

Nottingham City Council Delegated Decision



Nottingham
City Council

Reference Number:	4107
Author:	Audrey Taylor
Department:	Children and Adults
Contact:	Audrey Taylor (Job Title: Principal Manager, Email: audrey.taylor@nottinghamcity.gov.uk , Phone: 0115 8762575)
Subject:	Establish a permanent Senior Practitioner role in the Fostering Service
Total Value:	£40,876 (Type: Revenue)
Decision Being Taken:	<p>To create a permanent full time Senior Practitioner post in the Fostering Service. This was previously agreed on a temporary basis in March 2018 (DD3328) and was to be reviewed to establish if the gain in Foster Carers was consistent. A Level 3 Social Worker has been seconded into this post since then.</p> <p>The Fostering Service has increased by two Social Workers in the team during this time from 8 to 10, and an additional 15 fostering households have been recruited during the period April 2020 to date. There are currently 73 children in 61 (Connected Persons) families and 31 Assessments ongoing. Reg 24 numbers have doubled since 2018 from 28 to 56. This number is reflected against Adoption figures decreasing.</p>
Reasons for the Decision(s)	<p>In response to the significant increase in Foster Carers and Connected Persons successfully recruited to meet the City's fostering need, it is necessary to create a permanent Senior Practitioner post to ensure that Foster Carers and Connected Persons are appropriately supported and encouraged to fulfil their potential, in line with Fostering Regulations and the 'Fostering Services National Minimum Standards.</p>
Briefing notes documents:	JD - JE2743 - Senior Practitioner Children's.doc

Other Options Considered: To carry on as present with a Senior Practitioner on a temporary basis, which is not acceptable. There has been a significant increase in Connected Persons and the Senior Practitioner post is vital in supporting the Social Workers and Connected Persons.

Paying a Social Worker for increased responsibilities was rejected due to the level of accountability required, and the separation of the Senior Practitioner from the case holding role of Social Worker.

Background Papers: None

Published Works: DD3328 - March 2018

Affected Wards: Citywide

Colleague / Councillor Interests: None.

Consultations: Those not consulted are not directly affected by the decision.

Crime and Disorder Implications: None arising from this decision.

Equality: EIA not required. Reasons: Not applicable as not a new or changing policy or function.

Relates to staffing: Yes

Decision Type: Officer

Executive Decision? Yes

Scheme of Delegation Reference Number or Other Source of Delegation: 1

Subject to Call In: No

The call-in procedure does not apply to the decision because the value of the decision is below the call in threshold.

Advice Sought:

Finance, Human Resources

Finance Advice:

A previous DDM was approved to establish a permanent Senior Practitioner in the Fostering Team. The role aims to support the service in line with increasing internal provision linked to the service's Big Ticket Programme. Due to the continued increase in internal provision, this decision seeks approval to make the post permanent.

The costs associated with the full time post is £0.051m per annum. There is budget within the approved establishment to fund this.

There is no impact to the forecast outturn for 2020/21 or future years. The recent MTFS review assumed the post and associated costs would continue.

Advice provided by Christine Green (Strategic Finance Business Partner) on 06/10/2020 & confirmed on 03/02/21.

HR Advice:

A previous decision approved creation of the senior practitioner post in the Fostering service on a temporary basis, to enable the need for and effectiveness of the post to be evaluated. The service has provided evidence that the post continues to be required, and the current decision relates to establishing the post on a permanent basis.

HR therefore supports this decision as a measure to facilitate workforce planning and to provide improved stability for the current and / or future post-holder, the team, and the fostering families supported by the post.

The permanent post should be offered to the current post holder, provided the following conditions are met:

- the temporary post was advertised and filled via a documented competitive recruitment process**
- the post is not required for a colleague on the redeployment register**
- the post holder has been in post for a reasonable period (6 months +)**
- the post holder's performance and attendance are not of concern**
- consultation with a colleague in HR departmental teams has taken place in relation to the above.**

The need for support from a Senior Practitioner post was one of the outcomes of recent focussed work led by a Learning & Development consultant with the Fostering Team and Manager. Added by Joanne Zylinski on 26/01/2021.

Advice provided by Joanne Zylinski (HR consultant) on 28/03/20 and reviewed / confirmed on 28/09/2020 & 26/01/2021.

Signatures:

Blackman Helen (Director of Childrens Integrated Services)

SIGNED and Dated: 26/01/2021