

**DIRECTION FROM THE SHETLAND ISLANDS INTEGRATION JOINT BOARD (“IJB”)**

**ISSUED UNDER SECTION 26(1) OF THE PUBLIC BODIES (JOINT WORKING) (SCOTLAND) ACT 2014**

<p><b>Direction:</b> Adult Services – Learning Disability and Autism (LD and ASC)</p>	<p><b>Direction to:</b></p> <ul style="list-style-type: none"> <li>• Shetland Islands Council (SIC)</li> <li>• NHS Shetland (NHSS)</li> </ul>	<p><b>Overall Budget allocated by IJB for Direction:</b> <b>£9,862,480</b></p> <ul style="list-style-type: none"> <li>• SIC £9,697,951</li> <li>• NHSS £164,529</li> </ul>
<p><b>Reference Number:</b> 1.2</p> <p><b>IJB Report(s) Reference Number:</b> CC-24-25</p>	<p><b>Relevant Function(s):</b> Provision of care and support for adults with Learning Disability and Autism</p>	<p><b>Review Date:</b> March 2026</p>
<p><b>Date Direction issued/authorised by IJB:</b> 29 May 2025</p>	<p><b>Date Direction takes effect:</b> 1 April 2025</p>	<p><b>Does the Direction supersede, amend or revoke an existing Direction? If yes, include reference number of existing Direction:</b>  Supersedes Direction 1.2 (IJB Report Ref. CC-17-24-F)</p>
<p><b>Purpose of Direction</b></p>		
<p>The IJB commissions Adult Services (Learning Disability and Autism) to provide care and support for adults with learning disabilities (LD) and/or autism spectrum condition (ASC) with assessed need, and those of any unpaid carer. Services are delivered in line with Shetland Health and Social Care Partnership Joint Strategic Plan 2025 – 28 key ambitions:</p> <ul style="list-style-type: none"> <li>• Ambition 1: Fair and accessible support for our communities.</li> <li>• Ambition 2: Prevention, early intervention and maximised wellbeing</li> <li>• Ambition 3: Sustainable models of care</li> </ul>		

And goals:

1. Reduce inequalities and stigma in health and care
  2. Provide fair and accessible care, support and information
  3. Work in partnership with our communities to provide best outcomes
  4. Provide support to ensure people can lead healthy, independent lives
  5. Provide support at an early stage to enable better outcomes
  6. Ensure people are supported to manage and improve their wellbeing
  7. Ensure people receive health and care in the setting and location that best suits their needs
  8. Support our staff to develop in a safe and engaging workplace
  9. Make good use of technology and innovations to support progress
- And the 9 National Health and Wellbeing Outcomes<sup>1</sup> which apply to integrated health and social care services, the priority of which is to, focus on the needs of the individual to promote their health and wellbeing, and in particular, to enable people to live healthier lives in their community. Key to this is that people's experience of health and social care services and their impact is positive; that they are able to shape the care and support that they receive; and that people using services, whether health or social care, can expect a quality service regardless of where they live

Directions for Adult Services (LD & ASC) includes future planning for anticipated need and engagement with other appropriate services within and out with SIC and NHSS to ensure the population of people with LD and/or ASC, and unpaid carers are advocated for and supported in ways that best meets needs, reduces inequalities and aspire toward a system wide person-led approach.

This can include support with understanding and improvement work in other services, and input into wider strategic planning across SIC, NHSS and Shetland Partnership.

## **Accountability and Governance**

Reporting to IJB; IJB Audit; Social Work Governance Group; Clinical and Professional Oversight Group; monthly budget monitoring processes and quarterly budget reporting to IJB and Council; Care Inspectorate monitoring including Annual Returns, Announced and Unannounced Inspections.

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<sup>1</sup> [national-health-and-wellbeing-outcomes-a-framework-for-improving.pdf](#)

## Overarching Directions to Function(s)

For adults with learning disability, autism spectrum condition and unpaid carers:

- Provision of short break and respite
- Provision of day care
- Meet the in-year demographic rise in the number of people with LD & ASC eligible for support in adulthood and unpaid carers

For adults with learning disability and adults with autism spectrum condition:

- Provision of supported living (care@home and housing support);
- Provision of supported vocational activity;
- Contracting of specific services not covered by core, in-house services
- Care coordination of support where relevant as a result of assessment and eligibility
- Provision of community learning disability nursing service (adults)
- Provision of specialist clinical adult learning disability service (virtual out-patient)
- Understand future need and the type of workforce, systems and facilities required to adapt and deliver services and support that meets need

Directions	Outcomes and key actions	Performance Monitoring and Indicators	Challenges & Opportunities – inc. Risks and Finance
<p><b>To provide care and support for adults with learning disabilities (LD) and/or autism spectrum condition (ASC) with assessed need eligible for support. This includes provision of the following:</b></p> <ul style="list-style-type: none"> <li>• Meet the in-year demographic rise in the number of people with LD &amp; ASC eligible for support in adulthood and unpaid carers</li> </ul>	<p>People with learning disabilities (LD) and/or autism spectrum disorder (ASD) achieve:</p> <ul style="list-style-type: none"> <li>• A healthy life</li> <li>• Choice and control</li> <li>• Independence</li> <li>• Active citizenship</li> </ul>	<p>Informed by SDS review, develop feasible, costed workforce and service model options planning to meet future need.</p> <p>March 2025 (ongoing)</p>	<p>Challenges:</p> <p>Rise in the number of people with eligible need exceeding available resources – finance and workforce</p> <p>Unmet needs due to the service reaching its capacity</p>

	<p>Take an asset-based approach to assessment, provide quality services, and support development of inclusive places, spaces and opportunities, to enable sustainability.</p>		<p>Opportunities:</p> <p>Business justification case development to consider options for sustainability</p> <p>Embedding of the Self Directed Support Policy and application of a resource allocation system</p>
<ul style="list-style-type: none"> <li>• <b>Supported Living</b></li> </ul>	<p>The service aims to enable people with LD and/or ASC to live as independently as possible within their community.</p> <p>Continue ongoing conversation with service users, families, service providers and communities around expectations of services and level of provision. This will be delivered via HSCP communications plan, which will include communication by services with service users.</p>	<p>Measure:</p> <p>Trend in number of hours provided and number of individuals provided to.</p> <p>Tenancies at SL&amp;O; occupancy in the tenancies.</p>	<p>Challenges:</p> <p>Rise in the number of people with eligible need exceeding available resources – finance and workforce, supported housing asset</p> <p>Capacity/resources cannot meet current and future demand</p> <p>Loss of experienced staff through resignation/retirement</p> <p>Needs of individuals not primarily relating to LD/ASC (i.e. older age-related needs)</p> <p>In shared occupancies - compatibility due to</p>

			<p>complexity of care and support needs</p> <p>Opportunities:</p> <p>Business justification case development to consider options for sustainability</p> <p>Reviewed social care job profile and person spec/higher salary band attracting more staff</p> <p>Enhanced focus and methods used to recruit staff</p>
<p><b>Access to meaningful and flexible activity, which includes:</b></p> <ul style="list-style-type: none"> <li>• <b>Supported Vocational Activity Service</b></li> <li>• <b>Accessible Social Activity</b></li> <li>• <b>Employment skills development</b></li> <li>• <b>Volunteering opportunities</b></li> </ul>	<p>Number of adults with LD/ASC obtaining a recognised qualification in lifelong learning; personal development; maintaining skills (reported annually)</p> <p>Understand expected future demand – including population health survey, national data, and local data including from children’s services, LD Nurse etc</p> <p>Understand possible gaps in service provision and explore these with relevant other providers, via for example the Shetland Partnership, 3<sup>rd</sup></p>	<p>Measure of access to meaningful activity, relevant to individual outcomes.</p>	<p>Challenges:</p> <p>Capacity/resources cannot meet current and future demand</p> <p>Rise in the number of people with eligible need exceeding available resources – finance. building, workforce</p> <p>Loss of experienced staff through resignation/retirement</p> <p>Complexity of care and support needs</p> <p>Opportunities:</p>

	<p>sector providers and community based mainstream activities.</p>		<p>Business justification case development to consider options for sustainability</p> <p>Reviewed social care job profile and person spec/higher salary band attracting more staff</p> <p>Implementation of the revised Transition Policy and Procedures</p>
<ul style="list-style-type: none"> <li>• <b>Assertive Community Transition Service (intensive support)</b></li> </ul>	<p>Objectives: To provide intensive, flexible support for people with learning disabilities, autism and complex needs where significant difficulty is being experienced and there is critical risk of breakdown of current arrangements.</p>	<p>Measure is occupancy in the tenancies.</p>	<p>Challenges:</p> <p>Rise in the number of people with eligible need exceeding available resources – finance and workforce, supported housing asset</p> <p>Capacity/resources cannot meet current and future demand.</p> <p>Model of housing not making best use of available resources</p> <p>Opportunities:</p> <p>Business justification case development to consider options for sustainability</p>

			Reviewed social care job profile and person spec/higher salary band attracting more staff
<p><b>To work together with, and provide support to, service users and unpaid carers for adults with learning disabilities (LD) and/or autism spectrum disorder (ASD) with assessed need.</b></p> <ul style="list-style-type: none"> <li>• <b>Short Break and Respite Services</b></li> <li>• <b>Day care</b></li> </ul> <p><b>Support for unpaid carers.</b></p>	<p>Unpaid carers for people with learning disabilities (LD) and/or autism spectrum disorder (ASC) feel supported to continue in their caring role.</p> <p>Effective future care plans, designed by service users, their families/unpaid carers and support teams are in place for each individual to avoid crisis.</p> <p>There are a variety of sufficient “short break” options available to individuals with LD/ASC and unpaid carers in Shetland – this includes continuation and development of current provision and exploration and support of new and emerging options.</p> <p>Individuals are supported to identify and access appropriate options.</p>	<p>Measure:</p> <ul style="list-style-type: none"> <li>• Effective Emergency Care Planning (72 hours) is in place for each individual who is supported by an unpaid carer to avoid crisis.</li> <li>• Unpaid Carers feel supported to continue in their caring role; as measured by <a href="#">Health and Care Experience (HACE)</a> survey.</li> </ul> <p>Shared approach across care services to</p> <ul style="list-style-type: none"> <li>• Emergency (unscheduled) respite service are minimised.</li> <li>• Unpaid Carers feel supported to continue in their caring role (NI-8)</li> </ul>	<p>Challenges:</p> <p>Capacity/resources cannot meet current or future demand</p> <p>Rise in the number of people with eligible need exceeding available resources – finance/ workforce/building resources</p> <p>Demographics – aging and/ or vulnerable unpaid carers</p> <p>Compatibility due to complexity of care and support needs</p> <p>Opportunities:</p> <p>Business justification case development to consider options for sustainability</p> <p>Reviewed social care job profile and person spec/higher salary band attracting more staff</p>

			Implementation of the revised Transition Policy and Procedures
<p><b>Contracting of services to meet outcomes not covered by core services, including:</b></p> <ul style="list-style-type: none"> <li>• <b>Employment skills development</b></li> <li>• <b>Volunteering opportunities Provision of educational, skill development and learning opportunities in further education environments</b></li> <li>• <b>Recreation opportunities</b></li> </ul> <p><b>Independent Advocacy (jointly contracted with Adult Social Work and Children Services)</b></p>		Monitoring completed through comprehensive commissioning review process.	<p>Challenges:</p> <p>Capacity/resources cannot meet current/future demand.</p> <p>Limited local provision</p> <p>Limited positive destination alternatives where paid work is not achievable</p> <p>Opportunities:</p> <p>Some increase in 'micro providers'</p> <p>Business justification case development to consider options for sustainability</p>
<ul style="list-style-type: none"> <li>• <b>Community Learning Disability Nurse (LD &amp; ASD)</b></li> <li>• <b>Specialist Clinical Adult LD Service</b></li> </ul> <p>(note while the Community LD Nurse has a caseload which includes children the IJB is only directing planning and activity around adults)</p>	Objective: to provide high quality specialist nursing care to children and adults with a learning disability, to enhance healthy quality of life in the community and to provide care and support to their families and carers.	Caseload is closely monitored, day-to-day achievement of outcomes measured as part of clinical work and caseload – though not extracted for reporting.	<p>Challenges:</p> <p>LD Nurse service capacity to support</p> <p>Demand exceeding resources</p> <p>Opportunities:</p> <p>Recurring funding for a Band 6 CLDN in place</p>

	<p>Triage and prioritise input to patients and at consultative/strategic level to deliver best possible service within resource. Continue to prioritise joint and partnership working and peer support to minimise fragility of existing service.</p> <p>Planned implementation, alongside professional partners, of the Scottish Government's new policy of providing adults over the age of 16 with a learning disability with an annual health check – monitoring and evaluation will be developed alongside implementation plan.</p>		<p>In addition to a Band 8 CLDN Consultant (in post)</p> <p>Data gathering and reporting of Dynamic Support Register</p> <p>Continued roll out of the Annual Health Checks for adults with LD</p>
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**Shifting Balance of Care**

This Direction links to the following Shifting Balance of Care work streams:

Programme Ref	Description
PJR0021	Models of Care - Accommodation/Housing