



THE CHURCH OF SCOTLAND
SOCIAL CARE COUNCIL

Meeting held in

Chalmers / Ardler Church

Turnberry Avenue

Dundee

DD2 3TP

17th April 2013 10:30am - 4:30pm

MINUTE

Present:	A list of those attending is attached to this Minute at Appendix 1.
Apologies:	Apologies were noted.

	<u>Agenda Item</u>	<u>Action</u>
616.	Opening Worship and welcome The Convener welcomed members to Chalmers / Ardler Church. He said that the area has been totally transformed with the Church being heavily involved in the transformation. He said that this was a time for change with the strategy review group working on a new strategic plan and new members and a new Convener coming onto Council. He read from Exodus 3 to 17 and constituted the meeting with prayer.	
617.	DECLARATION OF INTEREST There were no declarations of interest.	
618	MINUTES OF PREVIOUS MEETINGS AND MATTERS ARISING The minutes were approved.	
619.	MATTERS ARISING	

	<p>Genuine Occupational Requirement (GOR) - will be taken forward as part of the strategy review group</p> <p>Grace capital - will be taken forward as part of the strategy review group</p> <p>Interaction with other groups - Peter has written to Ian Whyte regarding CrossReach's involvement with the Guild on the Golden Age Project</p> <p>Belmont Castle - on the agenda</p> <p>Rubislaw - on the agenda</p> <p>Scottish Churches Housing Action - Claire Fleming is the Church of Scotland representative - completed</p> <p>Lifestyle Centre - on the agenda</p> <p>Axis Project - Calum Murray to keep SCC updated on the progress of the Axis "injecting rooms" initiative</p> <p>General Assembly report - Peter to incorporate comments made by SCC members and Rev Richard Frazer on recovery volunteers in the report - completed</p> <p>Reimbursements of training costs - on agenda</p> <p>Review of leased offices - on agenda</p> <p>Legacies - CEO apologised for the omission of legacies on the matters arising and said that Business Development had been carrying out detailed work on legacies and had met with the General Treasurer on the matter. CEO advised Council that he had recently been informed of an additional £300k legacy left to CrossReach. Legacy report to be brought to June Council.</p>	<p>C Murray</p> <p>CEO</p>
620.	<p>Implementation update - Strategic Budget Review</p> <p>Mari tabled and spoke to her paper on the outcome of the consultation on changes to staff terms and conditions and the ACNG response to those proposals. Mari advised that the ACNG had reluctantly accepted all the proposed changes to terms and conditions however had asked that the SCC review its position on maternity and adoption pay. An alternative proposal was considered as follows :-</p> <ul style="list-style-type: none"> • Up to 1 year statutory payments only • 1- 3 years service =10% of weekly salary plus SMP • 3 - 5 years service = 15% of weekly salary plus SMP • 5 years + service = 20% of weekly salary plus SMP <p>Mari advised that the cost of the alternative proposal would be in the region of £32k and this amount would need to be found from somewhere else. Social Care Council (SCC) agreed with the alternative proposal. The ACNG also asked for a £100 one off bonus for all staff should CrossReach make a surplus (within the current definition). The Council agreed that it showed intent but it was extremely unlikely that CrossReach would make a surplus in 2013.</p>	M Rennie
	<p>Reimbursement of Qualification Costs</p> <p>Mari spoke to her paper in which she sought agreement from Council to recoup all or a proportion (on a sliding scale) of qualification costs if an employee leaves CrossReach within a year. She said that CrossReach was not the only organisation adopting this policy. Council agreed with the proposal.</p>	
	<p>Review of Leased Offices</p> <p>David spoke to his paper advising that a usage survey had been undertaken during February for the Glasgow and Perth Regional Offices and that the empty space on the 2nd floor of Charis House had been advertised and he was working with the law department to draw up particulars to advertise on the Church of Scotland website and the ESPC. David said that given low rental costs and relatively high usage of the CrossReach Regional Offices he sought agreement from Council to continue to lease both offices and to review each lease 3 months before the end date.</p> <ul style="list-style-type: none"> • Glasgow Regional Office - lease up 13 December 2013 - review 13th September 2013 • Perth Regional Office - lease up 30 September 2013 - review 13th June 	D Reid

	<p>The Convener asked if an analysis of expenses had been undertaken as part of the review. There was a discussion about distances travelled by Directors and Heads of Service and the sharing of offices with the Church of Scotland, the conclusion being that if all staff were based at Charis house rather than regional offices travel expenses would increase. David said that some work had been undertaken regarding the sharing of office space with presbyteries but nothing had come of it.</p> <p>Council accepted the recommendations in the paper.</p>	
621.	<p>Finance and Resources (F&R) Committee Professor Tom Chadwick, Chair of F & R advised that Council of Assembly had agreed to increase the CrossReach overdraft to £7m and wished to see income exceeding expenditure.</p>	
622.	<p>Business Committee Bill Usher, Vice Chair asked if members wished to ask questions about the minute. CEO said the he would like an amendment to item 10.2.</p>	CEO
623.	<p>Quality and Standards (Q & S) Kay Keith, Vice Chair said Q & S were concerned about the lack of applicants for senior posts at Cameron House, but were pleased that the Achvarasdal managers' position had now been filled. On the issue of frequency of meetings she said that Committee would keep under review the number of meeting per year, there would be 5 in 2013 and that Q & S would monitor during the year the merits of moving to 6 for 2014 as per the audit recommendation. There was also an issue about the low turn out at Committee, the Convener advised that this issue should be resolved shortly with new members coming on to Council in May. The CEO had also advised that the remit of committees would be reviewed and that the Convener and CEO would discuss the matter.</p>	CEO and Convener
624.	<p>Legacy Summary The CEO confirmed that CrossReach awaited receipt of a further £300k legacy in addition to the £95,572 already received.</p>	
625.	<p>Interaction With Other Groups <u>The Guild</u> Kay Keith said that the Heart for Art programme continued to grow and was very dear to Guild member's hearts. <u>Church and Society</u> Adrian Bark said that £80K had been raised for Christian Aid and a resource pack would be produced to assist communities decide ahead of the Scottish independence vote in 2014. <u>Council of Assembly</u> the Convener said that the Assembly Council had been moved by the visit to Ballikinrain and Grant Barclay had written to thank staff and service users as the day had gone very well. <u>Priority Areas Forum</u> Rev Richard Begg and Irene McGugan reported on their continued links</p>	
626.	<p>Special Focus - Welfare Reform, Alastair Cameron Scottish Church Housing Action (SCHA) He said that SCHA brings together the main Churches in their work to</p>	

	<p>eliminate homelessness in Scotland, a major social problem affecting around 80,000 people in Scotland each year. He said that they linked local problems of homelessness with national ways of tackling them. He said that SCHA had set up a new body, Whitebeam Homes, to deliver affordable housing. Houses will be bought on the open market, and made available at below-market rents to people in need. The main thrust of his presentation was on the welfare reforms and Alastair made the following points</p> <ul style="list-style-type: none"> • Welfare reform will be piloted first then rolled out across the country • Department of Work and Pensions is not devolved welfare reforms are UK wide • Main aim is to bring under one universal credit and reduce welfare costs • New system still too complex • Will provide work incentives for those on benefits • Children over the age of 16 and living parents will no longer be entitled to housing benefit • Bedroom tax - people on benefit are not entitled to have a spare room in their house and housing benefit will be reduced accordingly - will affect working age people only not pensioners. Not many smaller properties available as council's have sold off housing stock • These changes will increase homelessness • CrossReach may see the demand for our services rise in future <p>The Convener and Council members thanked Alistair for his presentation.</p>	
627.	<p>General Assembly 2013 Arrangement CEO advised that :-</p> <ul style="list-style-type: none"> • Tuesday 21st May will be the Social Care Council's report and will finish with a video of the Moderator from CrossReach week • Stall in the Rainy Hall for Council's to share information for commissioners if any Council member can offer time to get in touch with CEO • CrossReach has a tent at Heart and Soul on Sunday 19th May • Lunchtime Fringe event Wednesday 22nd May held in Greyfriars Community Project in Candle Makers Row. Directions to be provided to SCC members • Retired staff and senior managers presented to the Moderator at the closing ceremony on Friday 24th May <p>SCC members commended Peter for the good report and welcomed the additions made to the report following the discussion at February Council.</p>	<p>SCC members</p> <p>DL</p>
628.	<p>Circle of Care Trading Report <i>A full report under this item is contained in a record apart</i></p>	
629.	<p>Chief Executive's Report Peter spoke to his paper and advised that there was no confirmation of the 2013 National Care Home rate.</p>	
630.	<p>Geilsland Viv spoke to her paper advising that she and the Director of Finance and Resources had met the local authorities around the Geilsland area to discuss increased charges and the paper provided some detail on the issues raised by Councils. Most local authorities were trying to provide in - house services unless the provision has broken down. She said it was a complex matter and would bring a comprehensive report to the June Council.</p>	V Dickenson

631.	<p>Strategy Review Group (SRG) Sally Bonnar, Chair of SRG said that the group had gelled quickly and the discussion had been wide ranging with members working hard to produce reports quickly. She said the aim was to produce a number of discussion points for full Council to consider at the June Council meeting.</p>	
632.	<p>Belmont Castle Update (A full note of the discussion on this item is recorded in a record apart)</p>	
633.	<p>Rubislaw (A full note of the discussion on this item is recorded in a record apart)</p>	
634.	<p>Lifestyle (A full note of the discussion on this item is recorded in a record apart)</p>	
635.	<p>Chalmers /Ardler Church Rev Kenny Stott and Maggs provided Council with some detail on the work carried out by the Church in the Ardler community, a Priority Partnership Area (PPA). Maggs said that her role took her out into the community where she works with teenage mothers, visiting them at home to help alleviate loneliness as not all had family in the area or stable relationships to help support them. Work was also undertaken with 4 schools in the area with children with learning difficulties. Projects were also open for elderly women and there was men's breakfast club. Kenny said that the Church had been built by the community funds and decorated by local residents.</p> <p>Council thanked Kenny and Maggs for their presentation and for their good works</p>	
636.	<p>Kinloch Day Care service <i>A full report under this item is contained in a record apart</i></p>	
637.	<p>AOCB The Convener advised Council that this was the last Council meeting for Jan Patterson (who was unable to attend the meeting) and Matthew Struthers as their period on the Council had come to an end. The Convener thanked them for their contribution and said that Mathew's financial advice will be sorely missed.</p> <p>Ian Huggan Vice Convener said that it was also the Convener's last Council meeting. He said that the Convener had been on Social Care Council for 12 years and had spent a number of years working for Strathclyde Regional Council as the Depute Director of the Social Work. Ian said that the Convener had been a major contributor to the work of the Council and that this was due to his breadth, depth and passion to make a difference to people's lives</p>	

	in Scotland.	
638	Grace; The Meeting Was Concluded With The Grace	

Signed:
Convener

Signed:
Chief Executive Officer
Secretary of the Council

Date:

Date:

APPENDIX I
SOCIAL CARE COUNCIL

17th April 2013

Sederunt:

Rev Syd Graham
Mr Adrian Bark
Mr Bill Usher
Mrs Irene McGugan
Prof Tom Chadwick
Mrs Clare Fleming
Mr David Brough
Mrs Kay Keith
Rev Richard Begg
Mrs Sally Bonnar
Mr Ian Huggan
Mr Douglas Hope
Mr Ian Russell
Dr William Wallace
Mr Matthew Struthers
Mr Richard McLeod ACNG Chair
Mr Stuart Lynch (am only)
Rev Douglas Irving
Mrs Mary Landels
Rev Thom Riddell

Apologies:

Very Rev Sheilagh Kesting
Rev Richard Frazer
Mr Eric Young
Mr Bill Steele
Rev Hugh Maurice Stewart
Mrs Susan Pym
Mrs Jan Patterson
Emma Worsfold

In Attendance:

Mr Peter Bailey	(Chief Executive Officer)
Mrs Viv Dickenson	(Director of Children and Family Service)
Mr David Reid	(Head of Estates & Health and Safety)
Mrs Mari Rennie	(Director of Human Resources & Organisational Development)
Mrs Marlene Smith	(Directors for Service to Older People)
Mr Ian Wauchope	(Director of Finance & Resources)
Mr Calum Murray	(Director of Adult Care Services)
Mrs Diane Lovie	(Minute Secretary)