

I refer to the agenda for the meeting of the Health & Social Care Committee to be held on Thursday 25 February 2021 at 3.00pm and now attach updated report relative to Item 2 (Health & Social Care Committee: Expedited Business, Relevant Updates and Operation Log) with additional recommendations which replaces the report issued on 11 February 2021.

The appendices to the report are unchanged.

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Report to:	Health & Social Care Committee	Date: 25 February 2021
Report By:	Louise Long Corporate Director, (Chief Officer) Inverclyde Health and Social Care Partnership (HSCP)	Report No: SW/09/2021/LL
Contact Officer:		Contact No: 01475 712722
Subject:	HEALTH & SOCIAL CARE COMMITTEE: EXPEDITED BUSINESS RELEVANT UPDATES & OPERATION LOG	

1.0 PURPOSE

- 1.1 The purpose of this report is to update the Health & Social Care Committee on Health and Social Services, including the current service response to Covid-19 and related interim changes to services. On 19th January 2021, the Policy and Resources Committee agreed that Officers should provide one report to Committees. This composite report provides an update on new developments including the service response to Covid, governance of external providers and the Social Care financial position at period 9.

2.0 SUMMARY

- 2.1 The Covid-19 pandemic has required an unprecedented re-design of services impacting on all services across Inverclyde. Business Continuity models were quickly put in place and services suspended where appropriate. Subsequently services have been adapted and adopted with some reduced and others re-designed to respond to the crisis. Any services reductions with Health and Social Care have taken place using emergency powers. Changes relating to social care services have been discussed with the Council's Corporate Management Team and recorded in an operational log. Given the span of Health and Social Care, most services are deemed essential therefore continue to be delivered.
- 2.2 Health and Social Care staff have been involved in the successfully delivery of flu and Covid vaccinations to Care Home residents. Based on JVCI advice the Greater Glasgow and Clyde Health Board have made available Covid vaccinations to all priority 1 and 2 Health and Social Care staff.
- 2.3 Each service area has provided an update for this report of any matters requiring approval or which are considered worthy of note.
- 2.4 As part of the winter plan, the Scottish Government are allocating £22m in grant funding to local authorities for 2020/21. For the first time elements of this resource have been earmarked to support Vulnerable Children & Young People. The grant is targeted to address issues around residential care for children and young people as a result of Covid-19, this paper outlines suggested areas of spend subject to approval.
- 2.5 The paper provide an update on inspection activity and governance meetings with external providers.
- 2.6 The projected Revenue Outturn for Social Work as at 31st December 2020 is an overspend of £190,000 which is a reduction of £46,000 in the overspend reported at Period 7. The projection includes net Covid costs of £5.010 million which are assumed to be fully funded by Scottish Government Covid Funding (£4.977 million) and Grants (£0.033 million), leaving a net nil effect on the Social Work Net Expenditure for 2020/21.

- 2.7 The paper updates the Committee on the current staff changes and seeks approval to merge IJB CFO (Head of Service post). The paper outlines the proposed changes to the structure, the transfer of social care finance and the creation of a new finance manager post.

3.0 RECOMMENDATIONS

- 3.1 The Health & Social Care Committee is asked to:

1. Note the report and in particular note:
 - a. The update on the Covid-19 recovery plan and the new Workplace Wellbeing Plan.
 - b. The previously agreed HSCP Recovery Plan has been paused while services deal with current lockdown implications for services across the HSCP.
 - c. Significant progress has been made in the vaccination programme for HSCP Staff, Care Home residents and staff within Care Homes and other providers.
 - d. The update on the new Learning Disability Hub programme and that the LD Day Centre remains open to 20% of current clients, based on a risk assessment and that outreach is being offered to others.
 - e. The River Clyde Homes (RCH) tenant consultation regarding the proposed change within Glebe Court and Monkton Place moving to a retirement housing model.
 - f. The Mental Health update including the introduction of the new Mental Health Assessment Unit model (MHAU) in Greater Glasgow and Clyde and the introduction of Distress Brief Intervention (DBI) programme commissioned Inverclyde HSCP.
 - g. The ADRS update including the introduction of a new drug and alcohol information system (DAISy) to replace the current database and improve reporting on recovery
 - h. The update on the Promise.
2. Ratify the decisions made, outlined in the HSCP log including the reduction of some services to essential only visits in response to demands for the service and capacity issues.
3. Approve the use of the Children Services Winter Grant funding £80k to residential care, £179.8k for children's hearings recovery impact and £127.8k for vulnerable children and young people, noting that this funding is still subject to clarification from Scottish Government on carry forward arrangements.
4. Note the projected Revenue Outturn for Social Work as at 31st December 2020 is an overspend of £190,000 which is a reduction of £46,000 in the overspend reported at Period 7.
5. Note the governance report for the period 28th November 2020 to 28th January 2021. Members are also asked to acknowledge that officers regard the control mechanisms in place through the governance meetings and managing poor performing services guidance within the Contract Management Framework as sufficiently robust to ensure ongoing quality and safety, and to foster a commissioning culture of continuous improvement.
6. Note the ongoing discussion on revised senior management team arrangements which will be reported back as soon as possible to the Committee for information.
7. Approve the temporary alteration in Council financial reporting arrangements and note the new post of Head of Finance, Planning & Resources, who will also be the IJB Chief Financial Officer on a full-time basis, to be funded through the additional professional leadership recurrent funding approved by the IJB in March 2020; and
 - (i) the creation of a Finance Manager to support budgeting and financial planning across social care and health.

(ii) Remit it to the Chief Officer to carry out an evaluation of the new arrangements for financial monitoring and reporting and to report back thereon to the Health and Social Care Committee in the summer of 2022.

(iii) Note that there is no financial impact on the Council relative to the proposed new structure and that the finalised structure will be reported back to the Committee as soon as possible.

4.0 BACKGROUND

4.1 Recovery

The Covid-19 pandemic has required an unprecedented re-design of access and service delivery impacting on all services across Inverclyde. Business Continuity models were quickly put in place and services suspended where appropriate. Subsequently, services have been adapted and adopted with some reduced and others re-designed to respond to the crisis. Recovery planning started across the whole system in the summer with initiatives to respond to unmet need being developed. In January Scotland moved into a second full lockdown, Inverclyde HSCP services have had to be changed to keep staff and service users safe. Emergency arrangements have been put in place and a rolling decisions log is being maintained **Appendix A** details the social care related decisions made under these arrangements.

There is consensus that a long term managed transition will be required to move towards new 'business as usual' delivery models. New ways of working have been initiated to ensure that essential services continue to be available and delivered safely. This has involved the adoption of innovative solutions supported by technology, the re-design of pathways, the rapid establishment of new services and care models and re-assignment of staff, all of which have ensured vital services continued to be delivered.

Covid has impacted on all Health and Social Care staff who have worked tirelessly to deliver services and their wellbeing is a priority. The HSCP Wellbeing plan has been developed to support all Health and Social Care staff within Inverclyde. The Chief Social Worker (CSWO) was allocated ring-fenced monies of £25,000 to support them with additional tasks throughout the pandemic and Inverclyde's CSWO has allocated this to staff wellbeing. "A Workforce Wellbeing Matters" plan has been developed and is available on the staff intranet. **Appendix B**

4.2 Covid-19 Vaccination Update and Pandemic Response

All front-line Health & Social Care staff have been advised that they can access their 1st Covid vaccination via the staff mass vaccination program managed by NHS GG&C. Appointments are available for up to Saturday 30th January and these are being delivered across a number of locations across the Health Board area including Inverclyde Royal Hospital.

Covid Vaccinations for those over 80 are underway in GP practices with 1,500 delivered so far; these will continue over the coming weeks as supply is received. The HSCP began contacting housebound residents towards the end of January.

The HSCP continues to support Older People's and Adult Care Homes with a daily huddle and weekly meeting with care home managers to support with their Covid response. As of the week beginning 25th January, eight care home were closed to admission with a resultant impact on our ability to discharge patients from hospital to a care home with thirteen delays – eight awaiting a care home place. It is anticipated that homes will open up to admissions shortly as negative testing indicates that homes are Covid free.

All 14 Older People's Care Homes have received their first Covid Vaccination for the available service users, with staff vaccinations completed by 20th January for their first vaccination. The HSCP is currently planning for the 2nd vaccination of care home residents to commence around the 22nd February 2020. Uptake in older people's care homes so far has been 91% of service users and 74% of care home staff.

Inverclyde HSCP Personal Protective Equipment (P.P.E) Hub continues to support commissioned providers with P.P.E where they have been unable to source P.P.E. To date the Hub has supplied 2 million items of P.P.E.

Lateral Flow Testing (LFT) training and deliveries have commenced for all Adult Community Nursing & Allied Health Professional Staff, Social Care Staff entering Care

Homes, Sheltered Housing/Houses of Multiple Occupancy and personal assistants who provide care. Polymerase Chain Reaction Testing (PCR) will commence with care at home staff when test kits are delivered to the HSCP, estimated 28th January 2020.

Covid Testing via the National Test & Protect programme remains in place at the mobile test centre at Parklea and the walk in test centre at Crawfordsburn.

Planning is underway with Inverclyde Council in terms of the national programme for mass Covid Vaccination centres via the national priority list. The Inverclyde Centre will be Greenock Town Hall.

4.3 Flu Vaccination

The majority of Inverclyde's flu vaccinations were delivered within community venues to enable social distancing and ensure delivery of the anticipated increased demand. The venues used were Gamble Halls, Port Glasgow Town Hall, Greenock Town Hall and Kilmacolm Community Centre. The HSCP delivered all vaccinations for those over the age of 60 and those over 18 who are housebound. Care home staff delivered vaccinations within older people's nursing care homes. More than 13,000 vaccinations were delivered to those over 60 representing an uptake of 82%. Historic uptake is around 73%. General Practices delivered the majority of vaccines for those in the under 65 at risk cohorts achieving an uptake of 53%, again higher than the historic uptake. Childhood pre-school flu vaccinations were also delivered via the community venues through the NHS G&C dedicated team. The learning from this programme has now been used in the planning of the mass Covid vaccination centres.

Vaccine supply meant that the staff flu programme was challenging due to social distancing requirements and the HSCP achieved just below the 60% target. A further session is being planned for any remaining staff still wishing a vaccination. Social Care staff from commissioned providers were provided vaccination opportunities at local pharmacies across Inverclyde.

4.4 Learning Disability

Development of the new Learning Disability Community Hub continues governed by the Learning Disability Programme Board who meet on-line every 3 weeks, attended by the Council Property Team, HSCP LD Teams, the service user/carer/community Representative, Finance and chaired by the HOS for Health and Community Care. Financial reporting and Risk Management are in situ and vital to the governance and accountability of the Programme.

The Programme of works is on schedule currently and will conclude the Concept Design phase, around March 21.

The programme of Communication and engagement facilitated by 'The Advisory Group' (TAG) continues and feedback from this engagement has been fundamental in contributing to the design of the Hub. An eight weekly accessible Newsletter is distributed to all stakeholders providing an update on progress and showcasing partnership work and community developments in Learning Disability and Autism and is distributed to wider community via social media platforms.

The Learning Disability Day Centre remains open to 20% of current clients, based on a risk assessment and that outreach is being offered to others.

4.5 River Clyde Homes Housing Model

River Clyde Homes (RCH) are currently consulting with tenants on a proposed change within Glebe Court and Monkton Place to move to a retirement housing model. There would be no change in housing support funding to RCH as the current contractual arrangements enable providers to target resources to the highest area of need following consultation with the HSCP.

RCH recognise the needs of older people living in the community are becoming more complex and there is a requirement to prioritise and direct services to where they are most needed. This new service, Wellbeing at Home, is based on a Retirement Housing Model; the level of warden support will reduce however support will be flexible and activity based support will continue. There will also be a reduction in cost to the tenants. The intention is to increase the range of housing options for older people with the traditional sheltered housing model remaining at Broadstone Gardens in Port Glasgow and the other complexes across Inverclyde. The existing contract will be extended for one year 21/22 through extension of the contract.

4.6 Mental Health Update

There have been many changes around mental health services over the years as the balance of care has moved from hospitals to community-based settings. Evidence is building to show that support and care previously provided within a hospital setting can equally or better be provided in the community with the right support in place. The NHSGGC Five Year Mental Health Strategy was developed to deliver the aims of the Scottish Government Mental Health Strategy 2017 – 2027 and the NHS Greater Glasgow and Clyde Healthy Minds Report 2017.

The core aims of the strategy are:

- That people should be supported in their home, in their community or as near as possible where appropriate
- That Community and Specialist Mental Health teams become more effective and efficient to better offer such support
- That community services, community assets, groups and self-help resources should increase, so that communities will flourish and become more resilient with a focus on recovery, resulting in healthier people maximising what they can do while living in the community
- People should only come into hospital if they need to, and only stay as long as they need to
- To adopt more formal Quality Improvement processes across our community and hospital services to reduce variation and improve standards for people no matter where they are
- To increase the range of digital and technological solutions to help achieve all of the above

Locally, delivering improvement in mental health services is taking place within a complex landscape, therefore the Inverclyde Mental Health Programme Board (IMHPB) has been established to oversee the range of activity. This includes HSCP services of inpatients, and community mental health services, and also wider mental health strategy activity related to the key areas of Prevention; Community Distress; and Unscheduled Care and Recovery.

Across HSCP inpatient and community services, there are historically and currently, recruitment issues within this workforce across all disciplines. Consultant recruitment is difficult with three consultant posts filled by locums and one by an acting consultant, with a further vacancy due in February 2021. Recruitment drives to these posts have been unsuccessful to date and are ongoing. For inpatient nursing staff, there is a requirement for supplementary staffing on a shift by shift basis to manage shortfalls due to enhanced observations, high levels of clinical activity and patient acuity and staff sickness levels.

Within the wider mental health strategic arena, work is ongoing with key partners both statutory and 3rd sector to deliver a range of interventions to support the transformation of services and alleviate pressure on HSCP services. There are a range of work streams ongoing including:

- Effective and Efficient work stream which in particular is reviewing Community Mental health team processes and reviewing the current Mental health officer (MHO) service with a view to identifying a sustainable future service model.

- Introduction of Mental Health Assessment Unit model (MHAU) by the Scottish Government will see physically fit people in urgent need of mental health support and assessment diverted to these units and away from Emergency Departments (ED) where their needs would be better met. Whilst the principles of the MHAUs are welcomed, the potential to deliver a “blended” model of service for the Inverclyde community is currently being developed with access to local mental health services Monday-Friday and the Leverndale MHAU utilised out of hours and at weekends.
- The Distress Brief Intervention (DBI) programme is established within Inverclyde with SAMH delivering the connected compassionate support for people presenting in distress in Inverclyde. An implementation group has been established and is working with HSCP staff and appropriate partners e.g. Police Scotland, Scottish Ambulance to upscale the number of staff across partners to undertake level 1 training and increase referral pathways to SAMH.

Through the current and future implementation of the Mental Health Strategy within our services and the wider community, the aim will be to modernise the provision of mental health services, based on current evidence, with the key objective to ensure people receive the care and support they require so they can lead active.

4.7 Alcohol and Drugs Update

Currently all tier 3&4 services supporting people with drug and alcohol related harms require to upload information on a quarterly basis into the national Drug and Alcohol Treatment Waiting Times (DATWT) database. For Inverclyde, 4 services currently input into the Waiting Times database:

- Inverclyde HSCP Alcohol and Drug Recovery Services (currently split into alcohol service and drug service for inputting purposes)
- Inverclyde HSCP Criminal Justice (Drug treatment and Testing Orders (DTTO) service users)
- Inverclyde HSCP Children and Families (young people requiring support with drug or alcohol use)
- HMP Greenock

The Scottish Government and Public Health Scotland are in the process of implementing a new drug and alcohol information system (DAISy) which will replace this current database. This new system will collect much more detailed information than previous systems, including:

- Service User details- demographics etc.
- Referral details
- Full assessment details including social circumstances waiting times; drug and alcohol use; prescribing information; naloxone use.
- Reviews
- Recovery Outcomes (still to be developed)

Implementation plans are underway to ensure Inverclyde ADP partners are in a position to implement DAISy from 1st April 2021, with an Implementation Group established to oversee progress. All relevant governance agreements are in place; super users' training has been completed and all staff will be trained to utilise the new system. As the system becomes embedded within Inverclyde, other commissioned partners will be added e.g. 3rd sector partner *Moving On Inverclyde*.

The information collated by DAISy will enable a more robust performance framework to be established which will be utilised by the ADP and by individual services e.g. ADRS to provide regular performance reporting and monitoring of outcomes.

4.8 **Promise**

On 5th February 2020, the Independent Care Review published its vision for Scotland. Now that vision must become a reality. The Promise is working across sectors to drive the change that is needed to ensure that Scotland #KeepsThePromise made to care experienced children, young people and their families.

The Promise Partnership is an investment of £4m from the Scottish Government intended to deliver change in line with Scotland's commitment to creating capacity in the *care system* to #KeepThePromise and provide holistic family support.

Corra Foundation will administer The Promise Partnership on behalf of the Scottish Government. Approximately £3m of this investment is a catalyst for change through an open call route. Funding of up to £50,000 will be available to help organisations create capacity, adapt approaches and work towards cultural shifts and collaboration across the *care system*. These changes must reflect what is important to care experienced children, young people and families.

The open call for funding applications is targeted at organisations who have identified what needs to be done to Keep The Promise but do not have the available funds. Funding can be used for capacity building, salaries - backfilling.

Since The Promise was published, the HSCP children's services have continued to engage with The Promise Team and have developed a very ambitious long-term proposal aimed at delivering system changes in line with The Promise and it would be our intention to submit an application for funding.

4.9 **Winter Grant**

The Scottish Government are allocating £22,000,000 in grant funding to local authorities for 2020/21 as part of the winter plan and for the first time parts of this resource are earmarked to support Vulnerable Children & Young People. The grant is targeted to address issues around residential care for children and young people as a result of Covid-19, to address the extra social work demands posed by children's hearings recovery plans and to support services for vulnerable children and young people.

Inverclyde has a £387,686 allocation of which officers propose:

- £80,052 is allocated to residential care,
- £179,808 for the children's hearings recovery impact, and
- £127,826 for vulnerable children and young people.

The service has outlined its proposals for the grant to the CMT and is awaiting clarification from the Scottish Government on rules for carry forward of any underspends. The service recommends utilising the grant to offset costs already accrued in residential services, on a resilient staffing expansion made up of agency, third sector and local authority resource and in direct grants and support packages to kinship carers, foster carers and vulnerable families where children are assessed to be on the edges of care in an aim to prevent family breakdowns and support children where they are living now.

4.10 **Inverclyde Community Children and Young Peoples Community Mental Health and Wellbeing Plan 2020 – 2022**

Inverclyde, like all 32 authorities, has received grant funding to support children and young people's mental health and wellbeing. As part of the agreement between the Scottish Government and COSLA local authorities are asked to develop and share their plans for the delivery of enhanced or new community-based supports for children and young people experiencing emotional / mental distress. The expectation is that the plan should cover how our local need will be met and that it should be informed by the Community Mental Health and Wellbeing Framework and Principles. It is expected that the plan will refer to services for the period January 2021 and will cover the period to March 2022. The services

and supports identified for development or continued provision have been arrived at through evidence from Inverclyde's Strategic Needs Assessment of children and young people's wellbeing and mental health needs, data from the Children and Young People's Health and Wellbeing Survey 2019 as well as information from our partners. This is the abbreviated version for publication on our websites.

4.11 Health & Social Care – Period 9 Revenue and Capital Monitoring Report

The projected Revenue Outturn for Social Work as at 31st December 2020 is an overspend of £190,000 which is a reduction of £46,000 in the overspend reported at Period 7.

The projections include net Covid costs of £5.010 million which are assumed to be fully funded by Scottish Government Covid Funding (£4.977 million) and Grants (£0.033 million), leaving a net nil effect on the Social Work Net Expenditure for 2020/21.

Main areas of underspend are:

- A projected underspend of £555,000 within Residential and Nursing Care client commitments as a result of a reduction in the number of beds, projecting at 525 beds for the remainder of the year.
- A £470,000 projected underspend within External Homecare based on the invoices received, projecting up to the end of the year together with a reduced adjustment of £40,000, which reflects that service delivery will continue to increase.
- A projected underspend with respite service across Older People's Service of £159,000.
- Additional turnover savings being projected across services of £66,000.

The main areas of overspend are:

- A projected overspend of £616,000 within Learning Disability Client commitments, which is a reduction of £77,000 from the position reported to the last Committee, this is mainly due to a reduction in the need for respite service.
- Within Criminal Justice a £337,000 projected overspend as a result of shared client package costs with Learning Disabilities. It is anticipated that these costs will reduce further in 2020/21 and this will be reported to the next Committee, once Officers are able to project with better certainty.
- A projected overspend of £552,000 in Children's Residential Placements, Foster, Adoption and Kinship after full utilisation of the smoothing Earmarked Reserve.

The Social Work 2020/21 revised capital budget is £147,000, with spend to date of £106,000, equating to 72.11% of the revised budget. This reflects slippage of 16% from the approved budget.

Crosshill Children's Home:

- The former Neil Street Children's Home is in use as temporary decant accommodation for the Crosshill residents.
- The demolition of the existing Crosshill building was completed in Autumn 2018. Main contract works commenced on site in October 2018.
- As previously reported, the contract had experienced delays on site and was behind programme. The Main Contractor (J.B. Bennett) ceased work on site on 25th February 2020 and subsequently entered administration. The site was secured with arrangements made to address temporary works to protect the substantially completed building.
- Following contact with the Administrators it was confirmed that the Council would require to progress a separate completion works contract to address the outstanding works. A contract termination notice has been issued for the original contract.
- Tenders were issued for the completion works in late December 2020 and are due for return mid-February 2021.
- A revised programme to completion will be advised post tender return and upon completion of evaluation.

New Learning Disability Facility:

- Additional site information and survey work substantially complete. Further surveys to be planned at the appropriate stage of the design progression.
- Space planning and accommodation schedule interrogation work continues to be progressed through Technical Services and the Client Service to inform outline design in preparation for wider stakeholder consultation.
- Tenders for Design Consultants have been returned and evaluated.
- Work through Legal Services in connection with the re-appropriation of the Hector McNeil site is progressing with the drafting of the court action required for the next stage of the legal process.

The balance on the Integration Joint Board (IJB) reserves at 31st March 2020 was £8.450 million. The reserves reported in this report are those delegated to the Council for spend in 2020/21. The opening balance on these is £1.748 million with an additional £5.828 million received for 2020/21, totalling £7.576 million at period 9. Projected spend for 2020/21 is £6.673 million, expenditure is currently 6.6% behind phased budget.

4.12 Independent Review of Adult Social Care in Scotland

In Autumn 2020 the First Minister announced the commissioning of a review of Adult Social Care in Scotland be carried out by Derek Feeley, former NHS Scotland Chief Executive. At the centre of the remit for the review was a request to recommend improvements to adult social care support in Scotland. The report was based on listening to those who use services, carers, families, staff and professional groups. The report was published on 3rd February it is 100 pages makes 53 recommendations, it purposes redesigning the system based on human rights. The recommendations breakdown to the following areas:-

- Human Rights
- Unpaid Carers
- Development of a new National Care Service (NCS)
- Quality Improvement
- Commissioning
- Finance

COSLA have arranged a special Leaders meeting to discuss and inform their position on the Independent Review, ahead of the parliamentary debate scheduled for 16th February 2021. It is expected that the recommendations will be debated a report will be brought to a future Health and Social Care Committee.

4.13 HSCP SENIOR MANAGEMENT: INTERIM STRUCTURE ARRANGEMENTS

The HSCP Senior Management Team is currently affected by 1 Head of Service vacancy and the Chief Finance Officer has recently tendered her resignation from her post (0.5 FTE) to move to a promoted post at the Health Board.

The management review which was carried out by the HSCP in 2019 has been further compounded by the impact of the current COVID-19 pandemic. As this management review has not yet been finalised because of the pandemic, temporary arrangements are already in hand for two of the four Heads of Service roles within the senior management team. There is a need to stabilise the service to help respond and manage the recovery from COVID-19.

Chief Finance Officer Role

The Chief Finance Officer for IJB is a statutory position within the HSCP which must be filled by a suitably qualified accountant. Given the recent promotion to a new role at the Health Board of the current 0.5 FTE post holder it is anticipated that the current arrangements for this part time post will make it very difficult to successfully backfill this post.

There are different arrangements across Scotland for the managing of Social Care. The Ministerial Steering Group recommended practice that all delegated finance functions and staff, social care and health should report the IJB Chief Finance Officer. This is the case for most of the HSCPs in Greater Glasgow, although practice varies slightly across Scotland. In Inverclyde, the IJB Chief Finance Officer directly manages health finance functions and staff but social care finance staff report to the Council's Chief Financial Officer. Whilst this has worked well over the last 5 years it is not in line with Scottish Government recommendations and the Ministerial Steering Group.

It is proposed that Inverclyde move in line with the MSG recommendations and the majority of other GG&C HSCPs and transfer the social care finance function and team to the HSCP to report to the IJB Chief Finance Officer. To achieve this the IJB Chief Finance Officer post would be filled on a full time basis. Other HSCPs where this is in place still report through the Council and Health Board in terms of financial position to ensure the funding partners still have appropriate assurance. This process of information sharing is detailed in the Integration Schemes. To ensure this is working effectively in Inverclyde the Chief Officer will carry out an evaluation to ensure the Council and Health Board continue to have sufficient assurances in respect of their statutory function for stewardship of Council and Health Board resources and assets and wider governance responsibilities with a report back to the council and Health Board Chief Executives in the summer of 2022.

Other HSCPs where this is in place still report through the Council and Health Board in terms of financial position to ensure the funding partners still have appropriate assurance. This process of information sharing is detailed in the Integration Schemes.

Strategy & Support Services

Rather than backfilling the vacant HOS SASS role it is proposed to merge elements of this role with a full time CFO position. In order to ensure this is deliverable additional support at service manager level will be brought in to support the Finance and Planning functions. The Finance Manager would manage the Health and Social Care Finance teams and oversee day to day IJB and HSCP finance issues and pulling together all Finance reports as well as producing the necessary information for the Health Board and Council annual accounts/statutory returns. This post, if filled by a qualified accountant.

The HSCP has a Planning Officer post which will become vacant in March. It is proposed this post is amended to become a Service Manager role covering Planning, Performance, Information Systems and Information Governance and Transformation to support the new CFO/Head of Service. This will allow the current service manager with responsibility for Performance, Planning and Transformation to focus on the other critical aspects of their role around Commissioning and Training both of which require significant focus due to COVID-19

Creating this combined CFO/Head of Service role would address the salary and WTE issues around the current CFO role, making it easier to attract suitably qualified and experienced candidates. It would reduce the Head of Service complement by 0.5 however increase the Service Managers by 1.0 in line with Management Review.

Funding for the new structure would be through the existing staffing budget plus an additional £46k through the increased professional leadership recurrent funding approved by the IJB in March 2020.

The post holder would have 3 Service Manager direct reports: covering Finance, Planning and Support Services. Commissioning would move to the Head of Health and Community on a short term basis, until the management review is finalised.

Finance Manager post will require to be job evaluated through the Council and NHS. The job description is being developed.

Between 28th November 2020 and 28th January 2021 there were 11 governance meetings conducted. In line with Scottish Government and Health Protection Scotland coronavirus guidance Quality Assurance visits to all older people and adult care homes were also carried out.

During the reporting period 11 of the 14 Older People Care Homes have had an outbreak of Covid-19, due to staff or residents testing positive. Following any positive test result mass testing was arranged for all residents within the Care Home in line with Scottish Government and Health Protection Scotland Guidance. Four Care Homes suffered severe outbreaks within the reporting period. The HSCP carried out extra governance meetings with the affected Care Homes, increased support was offered and Infection Control Nurses visited each home. See **Appendix E (This appendix contains exempt information and is a private item).**

5.0 IMPLICATIONS

5.1 Financial Implications:

Cost Centre	Budget Heading	Budget Years	Proposed Spend this Report £000	Virement From	Other Comments

Annually Recurring Costs/ (Savings)

Cost Centre	Budget Heading	With Effect from	Annual Net Impact £000	Virement From (If Applicable)	Other Comments

LEGAL

5.2 There are no legal issues within this report.

HUMAN RESOURCES

5.3 There are no human resources issues within this report.

EQUALITIES

5.4 There are no equality issues within this report.

Has an Equality Impact Assessment been carried out?

	YES (see attached appendix)
X	NO – An Equality Impact Assessment will be undertaken with service users, carers and other stakeholders as full details of the future redesign emerges.

(b) Fairer Scotland Duty

If this report affects or proposes any major strategic decision:-

Has there been active consideration of how this report's recommendations reduce inequalities of outcome?

	YES – A written statement showing how this report's recommendations reduce inequalities of outcome caused by socio-economic disadvantage has been completed.
X	NO

(c) Data Protection

Has a Data Protection Impact Assessment been carried out?

	YES – This report involves data processing which may result in a high risk to the rights and freedoms of individuals.
X	NO

REPOPULATION

5.5 There are no repopulation issues within this report.

6.0 CONSULTATION

6.1 Information Paper.

7.0 LIST OF BACKGROUND PAPERS

7.1 HSCP Recovery Paper