
Minute of Integration Joint Board Meeting

Date: Wednesday 16th February 2022

Time: 2pm

Place: MS Teams

Present

Councillor Julie Dettbarn (Chair)

Councillor Hugh Hunter

Jean Ford

Councillor Ian Davis

Councillor William Grant

In Attendance

Tim Eltringham, Chief Officer & Director of Health and Social Care

Billy McClean, Head of Community Health & Care Services, HSCP

Mark Inglis, Head of Children's Health, Care & Justice Services, HSCP

Gary Hoey, Senior Manager, Children's Health, Care & Justice Services, HSCP

John Wood, Senior Manager, Policy, Performance & Commissioning

Elaine Hill, Allied Health Professional Advisor

Frances Ewan, Staff Side Representation, NHS

Elaine Young, Head of Health Improvement/Assistant Director of Public Health
NHS

Eddie Gilmartin, Service Manager, Intermediate Care and Reablement

Glenda Hannah, Independent Sector Representative

Mark McKinley, Community Care Assistant

Martin Rogan, Representative for Carers

Karen Hedge, Independent Sector Representative Member

Billy Cooper, UNISON

Rebecca Hunter, Social Worker, Community Care

Elaine Young, Head of Health Improvement/Assistant Director of Public Health,
NHS

Dawn Parker, Corporate Parenting Lead Officer

Phil White, Partnership Facilitator

Margaret Anderson,

Marie Oliver, VASA

Andy Miller,

Lisa Duncan, Chief Finance Officer

Stephanie Cox, Planning & Performance Officer

Danielle Rae, Co-ordinator, Planning & Performance

Kirsty Goodfellow, Planning & Performance Officer (Communications)

Vikas Kalra, ICT Project Manager

Jodie Hutton, Administrative Assistant (Minutes)

Councillor J Dettbarn in the Chair

Apologies for Absence

1. Apologies for absence were received on behalf of Ewing Hope, Simon Farrell and Linda Semple.

Declarations of Interests

2. There were no declarations of interest to note

Minute of Previous Meeting

3. The minute of the meeting held on 24th November 2021 (previously circulated) was approved by the Board.

Matters Arising

4. Public Involvement Network Representation on IJB – The Board were advised by J Wood that this item is being progressed with a paper being prepared for Strategic Planning Advisory Group of February 2022.

Chief Officer's Update Report

5. The Chief Officer presented the report to the Board noting that COVID-19 was still at present and the legacy in terms of service demand was exceptionally high. It was understood the number of staff and services effected by COVID-19 remained high and it was significant for colleagues to be aware of the continued and significant impact of COVID-19.
6. The Adult Social Work Learning Review continues. T Eltringham outlined significant work was ongoing with the development of multi-disciplinary hubs and specific proposals were being conducted in respect of social work services, which T Eltringham was taking lead on.
7. The findings from The National Care Service consultation have been published, detailing the response from the public on several matters. The published document showed there was a clear enthusiasm from respondents to call for a change in the way support and services are delivered. In due course the team will report on the proposals which are expected to come from the Scottish Government over the coming months.
8. Audit Scotland published a report on the social care sector in Scotland. T Eltringham highlighted the briefing further underlines issues that would be discussed in today's meeting, including the longstanding challenges identified and the low rates of pay within the sector.

9. J Dettbarn provided an update to the meeting, noting the IJB Chairs attended a meeting with Kevin Stewart on 14th February 2022 and were made aware that an announcement would be made regarding direction of travel for the National Care Service after the cabinet had met on 22nd February 2022.

Items for Agreement

Investment Proposals in Health and Social Care

10. L Duncan detailed that the purpose of the Investment Proposals in Health and Social Care report was to gain approval retrospectively and note the investments that had been made. L Duncan explained the Scottish Government announced an investment of £300m which will be recurring for winter pressures planning in October. It was understood the Investment Proposals report was approved by the Chair and Vice Chair in December in order to move forward and begin the recruitment process. L Duncan further noted the South Ayrshire Council staffing elements were approved by the Council leadership panel on 18th January 2022.
11. L Duncan clarified for B Cooper that the report detailed information regarding what services and projects had been invested in already.
12. I Davis highlighted a section of the report regarding money being invested into enabling unpaid carers to have breaks and requested more information on this. L Duncan gave detail on this, noting the money was there to provide carers with support and they had the choice of how they would like to use it.
13. I Davis highlighted the section of the report around GP Practise Teams and queried with the additional investment and rolling out of the teams, was there monitoring of how many people are engaging with in comparison to the people who were still going to a GP practise. It was understood there would be a period of transition around this.

P White stated the investment was making a significant difference particularly with the pharmacy and mental health supports. It was established that the investment was allowing GPs to have more time to deal with more complex cases and was routing people to other healthcare professionals who can help with their concerns. P White stated the investment was therefore mitigating demands.

14. T Eltringham highlighted the significance of the investment, acknowledging the substantial amount of public money and the time spent deciding how to best

utilise this resource for the citizens of South Ayrshire. T Eltringham discussed some of the expectations there are in respect of the resource, noting that providing staff can be recruited into the posts, this would hopefully set the team in better stead for next winter.

T Eltringham further stated the delivery of the resource was carried out as quickly as possible and sign-off times were accordingly. T Eltringham noted the work was ongoing to recruit the relevant staff and once this was done, a significant difference could be made.

Budget Monitoring Period 9 - 31st December 2021

15. L Duncan asked the board to note the projected financial outcome for the financial year of £4.878m underspend. It was further noted within the Council Services underspend of £3.658m was expected and within the NHS an underspend of £0.640m and a projected underspend of £0.580m within Lead Partnership Services.

L Duncan highlighted the main underspend that was varied within the Council Services was mainly due to the additional winter funding pressures.

L Duncan also noted the progress made towards the year's savings, detailing great efforts were made from all services. It was understood that at present it was projected that 92% of savings would be achieved. L Duncan explained the only outstanding saving remaining which would not be achieved this year was in relation to day care charging. L Duncan made the meeting aware this was an impact of the Scottish Government's announcement to remove non-residential charging, so it was agreed this would not be taken forward.

L Duncan asked the Board to approve to earmark £3.25m of the underspend into 2023 for the specific purposes which were noted in 4.11. L Duncan also asked for the Board to approve the budget virements in section 4.12.

16. The Board agreed to the recommendation of the report, specifically approving the earmarking of funds at 4.11 and budget virements at 4.12.

Provider Uplift

17. L Duncan explained as part of winter pressures funding, the Scottish Government agreed to increase the minimum hourly wage £9.50 to £10.02. It was further noted the Scottish Gov had also provided a policy on how to

implement the living wage which was based on a percentage uplift on the contract of the percentage amount related to their workforce.

It was understood that approval from the Vice Chair and Chair to implement this was granted in December.

Adult Learning Disability Strategy

18. J Wood told the Board that a significant amount of work had taken place over the last 6 months in developing the Adult Learning Disability Strategy and it was imperative that the Board was cited on this before formal consultation went ahead, therefore a detailed presentation would be given today. J Wood stated the members of the Board would be asked to approve the process in May 2022.
19. D Rae gave background on the development of the Adult Learning Disability Strategy. It was noted the existing Adult Learning Disability Strategy runs until 2023 however it was decided it was appropriate to draft a new strategy due to a number of factors including the publications of a refreshed national learning disability strategy and the implications of the review of Adult Social Care as well as services having to adapt to the impact of COVID-19.
20. D Rae told the meeting was agreed at the Integration Join Board Meeting in March 2021 that the strategy should be revised. It was understood that a Strategy Development Group was formed who meet every month with a wide range of representatives from various services.
21. A Steering Group was also established for people with learning disabilities and carers to have direct input to the development of the strategy. D Rae explained during these meetings, discussion takes place surrounding the themes prior to the Development Strategy Group meeting so that the views of the Steering Group could be shared to inform the discussions at the Strategy Development Group.
22. D Rae also noted a Champion's Board consisting of people with learning difficulties, parents, carers and providers was also established to ensure the strategy was shaped by those it was designed for.
23. D Rae concluded by introducing Mark McKinley, who has been seconded to focus solely on participation and oversee the Champion's Board to ensure the team have dedicated resource to understand the needs and aspirations of

people with learning disabilities. It was made aware that the Champions Board will continue to meet, even after the development stage is complete.

24. M McKinley advised the Champion's Board was going very well and noted there was a good mix of representatives who are building trust and good relationships with one another. It was advised the sessions took place virtually for 40-minute sessions and occurred every 2-3 weeks.
25. M McKinley stated the current focus was to devise a message that would go into the strategy from the Champion's Board. M McKinley gave detail, stating the Champion's Board were asked what things are important to them in terms of draft strategy. It was understood the Champion's Board were due to meet on 17th February 2022 and the following week to progress this piece of work.
26. A Miller gave detail on how the SCLD assisted the HSCP in the development stage. It was identified that a variety of methods were used to allow as many people as possible to have their voice heard.
27. A Miller told the meeting an Online and Paper survey, was distributed to people with learning disabilities involved with HSCP. It was understood there were 90 responses which was around 1 in 6 people who were asked. It was understood there was a good overview of peoples' views to be considered.
28. Furthermore, focus groups were led by the SCLD and HSCP. It was known a portion of these were conducted locality based in Ayr, Maybole, Girvan and Troon. It was also known that other focus groups were thematic and based on employment, learning, housing, transitions, and support for people with complex needs.
29. A Miller advised other stakeholders were also surveyed, including staff within the HSCP and external providers both virtually and in person.
30. A Miller discussed the main points from the investigation and highlighted the key findings and issues raised.
31. S Cox highlighted the findings from the staff survey, noting staff were asked what was good about the support the service offers, what they did not find good

and what would make life better for people with learning disabilities in South Ayrshire.

32. The majority of staff surveyed felt the service was good at offering person-centred support and helping to maximise independence.
33. It was found that the implications of COVID-19, including staff shortages and reduced services were identified as items to be improved. Furthermore, training was highlighted in the survey – responses showed there was a desire for staff training and general awareness of learning disabilities to be increased in all services and organisations.
34. J Wood commended those involved of the Adult Learning Disability Strategy and discussed what the next steps would be. It was understood the draft consultation document would be complete in the following weeks and this would then be put out to consultation with approval from the Board today for this approach.
35. It was understood a consultation period of 6 weeks would begin and a final draft would be complete for May 2022, to be presented at the next IJB meeting for sign off.
36. T Eltringham thanked the team for their involvement in the development of the strategy and noted that tremendous efforts and contributions had been made by all.

Business Case Approval for Telecare Analogue to Digital Migration

37. V Kalra introduced himself and gave background on the Telecare Analogue to Digital Migration project, noting the paper did require approval for implementing the system change and hardware/software change.
38. It was understood that telecommunications companies were upgrading their network, which meant they were taking out analogue lines and replacing them with fibre lines.
39. V Kalra explained that the equipment in the service users' home were based on analogue technology and may not work once the line has changed, therefore it was essential for the alarm hubs in people's homes to be replaced.

40. This project is to look at the software system which can support the digital connection from the client's home to the alarm receiving centre and also to support their devices.
41. V Kalras explained once this was replaced it would offer a reliable telecare service to all users and will also allow HSCP to venture into the area of telehealth.
42. V Kalras discussed financial implications of the project, detailing how the project would be funded. It was identified the South Ayrshire Council Capital Budget had allocated £3k to the project. Furthermore £80k had been allocated for the digital office telecare and £300k was also allocated from the Winter Pressure Fund.
43. T Eltringham summarised the main points from V Kalras' report and emphasised the significance of the telecare analogue to digital migration.

Items for Noting

HSCP Workforce Pressures

44. It was established by J Wood that the HSCP Workforce Pressures report was brought to the Board today to raise awareness of the significant challenges that are currently faced within the HSCP. Furthermore, it was understood these challenges have a direct impact on the level of service delivered. J Wood offered assurance that the team were mitigating those impacts.
45. J Andrew detailed some of the key workforce pressures for the attention of the Board.
46. It was established that there is an ageing workforce within South Ayrshire, which increases the likelihood of a staff shortage in coming years, with particular pressures in Nursing and Registered Services.
47. J Andrew quoted statistics that could be found in the report relating to other key workforce challenges across the partnership including staff absence and staff turnover.
48. E Hill referred to section 4.24 in the report and gave detail on some of the actions put in place to mitigate some of the workforce issues.

49. E Hill detailed some of the issues regarding Care at Home. It was understood a Short Life Working Group was established to ensure better efforts were made to recruit more staff into Care at Home. E Hill stated social media campaigns and radio had been utilised to reach more people.
50. E Hill discussed the recruitment process how changes can be made to this to improve the process to get staff started in roles quicker.
51. It was noted the use of social media marketing and linking in with colleges and universities will be used to promote working in South Ayrshire to attract specific staff groups.
52. T Eltringham thanked J Wood, J Andrew and E Hill for effectively constructing this paper as it gave a clear overview on the current demographic workforce issues.
53. B Cooper expressed that the paper lacked a key issue that should be addressed. It was established that there should be more emphasis on low pay rates and how this can be tackled.
54. T Eltringham agreed a national solution would be helpful however noted the HSCP were obliged to abide by national pay and grading arrangements which cannot be altered.
55. M Anderson suggested more emphasis should be put on the recruitment within social care, detailing the career path and further career opportunities that stem from being a carer.
56. J Andrew noted liaison with private providers had taken place to organise a recruitment event open to the public, focusing on the positives of working in care and noted they could also have a focus on career development within the industry.
57. W Grant highlighted there was a need to start directing young people to the right careers therefore stated work should be carried out to work closely with colleges to ensure this.

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58. J Dettbarn advised this subject required a large piece of work to be carried out in relation to pathways into college and training for social care staff. It was further identified that the way in which the HSCP should promote Care at Home as an attractive profession also required attention.

South Ayrshire Parenting Promise 2021 – 2030

59. M Inglis stated there was a duty every three years to provide a corporate parenting plan about what we provide in terms of children who are care experienced in South Ayrshire.
60. M Inglis noted the learnings from The Promise were taken and combined with the lessons regarding what needs to be carried out in South Ayrshire for care experienced children and this has now been branded “The Parenting Promise”.
61. D Parker gave detail on The Parenting Promise, noting it had taken a lengthy amount of time to produce. It was understood it was written directly to children and families, as efforts have been made to soften the language used so that it relatable and easy to understand.
62. It was understood an easy-to-read version had been developed as well as two short animations around The Parenting Promise. It was understood there was a plan in place to produce more animations as those who responded to the consultation had asked for this. D Parker gave detail on the animations and what they included.
63. D Parker gave detail on the associated action plan, noting that the 10 strategic promise actions for South Ayrshire were included in this.
64. Alongside other actions, it was noted that actions were spread across the HSCP, the local authority and our commission service and this is about collaboration as there was a role to play by everyone.

Sub-committee meetings 2022-23 Minutes of sub-committees for noting

65. The Integration Board noted the Whistleblowing report as well as the minutes of the Performance and Audit Committee meeting of 20th August 2021 and Strategic Planning Advisory Group of 27th October 2021.

Any Other Business

66. J Wood advised the Integration Joint Board meeting scheduled in May 2022 date may need to be revisited due to the council schedule and local government elections.
67. T Eltringham and The Chair thanked J Wood for his input during his role in the HSCP and more specifically in supporting the IJB.

Date of Next Meeting

68. Wednesday 16th March 2022 at 2pm, MS Teams