

**NORTH LANARKSHIRE COUNCIL
REPORT**

To: SOCIAL WORK COMMITTEE		Subject: JUSTICE SOCIAL WORK – SERVICE DEVELOPMENTS
From: DIRECTOR OF SOCIAL WORK		
Date: 24 AUGUST 2006	Ref: MF/AB	

1. Purpose of Report / Introduction

To advise Committee of new legislative responsibilities, an increase in demand for Social Work Justice Services and of additional funding availability in respect of these services and to seek authority for the service development proposals detailed within the report to meet the new and increased demand for these services.

2. Background

- 2.1. Although Justice Social Work services remain an integral part of Local Authority Social Work services, 100% direct funding from central government for these services was introduced from 1989. This means that provision for Court reports, all community based Court disposals such as probation, community service and the supervision of prisoners following their release, and other Justice Social Work tasks, are all funded directly from the Scottish Executive.
- 2.2 Since 1989, financial provision for 100% funding has developed and been extended and it now covers a wider range of disposals, and other services, including support for diversion from prosecution and bail services.
- 2.3 Committee should be aware that Executive provision for 100% funding is retrospective i.e. service growth in one year is not funded until the following year.
- 2.4 Reducing re-offending is a priority for the Scottish Executive and to this end it is committed to reforming the Criminal Justice System by:
 - The development of appropriate interventions
 - Addressing weaknesses in the current Justice System
 - Ensuring that Criminal Justice agencies work in partnership with other key agencies to break the cycle of offending and re-offending
 - Ensuring that there are closer operational arrangements between the Criminal Justice agencies to support offenders.

2.5 To assist achieve its objectives, the Executive has published a range of policy documents, introduced new legislation as well as making some additional ring fenced funding available to Local Authorities. Examples of these previously reported to Committee include:

- The Management of Offenders (Scotland) Act 2005
- The establishment of Community Justice Authorities
- The creation of the Risk Management Authority
- The Sexual Offences (Scotland) Act 2003 (Notice of Release or Transfer (Scotland) Regulations 2006

2.6 Examples of new and additional responsibilities for Justice Social Work services include:

- Increased and developing responsibilities for the management of sex offenders / high risk offenders in the community
- The provision of throughcare services to a wider and larger group of offenders.
- The provision of home detention curfew assessments for the Scottish Prison Service
- The requirement to attend integrated case management reviews with the Scottish Prison Service
- The introduction of Multi – Agency Public Protection Arrangements (MAPPA) in respect of high risk offenders.

2.7 Since North Lanarkshire Council was established there has been an increased demand for Justice Services without an equivalent growth in necessary resources. Appendix 1 shows a summary of the year on year growth in demand for core Justice Social Work services in recent years in North Lanarkshire. This in part reflects the increasing confidence of the Judiciary in services provided. The statistical information has been obtained from Scottish Executive statistics. The statistics provide comparison between North and South Lanarkshire Councils (the Lanarkshire's Grouping) and the national position.

2.8 A funding formula based on historical workload patterns and a range of need factors determines the allocation of funds to Groupings / unitary authorities for delivering core services. The table below sets out the financial allocation to the Grouping based on this formula for the last three years.

Funding for the Lanarkshire's Grouping 2003 - 2006

	Core	Non-Core	Total
2003 – 2004	£4,761,527	£3,016,810	£7,778,337
2004 – 2005	£5,140,237	£2,693,801	£7,834,038
2005 – 2006	£5,675,650	£2,851,666	£8,527,316

- 2.9 Whilst there has been some additional funding from the Scottish Executive, this has been mainly ring fenced for new areas of work. There has been more limited growth in funding for key core services, which has caused resource pressures or required additional resourcing from the Social Work mainline budget for Justice Services.
- 2.10 Recent discussions with South Lanarkshire in respect of the funding formula / workload patterns and the historical financial allocation has resulted in an increased percentage of the Groupings funding allocation being allocated to North Lanarkshire to meet increased demand for services – some £336,880. This provides the opportunity to develop a range of services to meet increased demand

3. Proposals / Considerations

3.1 Lanarkshire Throughcare Service

The Lanarkshire Throughcare Service originally provided a service to all offenders returning to Lanarkshire serving sentences of four years or more. The team has been operational since April 2004 and is managed by North Lanarkshire on behalf of the Grouping.

3.1.1 The Scottish Executive has extended the role of the Throughcare team to include:

- Offenders serving short term sentences such as women sentenced to short term imprisonment and domestic abuse related offenders
- Addiction support
- The provision of increased requests for home background reports for all prisoners requiring a Throughcare service.
- The management of an increased number of Section 15 offenders (high risk)
- The provision of home detention curfew assessments on behalf of the Scottish Prison Service.

3.1.2 Lanarkshire Throughcare Service Proposals

To meet these increased responsibilities, it is proposed to establish the following posts:

- Create a post of addiction worker, grade AP2/3 to provide low level harm reduction, information and support, including initial screening for service / need
- Create 2 social work assistant posts, grade AP2/3 to assume lower tariff responsibilities providing increased social worker capacity to manage higher risk offenders

3.2 Community Service

The increased confidence in, and use of community disposals by the Judiciary, has led to a significant year on year growth of community service orders. (In the past five years a 57% increase).

3.2.1 The Social Work Inspection Agency (SWIA) report into the performance of the Lanarkshire's Grouping, Criminal Justice Social Work Services, 2006, commented on the positive views of Community Service in North Lanarkshire by partner agencies but criticised the Department for the over-allocation of service users to the available number of placements.

3.2.2 Community Service officers in North Lanarkshire currently carry caseloads of 80 plus, compared to South Lanarkshire with an upper threshold of 50 and a national average caseload being 60.

3.2.3 Community Service Proposals

To address / workload capacity issues, it is proposed to establish the following posts / services:

- Create 2 posts of community service works supervisor, grade AP1 (32 hours)
- Create 3 posts of social work assistant, grade AP2/3
- Establish 2 transport crew cabs with the capacity to transport an additional 18 service users. Annual lease costs for the vehicles are approximately £5,564, the final price will be determined by competitive process.

3.3 Assessment and Care Management is the Social Work process which provides assessments (Social Enquiry Reports) to the Courts and the management of subsequent care plans (e.g. probation orders). The SWIA report noted that there is an increasing demand for these services which can range from high to low tariff interventions (possibly towards the end of a successful probation order).

3.3.1 To improve capacity in respect of assessment and care management, it is proposed to establish six probation clinics across the Authority. These will be resourced by social work assistants under the direction of a senior social worker and will in addition to other duties, assist the Department achieve a key performance indicator – the number of offenders placed on probation seen within seven days of their Court appearance.

3.3.2 Assessment and Care Management Proposals

To meet the increased demand for services and to establish the six probation clinics it is proposed to establish the following posts:

- Create 6 posts of social work assistant, grade AP2/3, location subject to workload
- Create 6 posts of GS1/2 clerical assistant / typist
- Create 1 AP1 administration assistant post

3.4 The Management of Offenders (Scotland) Act 2005 places increased responsibilities on the authority, particularly in respect of the management of sex / high risk offenders in the community.

3.4.1 The Management of Offenders (Scotland) Act 2005 Proposal

To assist with monitoring and co-ordination with other agencies, it is proposed to create one post of senior clerical assistant (GS3).

3.5 Integrated Care Management arrangements have been introduced within the Scottish Prison Service to improve assessment and care co-ordination for serving prisoners, including pre-release preparation.

3.5.1 Integrated Care Management arrangements Proposal

To assist with the additional social worker commitments, the Scottish Prison Service has agreed to fund one post of social worker, grade QSW plus environmental allowance, located in Shotts Prison. North Lanarkshire provides the Social Work service within the prison.

3.6 Justice services are currently undergoing a period of significant review and expansion as reflected in the number of reports being presented to Social Work Committee of 24 August 2006. As the implications of new organisational / service changes become clearer, consideration will be given to necessary resource requirements in consultation with the shadow Community Justice Authority of which the Convener of Social Work is Vice Chair.

4. Financial / Personnel / Legal / Policy Implication

4.1. Funding for core Justice Services is provided on a 100% basis by the Scottish Executive.

4.2 Appendix 2 details the current funding arrangements for North Lanarkshire Justice Services. Funding for the proposals outlined in this report are contained within the Social Work budget.

4.3 Appendix 3 provides a summary of the posts and costs detailed in paragraphs 3.1 – 3.5 of the report.

4.4 The creation of "para professional" posts, (social work assistants) is consistent with the recommendations of the 21st Century Review of Social Work with qualified social workers focussing on high tariff offenders. This report has previously been considered by Social Work Committee.

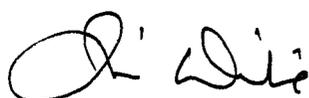
4.5 The proposed posts and grades are consistent with those which exist within the Social Work Department and which have previously been subject to the job evaluation process.

4.6 The proposals will assist the Council meet its new responsibilities, the increasing demand for Local Authority Justice Services and help address a number of the recommendations arising from the SWIA report.

5. Recommendation

5.1. Committee is asked to:

- (i) Agree the posts and service developments detailed in paragraphs 3.1 –3.5 and appendix 3 of the report
- (ii) Remit the report to the Policy and Resources (Personnel) Sub Committee for consideration and;
- (iii) Otherwise note the report.



Jim Dickie
Director of Social Work
4 July 2006

For further information on this report please contact Mary Fegan, Head of Social Work Services, telephone 01698 332001

Growth in Demand for Justice Social Work Services

Table 1: Demand for social enquiry reports

	2000-01	2001-02	2002-03	2003-04	2004-05
Nationally	31,398	34,780	38,123	39,492	40,265
North Lanarkshire	1,990	2,663	3,184	3,138	3,825
South Lanarkshire	1,707	1,897	2,056	2,247	2,632

Statistics for the number of SERs submitted per 10,000 population for the period 2004-05 show that North Lanarkshire submitted 166 per 10,000 and South Lanarkshire 121 compared with the national average of 111. North Lanarkshire is the second highest provider of SERS in Scotland after Glasgow City.

Table 2: Demand for home background reports

	2001-02	2002-03	2003-04	2004-05
Nationally	1,248	1,237	1,235	1,339
North Lanarkshire	97	130	123	175
South Lanarkshire	45	73	42	13

Table 3: New probation orders

	2000-01	2001-02	2002-03	2003-04	2004-05
Nationally	5,928	7,071	7,417	7,742	8,465
North Lanarkshire	385	585	536	666	687
South Lanarkshire	244	356	431	453	471

Table 4: New probation orders per 10,000 of population

	2000-01	2001-02	2002-03	2003-04	2004-05
Nationally	16.6	19.8	20.8	21.6	23.5
North Lanarkshire	16.9	25.6	23.5	29.1	29.9
South Lanarkshire	11.4	16.7	20.2	21.1	21.7

The table shows that demand for probation in North Lanarkshire rose at a rate substantially above the national trend.

Table 5: Demand for community service

	2001-02	2002-03	2003-04	2004-05
Nationally	6,509	7,359	7,428	8,330
North Lanarkshire	363	461	555	637
South Lanarkshire	340	436	481	509

North Lanarkshire Council
Social Work Department

Funding for Justice Services
Appendix 2

	<u>2005/2006</u>	<u>New Allocation</u> <u>2006/07</u>	<u>Increase /</u> <u>(Decrease)</u>
<u>Core</u>			
Probation	755,829	777,251	21,422
Community Service	823,813	909,286	85,473
Social Enquiry Reports	708,789	877,307	168,518
Statutory Throughcare & VT	495,388	552,083	56,695
Home Circumstances Reports	23,912	33,644	9,732
Supervised Attendance Orders	67,329	58,612	-8,717
Diversion	69,695	72,560	2,865
Bail Services	0	0	0
Court Services	<u>35,660</u>	<u>36,552</u>	<u>892</u>
	<u>2,980,415</u>	<u>3,317,295</u>	<u>336,880</u>
<u>Non Core</u>			
<u>Group Support Programmes</u>			
Challenging Men's Abusive Behaviour	52,197	52,197	0
Work with Sex Offenders	21,749	21,749	0
SACRO	69,639	69,639	0
Addiction Services	51,083	51,083	0
Young People at Risk	44,697	44,697	0
Throughcare Addiction Services	0	34,250	34,250*
Throughcare Supervision of Sex Offenders	<u>0</u>	<u>22,814</u>	<u>22,814*</u>
	<u>239,365</u>	<u>296,429</u>	<u>57,064</u>

*Additional funding allocated at the end of the financial year 2005/06 and not built into the Department's budget (57,064).

North Lanarkshire Council - Social Work Department

JUSTICE SOCIAL WORK – SERVICE DEVELOPMENTS

Appendix 3

Service Area	Location	Post Title / Service Developments	Grade	Total Number	Salary/ Costs	Part Year Costs 2006/07	Full Year Costs 2007/08
Throughcare	Restorative Justice Hunter Street Bellshill	➤ Addiction Worker	AP2/3	1	£20,869	£19,800	£26,450
		➤ Social Work Assistant	AP2/3	2	£18,840	£35,700	£48,200
Community Service	Restorative Justice Hunter Street Bellshill	➤ Community Service Works Supervisor (32 hours)	AP1	2	£16,518	£31,300	£42,700
		➤ Social Work Assistant	AP2/3	3	£18,840	£53,500	£73,000
Assessment and Care Management	To be agreed subject to workload demands	➤ Social Work Assistant	AP2/3	6	£18,840	£107,000	£146,000
		➤ Admin Assistant	AP1	1	£15,441	£14,000	£19,100
		➤ Clerical Assistant / Typist	GS1/2	6	£12,063	£65,400	£89,170
Management of Offenders (Scotland) Act 2005	Justice HQ	➤ Snr Clerical Assistant	GS3	1	£14,829	£13,500	£18,400
Integrated Case Management	Shotts Prison	➤ Social Worker	QSW plus environmental allowance	1	£24,333	£16,000	£31,975
Community Service	Restorative Justice Hunter Street Bellshill	➤ Crew Cabs (the final costs will be determined by competitive process)			£5,564 (approx)	£10,128	£10,128
TOTAL COSTS						£366,328	£505,123

Source of Funding	2006/07	2007 / 08
Increase in Funding from Scottish Executive and negotiations with SLC	£336,880	£398,080
Additional Funding for New Services (Throughcare Addiction / Supervision of Sex Offenders)	£57,064	£57,064
Funding already existing within Social Work Budget	£19,100	£19,100
Funding from Scottish Prison Service	£16,000	£31,975
TOTAL COSTS	£429,044	£506,219