

**Minutes of the Social and Community Development Committee Meeting held on
Wednesday, 11 September 2019 at 13:30 in the Council Chamber**

<u>Present:</u>	Chairman:	Hon Anthony Green (Hon TG)
	Deputy Chairman:	Hon Cyril Leo (Hon CL)
	Members:	Hon Derek Thomas (Hon DT)
	Non-Voting Members:	Mrs Tracy Poole-Nandy, Director of C&A Social Care (TPN) Mrs Kerisha Yon, Acting Deputy Chief Secretary (KY)
	Secretary:	Miss Nicole Plato, Executive Assistant, Corporate Services (NP)
	Invited:	Ms Johanna Barclay, Speech & Language Therapist (JB) – <i>for item 1 only</i> Mrs Helen Burt, Social Worker (Adults Team) (HB) – <i>for item 1 only</i> Mr Andrew Burt, Social Worker, Assistant Team Manager (Children’s Services) (AB) – <i>for item 1 only</i> Mrs Amanda Curry Brown, Senior Economist (ACB) - <i>for item 2 only</i>
	Apologies:	Hon Gavin Ellick (Hon GE)

Hon TG welcomed all to the meeting with a special welcome extended to JB, HB & AB.

1. Introduction to new Social Care Staff

HB advised that she was from Scotland and came to the island with her husband AB. She is a qualified Social Worker and brings a wealth of experience to the Adults Services on Island. As a couple they have settled into the community well. HB said that she had been retrained and re-qualified as a Social Worker four years ago. She enjoys the community on island which is similar to some remote parts she had worked in Scotland; she liked that the services here are person centered which is something that she would like to take back to the UK. HB said that she is enjoying St Helena and all that it has to offer.

AB informed the committee that he qualified as a Social Worker in 1999 and has worked with children and adults teams throughout his career which included field work. He had also worked as a locum in Scotland and Northern England. He was very happy and content to work on St Helena.

JB informed the Committee that she had been on Island since April. She works across the directorates, visiting Schools, the Hospital, crèche’s and various other places. JB said that she had been impressed by the response to her work which is very positive.

Comments/questions from Members:

- Are there succession plans in place for locals to step into these positions in the future? *TPN said that there are succession plans in place; some officers are off island being trained for this very reason. However, there will always be a need for TC officers who have the Social Work qualification. TPN has been actively encouraging people to come back to the Island to work and she is also working with HR to look at the possible reasons for people’s non-return and looking at doing things differently.*
- We need to have a return on our investment when people go off island to train. *It was noted that students are bonded but this bond is small and can easily be paid back without the student returning to the Island. TPN said that it is also important to maintain contact with overseas students.*

- A number of jobs advertised for qualifications that are not necessarily needed for a particular job, therefore it is good to see that the focus has started to shift here. *TPN said that they are looking at different ways to enable qualifications to be gained on Island and as a result has made a link with the Open University in the UK through the Community College on Island.*

The Committee thanked the new staff members for attending the committee and wished them well in their positions on Island.

2. Draft Labour Market Strategy

ACB was welcomed to the meeting. ACB advised that the draft Labour Market Strategy was released for public consultation last week and has come through the EDC but as it related closely to the SCDC's portfolio, ACB felt that it was also important to meet with this Committee to see if Members had any feedback or questions on the draft strategy. ACB reported the following:

- The public consultation sessions had been well received within the community. A lot of feedback had been received; the Career Access St Helena (CASH) has been a popular discussion point.
- A meeting was also held with 6th form in Prince Andrew School and as a result, some constructive feedback was received. Students liked the idea to align our goals with Education and they were super excited about the Cable and what it will bring.
- Tonight a public meeting at Harford Community Centre will be held and a meeting is planned for the end of the month with the Chamber of Commerce for private sector employers.
- A lot of the issues raised at the meetings in relation to SCDC will be addressed through the Social Security Review of the Ordinance.

Members felt that the strategy was well put together and was happy to hear that the public consultation has been well received

ACB said that she is more than happy to meet with constituents who would like to meet with her one on one instead of in a forum setting and is also happy to accommodate additional public meetings in different districts if there is a need; constituents who was unable to make the public meeting at HTH can attend the one in Jamestown at the end of the month – this can also be communicated to the public via a reminder press release. Members to bear this in mind if any constituents raise this.

(Action: Members)

Hon TG requested ACB to let the Committee know if there are any legislation as a result of the Labour Market Strategy that SCDC should be driving, so that it can be included on the list of legislative priorities.

(Action: ACB)

3. Confirmation of Open minutes from the meeting held on 14 August 2019.

The open minutes from the meeting held on 14 August was confirmed.

4. Matters Arising

4.1 Equality & Human Rights Update

NP to KIV the Equality & Human Rights Annual Report to circulate to the Committee.

(Action: NP)

To take forward the non-compliance issue with the Employment Rights legislation in the Private Sector with the Employment Rights Committee.

(Action: Hon TG)

NP advised that the CEO of the Equality and Human Rights Commission will meet with Hon TG to discuss the possibility of combining the equality and disability legislation.

4.2 Update on Review of the Immigration Ordinance

Hon DT reported that this work had been slightly delayed due to the new Immigration officer, Jusmine Adams reviewing the documentation and ensuring that the ordinance supports the Labour Market Strategy and other SHG policies. The landholding element is also being looked at. NP to KIV the Immigration Ordinance Review and draft Policy for Committee endorsement.

(Action: Hon DT/NP)

Hon DT had also checked if the Immigration Control Board could also disclose decision making to the Public but the officers have said that they do not view this as part of their roles and responsibilities in line with the ordinance but this is something that could be taken forward in terms of giving feedback to at least the individuals who raised objections.

4.3 Update on Review of the Social Security System

NP to KIV the report on the above to be disseminated to Committee.

(Action: NP)

4.4 GDPR

As a request from the Chief Secretary, the above item has been placed on the next Chairpersons Assembly Group agenda.

4.5 SHNT Ordinance/Regulations

The draft SHNT Regulations are still with the AG's Chambers. NP to KIV further drafting from the AG's.

(Action: NP)

4.6. Occasional Liquor Licence

NP to KIV a draft proposal form for Committee from Hon DT.

(Action: NP)