

Fit For 2024 Social Work Review

Update 1 – October 2020



Following the staff engagement sessions held last November, the key projects to be taken forward as part of the review of adult social work have been agreed.

Projects being taken forward

- **Review of the financial assessment policy** – a review of the current SW charging policy, benchmarking with national levels and recommending changes to the current policy
- **BorderCare alarms** – increasing the uptake of BorderCare alarms
- **BorderCare alarms inflationary rise** – maximising income from BorderCare alarm contracts
- **Better use of SB Cares fleet vehicles** – adding 10 additional vehicles to SB Cares fleet, reducing the use of personal vehicles and mileage claims
- **Review of older people and learning disability packages of care** - increased regular reviews of current care plans to ensure alignment with individual client needs
- **Single handed care** – the reviewing of all current double handed care packages with the view to introducing equipment and reducing the care package down to a single carer
- **Review of care home sleepover arrangement** – the introduction of a new post to remove the requirement for senior staff to provide sleepover cover within SB Cares care homes
- **Review of learning disability day services** – a review of how resources are being used to deliver support to existing service users and to consider whether individual service users’ needs are best met within a day service setting or could be better supported outwith a building based service
- **Reablement of homecare** - increasing the focus of carers on ‘reablement’ to support people more intensively for a shorter period of time so that they regain greater independence thereafter
- **Trusted assessment** - the development of the ‘trusted assessment’ model to avoid a client’s care pathway being delayed or the individual being subjected to multiple assessments

- **Integrated discharge hub** – the integration of discharge teams within the hospital setting with the START team
- **Complex care service for learning disability** – the development of a learning disability housing service in partnership with Cornerstone, to allow the repatriation of service users from expensive out of area placements and provide local services
- **Direct Payment recoupment** – the recoupment of SDS direct payments from eight to four weeks
- **Locality working across Health and Social Care (including the What Matters Hubs)** - supporting the development of an integrated health and social care locality model to ensure more responsive services where people have emerging needs and to better connect people into the local community and keep them safer for longer
- **The Shared Lives programme** - a scheme providing live in accommodation, respite care and daytime support for adults with a learning disability
- **Contracting efficiencies** – several projects have a focus on service commissioning.

Jen Holland, Chief Operating Officer - Adult Social Work and Social Care

“We are facing a number of organisational and operational challenges in the coming years which we are seeking to address through FF2024. Savings of almost £29m need to be made over the next five year period, with over £7m of those required from within Health & Social Care. We are also facing a growing demand for services by an aging population, an aging workforce and difficulties recruiting and retaining social work staff.

“COVID-19 has of course brought a range of additional challenges and pressures to the Partnership, Council and NHS Borders, making this work more important than ever.

“The review of adult social work services is a critical piece of the overall programme and your co-operation and help in making progress with these projects is greatly appreciated.”

Ways to get involved and have your say

- The projects are in varying stages of development/mobilisation but the majority have working groups and project boards established.
- Places are still available for staff to be members of these groups and you are encouraged to get involved.
- Your input will be invaluable in helping to ensure that the new service delivery models will be as effective as possible. If you are interested, please contact Clare or Suzanne below.

Staff engagement sessions October 2020

The following staff engagement sessions are being held to provide a more detailed update and give you the chance to provide feedback. These will be held through Microsoft Teams and invitations have been sent asking staff to take part:

- Monday 19 October: 1.30-3.30pm
- Thursday 22 October: 9am–11am
- Monday 26 October: 1pm–3pm
- Tuesday 27 October: 9am-11am

You only need attend one session.

More information

If you didn't receive an invitation to the sessions, or would like any more information about the review, please contact:

- Clare Richards, Programme Manager clare.richards@scotborders.gov.uk
- Suzanne Hislop, Project Support Officer suzanne.hislop@scotborders.gov.uk