

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 budget in the residential units is £5,118,724 and Business as Usual (BAU) FOT at Pd3 is £5,216,123. The overspend is due to Staffing, of which there is a shortfall in budget of £97,399. This excludes additional costs of £457,939 for COVID-19. This additional COVID-19 cost includes additional staffing, loss of income and additional running costs.

Grade	FTE	BASIC PAY	NI	PENSION	APP'SHIP LEVY	VACANCY SAVING	TOTAL PAY
Grade E1/E2	89.94	£2,092,637	£170,855	£374,588	£10,516	-£53,246	2,595,350
Market Supplement 10%		209,264	28,907	37,484	0	0	275,655
Total							2,871,005
Grade F1	89.94	£2,320,238	£202,282	£415,349	£11,613	-£58,782	2,890,700
Increase							19,695

If the children's department was to regrade the Children Residential Social Worker posts to F grade this financial year (20/21), the difference between the costs of the 10% market supplement which as said is already in the budget and the F1 grade would be £19,695. This includes the on costs as well as apprentice levy and vacancy savings. This also assumes that each worker would be on F1 and that the following year the increase in F2 would be funded corporately in line with the usual pay model process.

In addition to this there will also be an increase to the overtime and allowances costs £4,819 based on overtime and allowances claims based from 2019/20. The last two years have been consistent in terms of allowances and overtime. Overtime and allowance are in part to use to cover shifts when staff are off on sick. In 2019/20 there were approximately £100k spent on sickness.

Payment Type	Budget	18/19	19/20	20/21 10% Market Supplement	20/21 Grade E	Variance
Allowances/Overtime	£306,147	£710,270	£676,091	£775,003	£779,823	£4,819

Therefore the total additional cost to the service would be £24,514. The budget for the increase hasn't been identified.

Consideration should be given to the risks associated with this report and its impact to the organisations financial position. These include:

- Currently, there is no budget to fund the costs existing overspend of £97,399 identified in the report, plus the above £24,514. The service must be able to identify how this will be funded.
- If funding is not identified from the department or C& A directorate, the service must seek the appropriate approval to spend in accordance with the organisations financial regulations and internal governance procedures.

- Work is ongoing to develop mitigation plans to address the significant 2020/21 forecasted budget gap. The approval process for 2020/21 is currently in progress and not yet confirmed.

The children's residential homes need to maintain a level of staffing to comply with Ofsted Standards and Regulations and cannot have any more than 50/50 agency/staff ratio within the homes at any given time.

Staff turnover of Children Residential Social Workers is 33.91% since March 2018. With 30.5 FTE leaving out of a total Children Residential Social workers of 89.94 FTE.

Should there be a national pay rise in April of 2020, Nottingham City Councils Children's Residential Social Care Workers would still be paid at a lower rate than neighbouring local authorities as their workers would receive the same national pay rise.