

# Nottingham City Council Delegated Decision



**Nottingham**  
**City Council**

Reference Number:	4005
Author:	Kay Sutt
Department:	Children and Adults
Contact:	Kay Sutt (Job Title: Service Manager for Residential & Targeted Support, Email: kay.sutt@nottinghamcity.gov.uk, Phone: 01158765667)
Subject:	Regrade of the post of Children's Residential Social Care Worker from E to F grade
Total Value:	This financial year £24,514. This would be carried forward as a pressure. (Type: Revenue)
Decision Being Taken:	(1) To agree to a re-grading of the Children's Residential Social Worker post from an E to an F grade (Non-Executive Officer decision). (2) To agree the budget of £24,514 for the remainder of this financial year for the new job grade, and the ongoing financial pressure in future years (Portfolio Holder decision).

**Reasons for the Decision(s)**

The job post of Children's Residential Social Care Worker has been re-evaluated and regraded by Nottingham City Council's Job evaluation team from an E to an F grade. The effective date of change in grade by the job evaluation team was the 11th June 2020.

The role of a Children's Residential Social Care Worker has become much more complex overall in the last several years together with additional tasks and responsibilities. Added to this Ofsted expectations and demands have also increased significantly.

The job evaluation team need a signed Delegated Decision in order to change the grade on the oracle system.

The reasons leading to the need for the decision is as follows:

- 1) The job role has become much more complex over the last several years including additional responsibilities in looking after the City's most vulnerable, damaged and challenging children and young people. Hence the role been re-evaluated by the councils job evaluation team to an F grade.
- 2) The ever increasing challenge to retain a highly trained, skilled, knowledgeable and qualified work force due to the pay grade not matching the complexity of the job role. Added to this, losing staff to F grade posts in other local authorities/organisations or within Nottingham City Council.
- 3) The challenge of recruiting the right candidates to the post, again due to the E grade not matching the complexity and responsibilities and tasks of the role.
- 4) Locally the focus has been Nottingham City Council's Residential provision due to the consequence of the Independent Inquiry into Child Sexual Abuse (IICSA). IICSA brings significant potential reputational risk for the local authority, which provides a further imperative for robustly addressing any recruitment challenges and retaining our highly trained and skilled work force.
- 5) To maintain the Good and Outstanding Service we have achieved to date as a Residential Service.

Please see briefing note as attached to give more background into the reasons and circumstances for the decision. We have contained within the Residential budget £276,53.00 to cover a 10% market supplement which is awarded to Children's Residential Social Care workers each year. Once the F grade comes into place, workers will receive the 10% market supplement., hence why the pressure carried forward this financial year will be £24,514. From next financial year the additional monies required to fund the F grade would come from the council's central budget.

**Briefing notes documents:**

Re grade from E to F June 20 Final 28th July 2020.doc

**Other Options Considered:**

If the post had not been re-evaluated to an F grade we would risk losing highly skilled, trained and knowledgeable staff to neighboring local authorities, private providers and other higher paid roles within Nottingham City Council, such as Family support worker roles. If we had continued to lose workers at the rate we have in the last two years alone and continue to face the recruitment challenges of not being able to recruit suitable candidates this in turn would impact on not being able to adequately staff the children's homes/short breaks unit which in turn would impact on Ofsted inspection results and service delivery. The F grade will make a significant positive difference to retention and recruitment of the job role.

**Background Papers:**

Please see the briefing note already uploaded.

**Published Works:**

**Affected Wards:**

Citywide

**Colleague / Councillor Interests:**

**Any Information Exempt from publication:**

Yes

**Exempt Information:**

**Description of what is exempt:**

Legal advice

An appendix (or appendices) to this decision is exempt from publication under the following paragraph(s) of Schedule 12A of the Local Government Act 1972

**1 - Information relating to any individual**

The public interest in maintaining the exemption outweighs the public interest in disclosing the information because publishing these legal implications would clearly identify the employees in question and secondly, the information sets out the legal risks inherent in the course of action proposed here, which the Portfolio Holder is arguably entitled to consider without Nottingham City Council's position being affected simply by the consideration of those risks.

**2 - Information which is likely to reveal the identity of an individual**

The public interest in maintaining the exemption outweighs the public interest in disclosing the information because publishing these legal implications would clearly identify the employees in question and secondly, the information sets out the legal risks inherent in the course of action proposed here, which the Portfolio Holder is arguably entitled to consider without Nottingham City Council's position being affected simply by the consideration of those risks.

**5 - Information in respect of which a claim to legal professional privilege could be maintained in legal proceedings.**

The public interest in maintaining the exemption outweighs the public interest in disclosing the information because publishing these legal implications would clearly identify the employees in question and secondly, the information sets out the legal risks inherent in the course of action proposed here, which the Portfolio Holder is arguably entitled to consider without Nottingham City Council's position being affected simply by the consideration of those risks.

**Documents exempt from publication:**

DDM advice - Childrens Residential Social Care Workers.pdf

**Consultations:**

Date: 01/09/2020  
Ward Councillors: Cheryl Barnard

Councillor Cheryl Barnard is supportive. Christine Green and Ceri Walters have confirmed that the £24,514.00 will be carried forward as a pressure.

**Date: 01/09/2020**

**Other City Council Bodies:Port folio holders briefing meeting**

Councillor Cheryl Barnard and Helen Blackman are supportive and commented that a decision needs to be made in conjunction with finance colleagues as to where the £24,514.00 would be funded from. Christine Green confirmed on 10th September that she had spoken to Ceri Walters and that the £24,514.00 would be carried forward as a pressure.

**Date: 02/03/2020**

**Unions: Unison, GMB**

Sara Huntingford is extremely supportive of the re-grade of the Children's Residential Social Care Worker. Gary Langley GMB is also in full support. Consulted on 11th September 2020

**Date: 10/09/2020**

**Chief Finance Officer:Ceri Walters**

Supportive of this re-grade.

Those not consulted are not directly affected by the decision.

**Crime and Disorder Implications:**

Our children's homes manage the city's most vulnerable and challenging young people and through the complex work they do with them and because of the outstanding care they provide, this in turn supports in reducing crime and disorder within the city.

**Equality:**

EIA not required. Reasons: This is a re-grade of the existing post

**Relates to staffing:**

Yes

**Decision Type:**

Portfolio Holder

**Subject to Call In:**

Yes

**Call In Expiry date:**

08/10/2020

**Advice Sought:**

Legal, Finance, Human Resources

**Legal Advice:**

This advice is exempt from publication and is contained within an exempt appendix Advice provided by Aman Patel (Solicitor) on 21/09/2020.

**Finance Advice:**

**This DDM is to regrade the Grade E Children Residential Social Worker posts to Grade F.**

**There are 89.94 FTE Children Residential Social Worker in the budget within the residential children's teams. This financial year the 10% market supplement is included in the budget which is a total of £275,655. This assumes a 2% pay rise in 20/21 which as yet hasn't been agreed.**

**The total additional cost to the service would be £24,514. The budget for the increase hasn't been identified. This excludes that additional 10% market supplement that has been approved for 20/21 and funding of £275,655 already applied to the budget.**

**The additional cost of £24,514 is based on a Job Evaluation outcome and the impact of overspend has been included into the forecast for this year and MTFs assumptions for future years.**

**Stewart Clark - Commercial Business Partner - Children's & Education  
Advice provided by Stewart Clark (Commercial Business Analyst) on 21/09/2020.**

**Advice documents: DDM Comments.docx**

**HR Advice:**

**The existing post of CRSCW has been re-evaluated by the Job Evaluation team and the grading confirmed as NCC-F. Currently the post is paid at NCC-E and attracts a 10% market supplement uplift on all worked hours. Ratioanle for the market supplement payment centres on the higher rates paid by other employers for the same or similar roles, and the consequent retention and recruitment issues for NCC. The new evaluation more accurately reflects the requirements and demands of the role and brings pay more in-line with the market. The new grade therefore addresses the issues and risks that the market supplement has historically been used to mitigate, and also provides a more sustainable, stable and fair pay solution for employees in this essential role.**

**Management request approval to implement the regrade; HR support this. Finance have confirmed the budget requirement and availability.**

**The job description for the role has not been altered as part of the evaluation submission, therefore staff do not require transition and development in association with this regrade.**

**Management must ensure that the market supplement payments is ceased at the point of the new grade being introduced, and should engage the staff cohort over the pending changes to pay and effective date.**

**Management will need to liaise with and submit appropriate documents to the JE team in order to implement the regrade, if this decision is approved.**

**Jo Zylinski, HR consultant, 29.09.2020 Advice provided by Joanne Zylinski (Service redesign consultant) on 29/09/2020.**

**Signatures**

**Cheryl Barnard (Portfolio Holder- Children and Young People)**

**SIGNED and Dated: 01/10/2020**

<b>Catherine Underwood (Corporate Director for People)</b>
<b>SIGNED and Dated: 30/09/2020</b>