

Midlothian Integration Joint Board



Chief Officer Report

19th December 2024, 14:00-16:00

Item number: 5.2

Executive summary

The paper sets out the key strategic updates for Midlothian Integration Joint Board (IJB) meeting December 2024.

Board members are asked to:

- Note the content of the report.

Midlothian Integration Joint Board

Chief Officer Report

1 Purpose

- 1.1 The paper sets out the key strategic updates for Midlothian IJB Board meeting December 2024.

2 Recommendations

- 2.1 As a result of this report Members are asked to:
- Note the content of the report.

3 Background and main report

3.1 Chief Officer

National Care Service

Scottish Government have advised they plan to pause the planning for a National Care Service. The letter (appendix 1) details the rationale.

Chief Finance Officer

NHS Lothian and Midlothian Council have agreed to progress recruitment for a full time Chief Finance Officer for Midlothian IJB. This will be recruited to on an interim secondment basis to allow for cover when our current interim Chief Finance Officer leaves on 6th December 2024. This will allow the team to consider the additionality a full time role will bring, in particular to the Transformation programme.

Morag Barrow, Chief Officer – morag.barrow@nhs.scot

3.2 Head of Adult Services

Mental Health Specialised Housing

Mental Health specialised housing remains on the agenda locally, pan Lothian and Nationally. Midlothian faces similar challenges to many other Local Authority areas, regarding resource, and accommodation.

Individuals with severe mental illness and complex needs often face a range of challenges in their daily lives. These may include difficulty managing their symptoms, daily tasks, and maintaining relationships. Long-term, stable, community living is needed to be able to promote personal recovery. Midlothian mental health services work within the 'Wayfinder model', where the housing of individual's is matched to their need. Currently there are approximately 15-20 people with complex mental health needs that potentially require 24/7 staffed supported housing.

The two housing needs identified for Midlothian are:

'Wayfinder Housing Need 1' which includes access to 24/7 social care staffed supported accommodation (Grade 4)

Grade 4 supported living unit(s) for 8-10 people with severe mental illness and other complex needs, includes the need to support personal care, medications, daily structure, social engagement, and a level of challenging behaviour. This type of housing is typically more structured than tenancy supported living and may include more intensive support and supervision.

'Wayfinder Housing Need 2' is characterised by continuous 24/7 registered nursing services (Grade 5)

This accommodation offer is supported living unit(s) for 8-10 people with severe mental illness and other complex needs, with a particular focus on multi-morbidity mental and physical health, including challenging behaviour. In comparison to grade 4, people at this level of need require intensive registered mental health nursing input along with support from the wider multi-disciplinary team.

Midlothian HSCP Mental Health Services are aware of the risks identified of not having such specialised housing and continue to support individuals intensively at home, to mitigate and reduce relapse and hospital admission. In addition to direct care, the HSCP risks having to consider out of area placements at increased cost.

Midlothian continues to be represented at the new Pan Lothian rehabilitation group, where representatives across Lothian are exploring all potential options available to meet the needs of individuals with complex needs. This enables the 4 partnerships to explore their current challenges, resources, share learning and explore potential collaboration opportunities.

Scottish Government: Adults with Incapacity (AWI) Consultation

In July 2024, the Scottish Government launched a national public consultation on proposed changes to the Adults with Incapacity (AWI) Act. The consultation and reforms proposed for the AWI Act are early actions in response to the recommendations of the Scottish Mental Health Law Review (SMHLR). Midlothian H&SCP undertook an extensive internal stakeholder feedback process with services across the partnership, including all professionals who work within AWI legislation. Due to the depth, scope and complex nature of the consultation, individual meetings, focus groups and electronic feedback was obtained across a wide range of key stakeholders within the partnership.

The consultation sought to obtain feedback to improve AWI in the following areas:

- Improve access to justice for adults affected by the AWI Act.
- Shift the focus of the AWI Act to one that truly centres on the adult.
- Enable adults to access rights more easily.
- Ensure adults are supported to make and act upon their own decisions for as long as possible.
- When an adult cannot make their own decisions despite support, ensure that their will and preferences are followed unless doing so would be to the overall detriment of the adult.

Due to the depth, scope and complex nature of the consultation, individual meetings, focus group consultation and electronic feedback was obtained across a wide range of key stakeholders in Midlothian HSCP.

Identified positives through the consultation:

- The proposed reforms emphasise accessibility to rights and decision-making for all adults, including those with disabilities, meet equalities obligations and support for all groups, including marginalised or vulnerable individuals.
- Promote greater autonomy for individuals with incapacity, particularly for those with learning disabilities or mental health conditions, ensuring their views and preferences are central to any decisions made on their behalf.
- Identified potential risks through the consultation.
- Being adequately prepared for and implement the AWI reforms could result in non-compliance with national legislation.
- Possible risk of delays or disruption in service provision for vulnerable adults if resources are not allocated appropriately.
- Potential challenges in operational delivery, particularly in the interpretation of the new legal framework around deprivation of liberty and guardianship. These challenges could impact service users, especially those who rely on timely decisions to access support and care.

Justice

The Justice Service provide all statutory and associated functions identified in S.27 Social Work (Scotland) Act 1968. Staff supervise men and women aged 18 and over, subject to Community Payback Orders, Parole, Life and Non-Parole Licences, Extended Sentences and Supervised Released Orders. It is essential to establishing and maintaining confidence in community-based sentences that there is assurance that robust action is taken on non-compliance. To be able to comply with the requirements of the order the individual has understand the expectations and consequences of non-compliance and therefore how this information is communicated is critical. Staff have been working closely with colleagues in Speech and Language, Communications and in collaboration with service users to ensure that the information and communications we send out is accessible and trauma informed. This has resulted in all leaflets and letters, including formal warnings, being reviewed and updated. The new documents will be used from the start of 2025.

Adult Support Protection

Review of work undertaken over Q2 24/25 continues to reflect a high performance in relation to screening process undertaken by the ASP team and positive performance in inquiries being completed within the locally agreed standard of 21 days. During the quarter there were 248 referrals and a total of 111 inquiries were undertaken; 86% completed within the 21-day timescale. Delays to completing the inquiry can be due to several reasons including waiting for information from partner agencies meeting with the adult at risk.

Learning & Development

The Learning and Development team are supporting a wide range of learning and development opportunities. The team usually host around 15 social work students on placement each year. This includes students from Edinburgh University, Stirling University, Napier University and The Open University. They also run a Social Work degree sponsorship programme to Midlothian council employees which is an excellent approach to “grow our own”. At this moment in time, there are 4 final year Edinburgh University Social Work students just commencing their placement, and in the new year the team will have 5 employees studying through the Open University under the sponsorship route, pursuing a degree in Social Work. We have evidence of where we have “grown our own” that show

much higher retention levels than those recruited out with, making this investment very worthwhile.

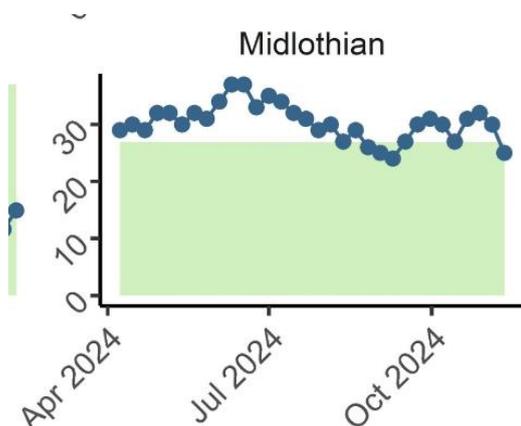
In addition, the team are supporting a record number of Foundation Apprenticeships this academic year, with 16 on the Health and Social Care programme, and 24 in Social Services Children and Young people. Our adult services are also hosting a further 7 placements for Business skills Foundation Apprenticeships. All these apprenticeship programmes are for S5 and S6 pupils and the qualification is at SCQF 6 which is equivalent to a Higher grade. Universities are now acknowledging this qualification, and are accepting them as part of the entrance criteria onto courses of further education and degree programmes.

Nick Clater, Head of Adult Services - nick.clater@midlothian.gov.uk

3.3 Older People & Primary Care

Delayed Discharge: National planning updated position

The Scottish Government Collaborative Response and Assurance Group (CRAG) continues to meet weekly with HSCP representatives to review performance against their delay's trajectory. Each HSCPs continues to work to achieve the target set of 34.7 delays maximum per 100 000 population. For Midlothian HSCP this equates to 27 delays. Midlothian HSCP saw an increase in delays from middle to end of October, with the main cause for being lack of Care Home placements within the Midlothian area. It is noted that the increase was short lived, and the figures as of 11th November have shown downward trend with a return to our previously reported pre covid levels of delay.



Grace Cowan, Head of Primary Care & Older People - grace.cowan@nhs.scot

3.4 Planning, Performance and Programme Service Review

Annual Performance Report

Following the Boards approval to publish the Annual Performance Report for 2023/24 at the October meeting, the Midlothian IJB Annual Performance Report (APR) for 2023/24. The report outlines the key successes and opportunities for change in how we contribute to the health and wellbeing of our local communities. We have taken care to present the data in a way that recognises where we have made a difference, as well as the areas where we have more work to do. Despite challenges, we have taken significant steps forward in many

areas thanks to the ongoing commitment in Midlothian to work together to improve outcomes for the people and communities.

The Midlothian IJB Annual Performance Report is published on the Midlothian Health and Social Care website and can be found by following the link below.

[Midlothian IJB APR 2023/24](#)

Agenda for Change Reform and Reduced Working Week

In 2024, Scottish Government it was been agreed with trade unions that a review of the Agenda for Change (AfC) in NHS Scotland would be undertaken to modernise the system.

As part of the pay settlement for staff in 2023-24, the working week for staff employed under Agenda for Change reduced from 37.5 to 37 hours per working week. The first 30-minute reduction in the working week was effective from 1 April 2024. In tranche 1, all non-rostered Business Support and Corporate Functions (non-rostered staff) moved to the new 37 hour working week (pro rata) from week commencing Monday 6 May. All remaining non-rostered staff were requested to transition by 30th August 2024 alongside some rostered staff groups identified by the roster team who would be supported to also transition in tranche 2. The final tranche of transitions included all rostered staff to be transitioned by the end of November. This has proved more difficult to execute due to the support.

At the conclusion of tranche 3, Midlothian HSCP has a high level of assurance on the accuracy of the WTE and headcount of the staff employed under AfC who have transitioned. The total number of staff employed under AfC in Midlothian is 777 (headcount) with 727 (headcount) having transitioned to 37 hours. NHS Lothian had determined that a small number of staff in high-risk services should continue working at 37.5 with a transitional allowance paid for the additional time worked.

Model Publication Scheme

Following an audit of the IJBs Model Publication Scheme from December 2024 to March 2025, several actions were required including the development of a Style Guide for Publication. The required actions were agreed as complete by the Chief Internal Auditor in November 2024.

Strategic Plan 2025/35 Consultation and Engagement

The formal consultation on Midlothian IJBs Strategic Plan for 2025/35 has now closed. As part of the three-month statutory consultation people got involved via the survey on the Midlothian Health and Social Care website, the Strategic Planning Group, discussions with our partners, and feedback sessions.

Feedback was received from our services, providers, partner organisations, people and communities to help better understand what is already working well and where they are opportunities to improve. This has helped shape the plan to focus on our contribution towards our communities living good lives and achieving the things that matter most to them and included staff views on our values, and views on people's experience of health and social care services.

Two virtual Townhall sessions in November recently provided further opportunity for the workforce and people who live in Midlothian to ask questions and hear from Board members and officers of the Health and Social Care Partnership. The Townhalls were publicised via Midlothian HSPC Facebook and X accounts, and stakeholders shared event information with their communities. The sessions opened with a brief overview of the

strategic plan followed by Board members and the Health and Social Care Partnership senior team taking questions about the plan.

Consultation will continue as the plan evolves in the coming months and is reviewed by various governance groups before approval.

Equality Outcome Setting and Consultation

All public bodies are required to set new Equality Outcomes in 2025. Across Lothian, a joint approach is being taken that includes the Local Authority Areas, Integration Joint Boards, and NHS Lothian. A consultation on a set of draft Equality Outcomes for 2025-2029 has been launched to hear view on whether the proposed set of shared outcomes are focusing on the correct issues.

We have worked on behalf of Midlothian IJB to develop these draft outcomes with partners including Midlothian Council, NHS Lothian, West Lothian Council and East Lothian Council. The Outcomes describe the improvements we want to see in people's lives by eliminating discrimination, advancing equality of opportunity, and fostering good relations between communities. The outcomes focus on 6 areas of Education, Work, Living Standards, Health, Justice, and Participation. To share your views, you can [complete the survey online](#), pick up a paper copy at any library, or sign up for an online meeting (with a BSL interpreter) by contacting Scott Williamson on Equalities@midlothian.gov.uk.

Gill Main, Integration Manager – gill.main3@nhs.scot

3.4 Clinical Director

General Practice

All 11 practices continue to have open lists for registration and patient access to core general medical services (GMS). List extension (LEGUP) financial support arrangements are in place for practices with the highest rate of population growth. This year's annual practice visits are now almost complete and continue to be a useful mechanism to maintain good working relationships with the HSCP and address any practice-specific issues as needed.

Pharmacy

The Midlothian HSCP Primary Care Pharmacy Team continue to manage an annual prescribing efficiencies plan. Progress is good, with £623k (80%) currently returned against a year-end target of £778k in the prescribing plan. However, at the start of this financial year, NHS Lothian identified an overall overspend against GP Prescribing, and the current forecast is significantly higher than the original financial plan, including locally in Midlothian. Shortages, i.e. medicine supply issues generally all have a significant and detrimental impact on drug prices. Medicine supply issues are currently running at generationally high rates making medicines prices labile and forecasting of prescribing costs a real challenge.

Older People and Frailty

Work continues to progress the HSCP's commitment to transforming its approach to preventing and managing Frailty in our community. A shared learning session for community partners and integrated health & social care service and team leads was held on Thursday 19th November. The use of a frailty scale was introduced, and participants were asked to cascade it onwards to their services and teams, and consider how it can be embedded in their processes, assessments, and communications. Feedback on the outcome of testing will be sought at the next Frailty session, planned for 20th February 2025.

Rebecca Green, Clinical Director – rebecca.green@nhs.scot

4 Policy Implications

- 4.1 The issues outlined in this report relate to the integration of health and social care services and the delivery of policy objectives within the IJBs Strategic Plan.

5 Directions

- 5.1 The report reflects the ongoing work in support of the delivery of the current Directions issued by Midlothian IJB.

6 Equalities Implications

- 6.1 There are no specific equalities issues arising from this update report.

7 Resource Implications

- 7.1 There are no direct resource implications arising from this report.

8 Risk

- 8.1 The key risks associated with the delivery of services and programmes of work are articulated and monitored by managers and, where appropriate, reflected in the risk register.

9 Involving people

- 9.1 There continues to be ongoing engagement and involvement with key stakeholders across the Partnership to support development and delivery of services.

10 Background Papers

AUTHOR'S NAME	Morag Barrow
DESIGNATION	Chief Officer
CONTACT INFO	0131 271 3402
DATE	December 2024

Appendices:

Appendix 1: National Care Service, Stage 2 Communications from Minister for Social Care, Mental Wellbeing and Sport