



REPORT TO: MORAY INTEGRATION JOINT BOARD ON 30 JUNE 2022

SUBJECT: PROPOSED DELEGATION OF CHILDREN AND FAMILIES AND JUSTICE SOCIAL WORK SERVICES TO MORAY INTEGRATION JOINT BOARD

BY: CHIEF OFFICER, MORAY INEGRATION JOINT BOARD

1. REASON FOR REPORT

1.1 To ask the Board to consider the outcomes of the business case on the proposed delegation of Children and Families and Justice Social Work to the Moray Integration Joint Board.

2. RECOMMENDATION

2.1. It is recommended that the Moray Integration Joint Board (MIJB):

- i) consider and approve the Business Case for delegation of Children's and Families and Justice Social Work Services to MIJB attached as Appendix 1**
- ii) note that the Business Case has been submitted to Moray Council and NHS Grampian Board for their respective approvals.**
- iii) agree that financial accountability for the service remains with the Council for a period of 18 months up to 21 March 2024.**
- iv) 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**
- v) note the final version of the Scheme will come back to the MIJB on 29 September 2022 for approval.**

3. BACKGROUND

3.1. 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

- 3.2. 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 5 December 2019 and 11 November 2020 whilst governed by a Programme Board with representation from all 3 bodies (NHS Grampian, Moray Council and MIJB)
- 3.3. When approvals from all three bodies (NHS Grampian, Moray Council and MIJB) are gained, a further report will be presented with the amendments to the Scheme of Integration for final approval.

4. KEY MATTERS RELEVANT TO RECOMMENDATION

- 4.1. On 6 April 2022 Moray Council agreed to progress with the delegation of Children and Families and Justice Social Work Services (para 12 of the minute refers). 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.
- 4.2. The report presented to Moray Council can be found in **Appendix 3**, with reference to the Business Case in **Appendix 1** and Proposed Timeline for delegation in **Appendix 2**.
- 4.3. For consistency of approach, the Moray Council report (**Appendix 3**) was presented to the NHS Grampian Board on 2 June 2022 with agreement to proceed to delegate Children and Families and Justice Social Work Services.
- 4.4. When approvals from all three bodies (NHS Grampian, Moray Council and MIJB) are gained, a further report will be presented with the amendments to the Scheme of Integration for final approval on 29 September.

5. SUMMARY OF IMPLICATIONS

(a) Corporate Plan and 10 Year Plan (Local Outcomes Improvement Plan (LOIP)) and Moray Integration Joint Board Strategic Plan “Moray Partners in Care 2019 – 2029”

Moray Council Corporate Plan 2020-23 outlines its ambitions to support children and families and communities

(b) Policy and Legal

Legal resource is required to undertake any due diligence for amending the Integration Scheme, and that process is ongoing. This will be assisted by Brodies Solicitors and the indicative timescale is accepted with the caveat that the Scottish Ministers lead time to sign off the amended Scheme of Integrate may vary according to their priorities. The Children and Young People (Scotland) Act 2014 (Part 3) sets out a legal framework for children’s services planning, including its scope and aims

(c) Financial implications

In preparation for the delegation of additional functions to the MIJB it will be necessary for the MIJB to obtain assurance that financial resources are adequate to allow it to carry out the functions delegated and to assess the risks associated with this. The MIJB Chief Finance Officer will work with both the Council Section 95 Officer and the Health Board Director of Finance in establishing the required assurance.

(d) Risk Implications and Mitigation

To continue at pace, the scale of this work should not be underestimated. Financial due diligence and workforce engagement is essential to a successful transition. There is a high risk if we are unable to gain agreement from all 3 bodies to delegate. Through the business case it has been recognised that children and families and justice services has a good fit best for with adult services. 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.

(e) Staffing Implications

Once a formal decision has been made any proposals for change to team structures and lines of responsibility will be documented through a change management plan including consultation with relevant parties, including our staff and unions.

(f) Property

No property issues identified at this point.

(g) Equalities/Socio Economic Impact

Not required at this point.

(h) Climate Change and Biodiversity Impacts

None arising from this report

(i) Directions

None arising directly from this report.

(j) Consultations

Chief Executive Moray Council, Chief Finance Officer NHS Grampian, Interim Chief Financial Officer MIJB, Chief Executive NHS Grampian, Chief Social Work Officer; Head of Governance, Strategy and Performance, Tracey Sutherland, Committee Services Officer; Head of Financial Services, Head of Children's and Families and Justice Social Work all Moray Council have been consulted.

6. CONCLUSION

6.1. The Business case supports the decision of the Programme Board to recommend the delegation of Children and Families Social Work and Criminal 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.

- 6.2. Approvals have been gained from Moray Council and NHS Grampian to formally delegate children and families and justice social work services. When approvals from all three bodies are gained, a further report will be presented with the amendments to the Scheme of Integration for final approval**

Author of Report: Simon Bokor-Ingram, Chief Officer MIJB

Background Papers: With Author

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