

Nottingham City Council Delegated Decision



Nottingham
City Council

Reference Number:	4174
Author:	Deborah Hemsley
Department:	Children and Adults
Contact:	Deborah Hemsley (Job Title: Executive Officer, Email: debbie.hemsley@nottinghamcity.gov.uk, Phone: 0115 865151)
Subject:	'Invest to Save' proposals for 6 students in Family Support Worker posts
Total Value:	£53,545 (Type: Revenue)
Decision Being Taken:	<p>To approve the retention of 6 Family Support Worker posts over the current establishment for a period of 14 weeks, until the six students in these roles on the 'Step up to Social Work' course are able to complete their registration as social workers. Once registered, the students will move from Family Support Worker to social worker posts, resulting in a reduction of six agency social workers.</p> <p>This decision is in two parts: the funding is being approved by the Portfolio Holder as an executive decision, and the extension of the posts is being approved by the Corporate Director under Delegation 16.</p>
Reasons for the Decision(s)	Six students on the 'Step up to Social Work' programme completed their course at the end of January 2021 and will need posts to slot into on completing their following placement. If they are not offered permanent social work posts at the Council, then they are able to go to other local authorities, but the Council would not wish for this to happen because the students on the programme are always of a very high quality. They are due to go to the University Board for accreditation in May 2021 and it is anticipated that their registration as social workers can take up to two to three weeks, so the earliest that they will be registered is June 2021. Therefore, permission is sought to retain the six students over and above the establishment of Family Support Workers while their registration as social workers is underway.
Other Options Considered:	To do nothing: this is not a viable option and was rejected, as to not extend the contract of the six students would mean that required services will not be provided internally.

Background Papers: **None**

Published Works: **None**

Affected Wards: **Citywide**

Colleague / Councillor Interests: **None**

Any Information Exempt from publication: **Yes**

Exempt Information:

Description of what is exempt: **The privileged 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 the decision contains details of the employment of staff that, if published, would clearly identify the employees affected.**

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 the decision contains details of the employment of staff that, if published, would clearly identify the employees affected.**

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 the decision contains details of the legal issues inherent in the course of action proposed, which are subject to legal professional privilege.**

Documents exempt from publication: **DDM - legal advice - 25.02.2021.pdf**

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

Crime and Disorder Implications:

Not applicable

Equality:

EIA not required. Reasons: This decision does not set out proposals for a new or changing policy, service or function.

Relates to staffing:

Yes

Decision Type:

Portfolio Holder

Subject to Call In:

Yes

Call In Expiry date:

12/04/2021

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 15/03/21.

Finance Advice:

The decision seeks approval for 6 Family Support Worker posts over establishment for a period of 14 weeks. The temporary additional posts will secure students in a non-social worker position until their registration is complete. Once registered, they will move to Assessed and Supported Year in Employment Social Worker posts, resulting in a reduction of 6 agency social workers.

The cost associated with this decision is £53,545, and is included in the Improvement Fund assumptions for 2021/22. The payback period of the investment is 12.57 weeks, based on the reduction of 6 agency workers after the 14 week period. The net savings for 6 months is equal to £57,000. It is recommended the service plan to reduce agency workers is monitored via the Children's Services Sustainability Board.

Advice provided by Christine Green (Senior Commercial Business Partner) on 11/03/2021.

HR Advice:

HR is supportive of this approach, as it allows us to retain newly qualified social workers to slot into substantive positions to help reduce the use of agency workers. It is advised that the newly-qualified social workers are interviewed for the posts and that the probationary policy is followed. Career progression for these workers should follow the new framework.

Advice provided by Aadil Bhatti (HR Consultant) on 16/03/21.

Signatures

Cheryl Barnard (Portfolio Holder- Children and Young People)

SIGNED and Dated: 01/04/2021

Catherine Underwood (Corporate Director for People)

SIGNED and Dated: 31/03/2021