade PO5 and creation of the post of Service Co-ordinator, Grade PO8.
- ii. To remit the report to the Policy and Resources (Personnel) Sub Committees for consideration.
- iii. To otherwise note the report.



Jim Dickie
Director of Social Work
16 August 2004

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