

THE HIGHLAND COUNCIL
ADULT & CHILDREN'S SERVICES COMMITTEE
15 January 2014

| | |
|-------------|-----------|
| Agenda Item | 4ii. |
| Report No | ACS/03/14 |

Revenue Budget Monitoring 2013/14

Report by Director of Health and Social Care

Summary

This report sets out the revenue monitoring statement for the 8 months to November 2013.

1. Background

- 1.1 The Health and Social Care Service has responsibility for:
- Children's Services, including child health
 - Criminal Justice Services
 - Mental Health Officers
 - Out-of-hours Social Work
 - Social Work leadership
 - The commissioning of adult social care from NHS Highland

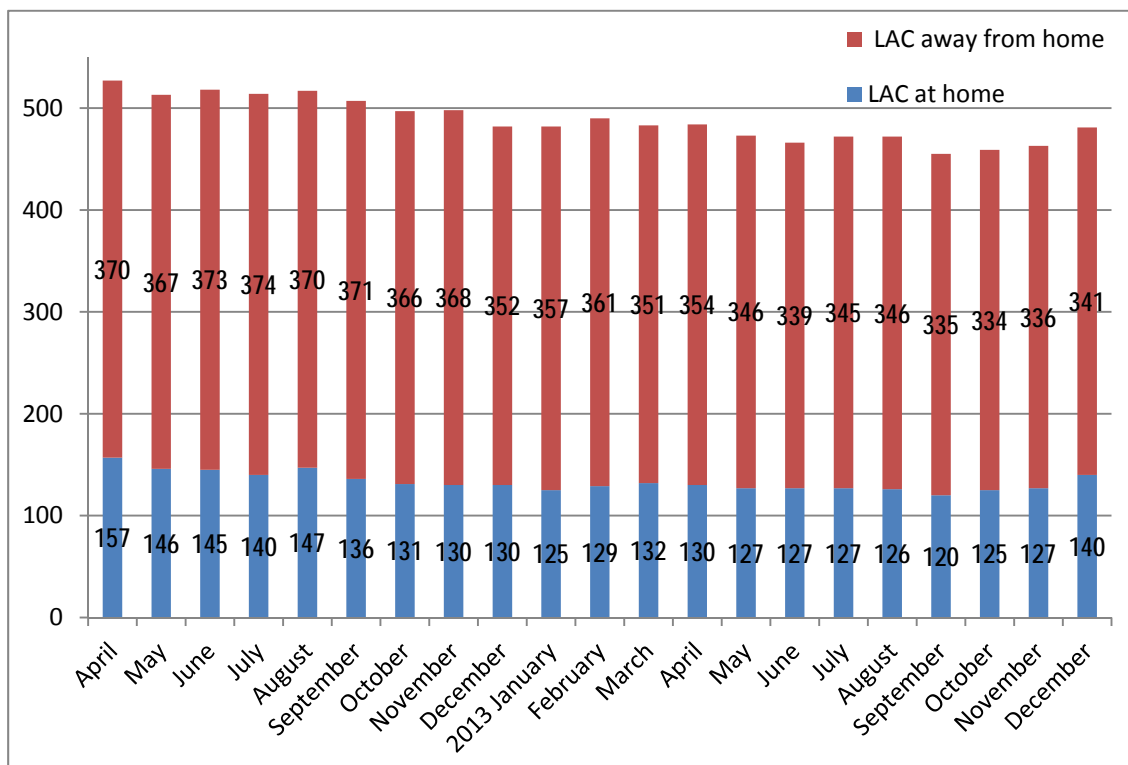
2 Revenue monitoring to 30 November 2013

- 2.1 The projection at the end of November for revenue expenditure at the year-end is £135.628m, which would involve an underspend of £0.236m. This represents an improvement of £0.275m on the September monitoring position.
- 2.2 This projection takes account of continuing overspend on out of authority placements, and underspend on staffing as expenditure on the new preventative measures will not be full year.
- 2.3 The changed position is largely due to the following factors:
- A reduction in the out of authority placements projection by £0.224m.
 - Firmer projections for vacancies for Principal Teachers of Early Education and Child Health Services.
 - An increase in Fostering & Adoption Services overspend, partly due to back payments for earlier in the year (the overspend remains significantly less than the previous year).
 - Acknowledgement of bad debts against the Directorate budget.
- 2.4 All savings measures have been accounted for, albeit vacancy management is being used to achieve £0.025m of savings that are not possible through charging for Mental Health Officer Services.
- 2.5 The overall Health and Social Care budget has increased by £0.127m since September. This reflects a budget transfer for personnel and occupational

health staff who transferred to NHS (£0.092m) and external funding received but unused in 2012-13 brought forward into the current financial year (£0.035m).

3 Out of Authority Placements

3.1 The overall number of looked after children in Highland has reduced significantly over the past 20 months, albeit there has been an increase in the last three months of 2013. In April 2012, there were 157 Looked after children at home, and 370 away from home. In December 2013, there were 140 and 341 respectively.



3.2 As reported to the August Committee, the definition of children in ‘out of authority placements’ that has been used over the years, no longer reflects the full use of this budget. This is because, as well as the continued use of spot purchased placements in residential schools, there are spot purchased placements in new, local independent children’s units, as well as commissioned placements in these units.

3.3 The reporting of these figures will therefore be updated, to also take account of the work being done to support children in new or alternative resources, within Highland.

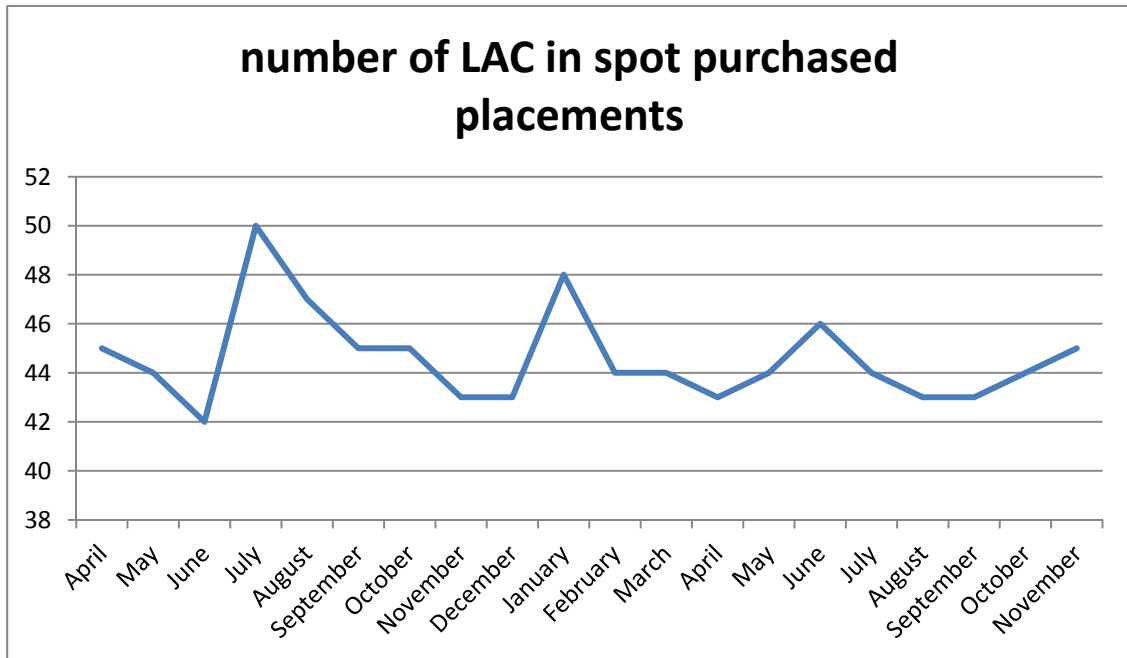
3.4 There are currently 45 young people in spot purchased placements, from the following Areas of the authority.

- Mid Area: 6, plus 5 in Disability team
- North Area: 3, plus 2 in Disability team

- South Area: 17 , plus 4 in Disability team
- West Area: 8

3.5 None of these children are in secure care.

3.6 The continuing trend in spot purchased placements is shown below.



4. Vacancies

4.1 The November meeting of the Committee requested additional information about the level of vacancies across the Service.

4.2 The detail of vacancies in local Health & Social Care Teams was requested for the joint inspection of children's services, and this indicated that there had been a total 58 vacancies across these teams in 2012, and 52.2 to date by November 2013. The 17.5 vacancies that existed at that time represent around 4.5% of this part of the workforce, and are detailed in Appendix One, alongside information in relation to current vacancies in other parts of the Service.

4.3 The Service Management Team considers the timescale for filling all vacancies. Key posts are prioritised, so that they can be filled as quickly as possible. There are inevitable delays in the recruitment processes for a number of other posts, and this contributes to necessary in-year savings. On occasions, when it is considered both safe and feasible, a short period of additional delay is agreed prior to the filling of some other posts.

4.4 The opportunity has also been taken with some posts to improve service delivery, by changing the number of hours or the geographical responsibilities of a post. This has been achieved within existing resources, or in a small number

of cases as part of the enhancement of early years services (which is the subject of a separate report to this Committee). Additionally, some 'hard to fill' posts have been redesigned as trainee posts, in Educational Psychology and Public Health Nursing.

4.5 No posts have been 'frozen' and not filled.

5 Implications arising from Report

5.1 The resource issues are set out in this report.

5.2 There are no legal, equality or climate change implications.

5.3 There are risks associated with any projected overspend. Robust actions by staff and managers continue to seek to minimise these, while we also address the needs of children and families.

Recommendation

The Committee is asked to approve the budget monitoring statement.

Bill Alexander

Designation: Director of Health & Social Care

Date: 27 December 2013

Author: Bill Alexander, Director of Health and Social Care

Appendix One

| Vacancies in Health & Social Care Teams (November 2013) | |
|--|-------------|
| <u>South Area</u> | |
| Senior Practitioner | 1 |
| Part time Substance misuse worker - Youth Action Team | 1 |
| 0.7 Community Staff Nurse Schools - Nairn | 0.7 |
| Health Visitor – Inverness | 1 |
| <u>West area</u> | |
| Team Manager - Skye | 1 |
| Social Worker - Lochaber | 1 |
| Health visitor - Portree | 1 |
| 0.6 Children affected by disability Social Worker - Wester Ross | 0.6 |
| 0.6 Social Worker – Wester Ross | 0.6 |
| 0.8 Health Visitor - Mallaig/Fort William. | 0.8 |
| Youth Action SW - Fort William | 1 |
| Youth Action SW – Skye, Wester Ross | 1 |
| <u>Mid area</u> | |
| 0.5 Social Worker – Tain | 0.5 |
| 0.5 Social Worker - Alness/Invergordon | 0.5 |
| 0.2 Social Work - Dingwall | 0.2 |
| School Nurse - Mid Ross | 1 |
| 0.5 School Nurse - East Ross | 0.5 |
| 0.4 Health Visitor - Mid Ross | 0.4 |
| <u>North area</u> | |
| Senior Practitioner – Caithness | 1 |
| 0.5 Substance Misuse Worker – Youth Action Team | 0.5 |
| Health Visitor – Sutherland | 1 |
| 0.2 Health Visitor - Caithness | 0.2 |
| Social Worker – Caithness | 1 |
| | |
| Total Vacancies | 17.5 |

Other Vacancies (December 2013):

Allied Health Professionals:

- Occupational Therapy – 2 vacancies out of 13 posts
- Speech and Language Therapy – 3 vacancies out of 44 posts
- Dietetics - 1 vacancy out of 7 posts
- Physiotherapy - 0 vacancies out of 9 posts

Child Protection Advisers: 0 vacancies out of 8 posts

Criminal Justice: 2 vacancies out of 22 posts

Educational Psychology: 0 vacancies out of 15.4 posts (3 posts held for trainees)

Fostering & Adoption: 2.5 vacancies out of 21.5 posts

Management and Directorate: 0 vacancies out of 18 posts

Mental Health Officers: 0 vacancies out of 22 posts

Out of Hours: 0 vacancies out of 6.5 posts

Primary Mental Health Workers: 0.1 vacancies out of 9.2 posts

Residential Care: 5 vacancies out of 92.7 posts

Specialist support for learning: 1 vacancy out of 26 posts

| | Actual | Annual | Year End | Year End |
|--|---------------|----------------|----------------|---------------|
| NOVEMBER 2013 | Year To Date | Budget | Estimate | Variance |
| BY ACTIVITY | £000 | £000 | £000 | £000 |
| Specialist Support for Learning | | | | |
| Additional Support for Learning (All) | 1,600 | 2,823 | 2,603 | -220 |
| Educational Psychology | 697 | 1,263 | 1,119 | -144 |
| | 2,297 | 4,086 | 3,722 | -364 |
| Early Years/Family Resources | | | | |
| Family Resources | 2,014 | 4,162 | 3,308 | -854 |
| Pre school Services | 2,876 | 4,304 | 3,928 | -376 |
| | 4,890 | 8,466 | 7,236 | -1,230 |
| Children's Social Care | | | | |
| Children and Families Teams | 5,438 | 8,474 | 8,283 | -191 |
| Disability Teams and Services | 2,214 | 3,175 | 3,275 | 100 |
| Fostering and Adoption | 2,680 | 3,632 | 3,861 | 229 |
| Health Improvement | 24 | 440 | 190 | -250 |
| Looked After Children (Residential) In house | 1,680 | 2,755 | 2,608 | -147 |
| Looked After Children (Residential) Independent / 3rd Sector | 7,136 | 9,185 | 10,395 | 1,210 |
| Looked After Children (Through care & aftercare) | 470 | 723 | 726 | 3 |
| Self Directed Support (Direct Payments) | 418 | 347 | 640 | 293 |
| Youth Action Teams | 909 | 1,485 | 1,480 | -5 |
| Specialist Services - Vol Orgs | 405 | 514 | 514 | 0 |
| | 21,374 | 30,730 | 31,972 | 1,242 |
| Commissioned Child Health | | | | |
| Child Protection Advisors | 213 | 400 | 354 | -46 |
| Health Improvement | 27 | 44 | 40 | -4 |
| Management and Planning | 128 | -167 | 149 | 316 |
| Nursing | 2,928 | 4,782 | 4,459 | -323 |
| Primary Mental Health Workers | 286 | 518 | 513 | -5 |
| Voluntary Organisations | 30 | 37 | 37 | 0 |
| Allied Health Professionals | 1,734 | 2,437 | 2,261 | -176 |
| | 5,346 | 8,051 | 7,813 | -238 |
| Commissioned Adult Services | 39,640 | 86,141 | 86,141 | 0 |
| Retained Adult Services | | | | |
| Older People - Care Homes | 1,168 | 2,125 | 2,075 | -50 |
| Training | 116 | 275 | 217 | -58 |
| Adult Support & Protection | 849 | 974 | 1,079 | 105 |
| Out of Hours Social Work | 224 | 339 | 343 | 4 |
| | 2,357 | 3,713 | 3,714 | 1 |
| Criminal Justice | | | | |
| Criminal Justice | 77 | 30 | 30 | 0 |
| People Misusing Drugs/Alcohol | 29 | 55 | 51 | -4 |
| | 106 | 85 | 81 | -4 |
| Mental Health Officers | 728 | 997 | 1,069 | 72 |
| Directorate & Strategic Planning | | | | |
| Directorate & Service Business Support | 455 | 871 | 891 | 20 |
| Pan Service (Insurance & Pension Costs) | 179 | 123 | 303 | 180 |
| Non Service Specific Property | 388 | 539 | 624 | 85 |
| | 1,022 | 1,533 | 1,818 | 285 |
| Income due from NHS for Child's Health Service | -4,018 | -7,938 | -7,938 | 0 |
| TOTAL HEALTH AND SOCIAL CARE | 73,742 | 135,864 | 135,628 | -236 |
| BY SUBJECTIVE | | | | |
| Staff Costs | 21,217 | 33,929 | 31,612 | -2,317 |
| Other Costs | 59,716 | 114,543 | 116,624 | 2,081 |
| Gross Expenditure | 80,933 | 148,472 | 148,236 | -236 |
| Grants | -2,429 | -3,515 | -3,515 | 0 |
| Other Income | -4,762 | -9,093 | -9,093 | 0 |
| Gross Income | -7,191 | -12,608 | -12,608 | 0 |
| | 73,742 | 135,864 | 135,628 | -236 |