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## Minute of Integration Joint Board Meeting

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**Date:** Wednesday 12<sup>th</sup> October 2022

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**Time:** 2pm

**Place:** Via MS Teams

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### Present

Linda Semple (Chair)  
Councillor Lee Lyons (Vice Chair)  
Councillor Hugh Hunter  
Councillor Julie Dettbarn  
Margaret Anderson, Non-Executive Director - NHS  
Jean Ford, Non-Executive Director - NHS  
Martin Rogan, Representative Member – Carers  
Frances Ewan, Depute Representative Member - NHS Ayrshire & Arran Staff Side.  
Glenda Hanna, Representative Member – Independent Sector

### In Attendance

Tim Eltringham, Chief Officer (Director of Health and Social Care)  
Lisa Duncan, Chief Finance Officer  
Gary Hoey, Chief Social Work Officer  
Billy McClean, Head of Community Health and Care Services  
Mark Inglis, Head of Children's Health, Care and Criminal Justice Services  
Elaine Hill, Allied Health Professional Advisor  
Phil White, Partnership Facilitator  
Sheila Tyeson, Senior Manager – Planning, Performance & Commissioning  
Faye Murfet, ADP Co-Ordinator  
Kirsty Pyper, Communications Officer, HSCP  
Rebecca Hunter, Planning and Performance Officer  
James Andrew, Co Ordinator (OD, Change and Improvement)  
Elaine Young, Head of Health Improvement/ Assistant Director of Public Health  
Meg Williams, Child Protection Lead Officer  
Nadine McCord, Administration Assistant (Minute Taker)

### Linda Semple in the Chair

## 1. Apologies for Absence

Apologies for absence were received on behalf of Roger Currie, Ewing Hope, Marie Oliver, Gillian Arnold, Billy Cooper, Rosemary Robertson and Cllr Ramsay.

## 2. Declarations of Interest

There were no Declarations of Interest by Members of the Board.

## 3. Minute of Previous Meeting

The minute of the meeting held on 17<sup>th</sup> August 2022 was approved by the Board.

## 4. Chief Officers Update Report

T Eltringham informed that the purpose of this report is to provide an update to the IJB on behalf of the Chief Officer on items that do not merit a full report but the Board may wish to note. T Eltringham highlighted the topics covered within the report (as circulated).

T Eltringham advised the HSCP along with the NHS continues to work on the COVID-19 response plan.

T Eltringham informed that system pressures continue to be unrelenting across the HSCP, with very high numbers of delayed transfer of care due to recruitment issues.

T Eltringham advised that himself and B McClean met with Scottish Government colleagues who are part of social care resilience unit yesterday and there was nothing they could identify from a national perspective that HSCP are missing or not currently doing to try and resolve this issue.

T Eltringham continued to advise that in respect of Ukrainian refugees, the HSCP Senior Management Team continue to engage with the Council to ensure appropriate support and actions are taken. The biggest issue is providing suitable accommodation and housing to families and at present many families are residing in hotel accommodation.

In respect of service development T Eltringham advised that the HSCP have set plans in place to increase the number of social workers, through a student social work programme. T Eltringham explained that they are undertaking work in line with Ayrshire College to reintroduce SVQ qualifications into the Ayr Campus, as at present these are only available at Kilmarnock College.

T Eltringham continued by advising with regards to the joint inspection of adults led by Care Inspectorate, they are focusing on support arrangements for people with physical disabilities. T Eltringham explained that inspections are hugely time consuming for officers within the HSCP and can create a lot of anxiety as the outcomes can often be challenging.

T Eltringham welcomed any questions.

**The Board noted the content of the report.**

## **5. Transformation and Efficiencies Update**

L Duncan advised that the purpose of the report is to provide the IJB with an update on transformation progress to date and efficiencies realised from transformation and service improvement activities, and to consider future service improvement plans that will be presented in more detail at a later date.

L Duncan explained that the report is split into three distinctive areas and is for consideration from the IJB for specific future developments within C&F. L Duncan advised that these developments would come to IJB as part of the budget paper for 2023 – 2024.

L Duncan welcomed any comments or questions.

T Eltringham explained that there is a lot of detail within the report which is of huge significance for the Partnership. T Eltringham encouraged people to take time to read through the report if they had not yet had the chance to do so.

T Eltringham suggested that it may be useful to arrange an event or workshop where services can show positively what it is they are doing.

Cllr L Lyons questioned, in light of the success of Belmont Family First and Signs of Safety, was there enough confidence that when we are looking at and projecting projects for the future, that out with authority placements could potentially be resigned to history.

M Inglis explained that they would be keen to take any freed-up resource and invest in early intervention that reduces the likelihood of children having to go into outwith authority placements. M Inglis explained that it is always possible that children may require to go into outwith authority placements, however the more they are able to invest in what they think at this stage reduces likelihood of children needing accommodated, the better.

G Hoey expressed that predictability is difficult as they could be faced with situations where children may need to be accommodated at anytime, however they hope to see figures continue to reduce. G Hoey advised, in terms of the current population and

considering the continued care agenda, many young people have been within their outwith authority placements for a significant period of time and have the right to ask to remain where they are.

G Hoey advised that the solid impact they have seen from the projects has been encouraging in informing them that this is where investment best lies.

Cllr Hugh Hunter asked with regards to future service developments funds, where are the funds that have been approved being invested.

P White informed that frailty work is one area they have significantly invested in and have recently appointed Occupational Therapists and Occupational Therapy Assistants appointed.

P White noted the investment in Micro-Enterprise and also within South Lodge.

T Eltringham informed that he will ask for a report to be presented to IJB re hospital at home service, explaining that this service alike some others is now beginning to deliver. T Eltringham advised that he heard very positive feedback from a nurse consultant recently in terms of the work that's being undertaken. T Eltringham explained that the IJB took the decision to invest in that service, which aim is to prevent people having to go into hospital when it is not necessary.

T Eltringham informed that there are internal workshops for colleagues across the system and they will begin to further explore linkage regarding services that are being delivered.

## **6. Proposals for Adult Locality Services Restructure**

T Eltringham advised that this paper is for information to the Board rather than a decision.

T Eltringham explained that given the significance of the paper along with a few others due to be discussed at last meeting which was cancelled, members did agreed to approve this paper virtually.

T Eltringham advised that this paper makes a number of recommendations for changes to the management structure within adult services within the HSCP. T Eltringham explained that the proposed changes are primarily within locality teams and ask to respond to the findings of the Adult Social Work Review and the Community Nursing Review.

T Eltringham advised that they have good evidence and in part, some of the successes that are described particularly in children's services reflect the investment made within children's services a few years ago.

T Eltringham explained that they have three locality senior managers who will manage internally but look outwardly to external colleagues in the private sector and other community planning partners.

T Eltringham explained that they have looked at balance of workload and made further investment regarding additional frontline leadership.

T Eltringham advised that this paper would go to Council Cabinet on 1<sup>st</sup> November 2022 and explained that they will abide by appropriate organisational change processes.

T Eltringham thanked voting members for their flexibility following cancellation of the previous IJB and their agreement to approve paper virtually.

**IJB noted this paper had been agreed.**

## **7. Children's Services Transformational Activity**

M Inglis advised that the purpose of this paper was to inform the IJB on the progress made with Children's Services transformational activity, namely – The Belmont Family First model, Signs of Safety and the extension to Cunningham House and supported living.

M Inglis explained that Care Inspectorate report in 2016 highlighted that South Ayrshire had a disproportionate number of children in costly external care placements and that there was a lack of early intervention services. Budgets were also overspent on expensive external providers.

M Inglis advised that in particular, and for the purposes of this report, it was identified that there were 53 children and young people from one school cluster who over three years cost the partnership £3,704,382 in external care provision.

M Inglis explained that following significant investment in the management structure of Children's Services and wider HSCP infrastructure, conditions were created which enabled an innovative approach to cultural transformation as well as efficiency and improved outcomes for children and young people. On 7<sup>th</sup> February 2020 funding was approved at the Leadership Panel to support The Belmont Family First model, Signs of Safety and the extension to Cunningham House and supported living.

The implementation of these projects was significantly affected by the Covid-19 pandemic. However, progress was made, and The Belmont Family First project started in July 2021, the implementation of the Signs of Safety in August 2021 and the work at Cunningham Place has begun as of August 2022.

M Inglis explained that they were looking to reduce the number of children in outwith authority placements by 30%. M Inglis advised that they are able to identify that from

July 2021 – April no children were placed in external placements from the Belmont cluster.

M Inglis noted that within the same timeframe children were accommodated and looked after from other school cluster areas.

M Inglis continued by advising that Signs of Safety has been a huge cultural change within Childrens Health Care Services in South Ayrshire. M Inglis highlighted some of the areas within the implantation action plan. M Inglis advised that Signs of Safety is now fully understood and evident in daily practice across Children’s Health Care Services.

M Inglis explained that a comparator report will be available in March 2023 which will reflect staff and service users experience.

In respect of the Cunningham House extension, M Inglis advised that the initial ambition for this project was to build in capacity within their own children’s houses which enable short breaks for children and young people whose families were in crisis.

M Inglis explained that due to COVID-19 pandemic this project has been impacted in terms of progression and the plan also had to be adapted due to significant rising costs.

M Inglis advised that the project works have now commenced, and completion is expected by the end of March 2023. M Inglis explained that this will create an additional independent flat for a young person to get support for a short period of time, without having to be accommodated out with South Ayrshire.

Cllr L Lyons referred to the question he asked earlier in the meeting around outwith authority placements possibly being resigned to history. Cllr Lyons expressed that they were recently criticised for getting this element so wrong but given people were even able to stop and think about it as a legitimate possibility is a huge credit to where they are now and the work that has been put in place.

## **8. Adult Services Inspection Update**

G Hoey informed that the inspection is ongoing and they are working through meeting the demands that Care Inspectorate have around this. G Hoey explained that the provider statement which is a statement or list of the main providers for the HSCP was given to Care Inspectorate ahead of schedule. G Hoey explained that the Care Inspectorate use this to survey carers, unpaid carers etc to get line of corroboration. G Hoey advised that the plan is to further support the Care Inspectorate to disseminate surveys to carers.

G Hoey advised that they have also achieved the pre inspection return which was submitted ahead of schedule.

G Hoey explained that there is a list of 138 cases which have now been identified of physical disability.

G Hoey informed that as of 10<sup>th</sup> October 2022 they have received 100 casefiles back which will now gather health data.

G Hoey advised that they have working on the draft position statement, which is going through a refine and edit stage at present. G Hoey explained that this has been sent to the wider group members to make them aware. G Hoey informed that the position statement has a completion date of 28<sup>th</sup> October 2022.

G Hoey advised that a staff survey has been sent out and encouraged people to take time complete this if they haven't already done so.

## 9. National Care Services Bill Report

T Eltringham explained that the National Care Service (Scotland) Bill was laid before the Scottish Parliament on 20<sup>th</sup> June 2022.

T Eltringham advised that the circulated paper summarises the response made jointly by South Ayrshire IJB and South Ayrshire Council.

L Semple explained that this is only for information for the IJB.

L Semple advised that she attends the executive committee of national IJB Chairs and Vice Chairs Forum. L Semple informed that this group is holding a workshop in November 2022 for all chairs and vice chairs as a result of long-standing conversations around the National Care Service Bill.

L Semple advised that they will continue to concentrate on how business goes ahead as usual while this is ongoing in the background.

T Eltringham advised that they will continue to have constructive dialogue.

## 10. Care at Home Risks and Mitigations

B McClean advised that the purpose of this report is to provide an update on the current level of risk within homecare and the actions being taken to mitigate that risk.

B McClean explained that the paper sets out a number of challenges for care at home and advised that delayed transfers of care are at the highest they have ever been. B McClean informed that at present there are 124 people in hospital experiencing a delayed transfer of care and those awaiting care in the community has reached 168.

B McClean advised that they have some benchmarking data that shows that from an assessment and review perspective they benchmark well. When it comes to care at home B McClean expressed that they are at the wrong end of the graph in terms of people waiting in the community and hospital for care at home, however they are working with Scottish Government colleagues and are in touch with Dumfries and Galloway Council who have similar geographics to South Ayrshire.

B McClean explained that they are also trying to determine how they might be able to look at people coming from Ukraine to live in South Ayrshire who may be interested in or have the skills to work in health and social.

B McClean expressed things are likely to remain challenging for a period of time until they are able to tackle the ongoing issues around recruitment.

B McClean noted that discussions around various options for mitigations are detailed within the paper.

**The Board agreed the recommendations detailed within the paper.**

## **11. ADP Self-Assessment**

F Murfet informed that the purpose of this report is to provide members of the Integration Joint Board with details of the South Ayrshire Alcohol and Drug Partnership (ADP) Self-Assessment and agreed improvement actions.

F Murfet highlighted that this paper had already gone to the last Three-Way Meeting for consideration and endorsement.

F Murfet explained that this paper is in relation to the requirement for ADPs to complete and submit self-assessments.

F Murfet advised that the purpose of the Self-Assessment is to give ADPs a tool to engage and discuss opportunities and barriers to delivery. The tool is for local stakeholders to ensure that they are creating the right conditions and operating environments for ADPs to function effectively.

F Murfet explained that in respect of the joint working relationship with IJB and ADP, it has been agreed to rate this standard as an “explore” rather than a “maintain” particularly on the basis that although ADPs have good relationships with IJB, it is felt there is still work to do in relation to the new performance paper ADPs are still doing at the moment.

T Eltringham advised that it is important to recognise that there is a close working relationship between ADP and IJB within South Ayrshire.



T Eltringham thanked F Murfet and her team for developing the paper.

## 12. MAT Standards Improvement Plan

F Murfet advised that the purpose of this report is to provide members of the Integration Joint Board with the South Ayrshire Medication Assisted Treatment Standards Improvement Plan.

F Murfet explained that the 10 new standards for treatment for drug users aim to ensure everyone has access to the support which works best for them, reinforcing a rights-based approach for people who use drugs, and the treatment they should expect.

F Murfet advised that the standards were developed in partnership and have been through vast consultation activity. F Murfet explained that they are expecting alcohol treatment standards to follow.

E Young informed of a MAT Standards post that is coming in to Public Health. E Young explained that this post has been subject to lots of delays regarding job evaluation, however they look forward to getting this in place.

F Murfet advised that they have circulated an invitation to ADP Learning Review Event and would be delighted to see IJB members attend the event if they are able to.

## 13. Annual Delivery Plan

T Eltringham advised that this report presents the Annual Delivery Plans (NHS) for approval by members of the South Ayrshire Integration Joint Board.

**The IJB approved the final draft Annual Delivery Plan (as circulated).**

## 14. Workforce Plan

J Andrew shared slides on screen with the Board (as circulated) and informed that this was a brief summary of what is a comprehensive document.

J Andrew advised that the key element is the action plan based around Plan, Attract, Train, Employ and Nurture.

J Andrew explained that it is recommended that the IJB agree the Workforce Plan 2022-25, and the associated Action Plan and agree a further report to a future meeting of the Board providing an update on the Workforce Plan and Action Plan during the period 1<sup>st</sup> November 2022 to 31<sup>st</sup> October 2023.

T Eltringham commended this report and informed of the good positive feedback from Scottish Government. E Eltringham informed that an update will be brought to the Performance and Audit Committee in terms of the work of the Staff Governance Group.

#### **15. Welfare Rights Training for 2022 – 2023**

T Eltringham spoke to this paper on behalf of Tom Penman, Team Leader – Practice Development and informed that the purpose of this report is to update the IJB on the progress of the Welfare Rights Training which is mandatory for all HSCP staff.

T Eltringham advised that the management team had agreed around 9 months ago that it would be beneficial for staff within the partnership to work more closely with money advice services, to allow them to be able guide people in applying for benefits and make them aware of various benefits they may be entitled to etc.

M Williams advised that this training will be available to all staff across HSCP Partnership and was provided to all front-line social work colleagues from April – August 2022.

M Williams informed that the cohort of training will be for reablement and care at home staff.

M Williams advised that they are trying to maximise every opportunity to get people to access this training.

Cllr H Hunter commended this paper and expressed that there would be a need for this training to be ongoing in line with changes to welfare payments and qualifications.

It was agreed that sessions would also become available to IJB members who may wish to attend.

#### **Items for noting**

No items for noting highlighted.

#### **16. Whistleblowing Annual Report**

T Eltringham informed that this agenda item is for noting only.

#### **17. Minutes for noting**

*Strategic Planning Advisory Group - 21<sup>st</sup> June 2022*

*Performance and Audit Committee - 30<sup>th</sup> June 2022*

Board accepted both minutes.

**Any Other Business**

As there were no further matters to discuss, L Semple thanked everyone for their attendance and closed the meeting.

**Date of Next Meeting**

Wednesday 16<sup>th</sup> November 2022