

Meeting:	Grampian NHS Board Meeting
Meeting date:	02 June 2022
Item Number:	9
Title:	Proposed Delegation of Children and Families and Justice Social Work Service to Moray Integration Joint Board
Responsible Executive/Non-Executive:	Caroline Hiscox – Chief Executive
Report Author:	Simon Bokor-Ingram, Chief Officer Moray IJB

1 Purpose

This is presented to the Board for:

- **Approval** to Delegate Children and Families and Justice Social Work Service to Moray Integrated Joint Board (IJB).

This report relates to a:

- Legal requirement
- NHS Board/Integration Joint Board Strategy or Direction

This aligns to the following NHSScotland quality ambition(s):

- Safe
- Effective
- Person Centred

2 Report summary

2.1 Situation

In Moray there was recognition of a need for improvement and transformational change within Children's Social Work. The Care Inspection in 2016 pointed towards a need for radical improvement. National Benchmarking Data showed Moray did not compare well with comparator local authorities and an agreement was made for the reinvestment of savings to achieve sustained and robust change and improvement, which is underway.

Proprietary work to delegate Children and Families and Justice Social Work Services has been ongoing since late 2019 with progress updates to NHS Grampian board on 05 Dec 2019 and 11 Nov 2020 whilst governed by a Programme Board with representation from all 3 bodies (NHS Grampian, Moray Council and MIJB).

On 6 April 2022 Moray Council agreed to progress with the delegation of Children and Families and Justice Social Work Services. The members were presented with the Business Case which supports the decision of the Programme Board to recommend the delegation of Children and Families and Justice Services to MIJB. There is a clear understanding of the services which are lawful to delegate whilst recognising further work is required for final financial due diligence and to support the development and implementation of a change management plan.

When approvals from all three bodies (NHS Grampian, Moray Council, MIJB) are gained, a further report will be presented with the amendments to the Scheme of Integration for final approval.

2.2 Background

The committee paper presented to Moray Council can be found in Appendix 1, with reference to the Business Case in Appendix 2 and Proposed Timeline for delegation in Appendix 3.

2.3 Assessment

The Business Case in Appendix 2 recommends that children and families and justice services have a best fit with adult services. There is a high risk if we are unable to gain agreement from all 3 bodies to delegate. If delegation does not proceed this will have implications for the escalation of the costs of services, not only for opportunities for efficiencies and professional development across the social work workforce, but more importantly the lost opportunity for an improved workforce alignment which will offer better outcomes for our most vulnerable children and families. Further details of the improved alignments anticipated are provided in paragraph 4.2 of the Moray Council Report attached as Appendix 1.

2.3.1 Quality/ Patient Care

The Business Case in Appendix 2, address the benefits of delegation in section 3.2 and highlights the positive outcomes from other Local Authorities who have delegated children and families and justice services.

2.3.2 Workforce

The Moray Council Report in Appendix 1 references Management Structures in paragraph 3.4

2.3.3 Financial

The Moray Council Report in Appendix 1 references Service Finances in paragraph 3.12 to 3.15

2.3.4 Risk Assessment/Management

The Moray Council Report in Appendix 1 references the business case which highlights the risks and benefits in paragraph 3.16

2.3.5 Equality and Diversity, including health inequalities

An impact assessment has not been completed as there are no changes to the way in which the services will be delivered. A change management plan will be completed when changes are considered around organisational redesign.

2.3.6 Other impacts

The Moray Council Report in Appendix 1 references key matters relevant to the recommendation in paragraph 4.1 to 4.4

2.3.7 Route to the Meeting

The Programme Board was inaugurated on 16 November 2020 with a purpose to lead and provide strategic direction in relation to the potential delegation and modernisation of Children and Families and Justice Social Work to the MIJB in line with national policy, legislation, and local requirements.

2.4 Recommendation

The Board is asked to:

Consider and approve the Business Case for delegation of Children's and Families and Justice Social Work Service to MIJB attached as Appendix 2;

Note that the Business case is being submitted to MIJB and Grampian NHS Board for their respective approvals;

Agree that financial accountability for the service remains with the Council for a period of 18 months up to 31 March 2024;

Agree that Officers enter into dialogue with the Scottish Government (as the statutory approval body) over the formal amendments required to the Integration Scheme to enable the delegation; and

Note the final version of the Scheme will come to a future meeting of the Board for approval on 4 August 2022.

3 List of appendices

The following appendices are included with this report:

- Appendix 1 - Moray Council Report
- Appendix 2 - Business Case
- Appendix 3 - Proposed Timeline