

Nottingham City Council Delegated Decision



Nottingham
City Council

Reference Number:

4236

Author:

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Department:

Children and Adults

Contact:

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Subject:

Adult Social Care posts

Total Value:

£64,664 per annum (Type: Revenue)

Decision Being Taken:

(1) To convert the currently temporary Health Integration Manager post to permanent with effect from 01/06/2021, funded from the Adult Social Care budget going forwards, and confirm the current post holder to the position.(2) To confirm / recruit to subsequent secondment cover currently in place, effective 01/06/21. The following permanent posts are currently being covered by a permanent colleague acting up on a temporary basis: Duty Team Manager and Duty Senior Practitioner. The following permanent post is currently vacant and will be recruited to in line with standard recruitment policy: Community Prevention Social Worker. All of these arrangements will be made permanent; no additional budget is required to make these changes, as the posts are already part of the permanent staffing establishment.

Reasons for the Decision(s)

Within Adult Social Care a programme of work has been undertaken to ensure the sustainability of the service going forward. New pathways have been created for older citizens, citizens with long term conditions, citizens with learning disability and citizens with severe mental health conditions. These pathways focus on services and interventions to enable citizens to live their lives ensuring an outcome focused plan, and culture of promoting independence. The programme (Better Lives Better Outcomes) has embedded a culture of continuous improvement and monitoring, through a PDCA model of quality assurance. This post will hold overall responsibility for ensuring that these principles are maintained across the department, by working directly with managers and colleagues to embed them in everyday practice. This will ensure continued positive outcomes for all citizen groups identified above, working creatively within the financial guidelines across the department. A secondary point of importance to consider is the subsequent posts that have been affected by the previously temporary nature of this post. In order to release the current post holder for secondment, their substantive post needed backfill to ensure continued delivery of frontline services within the Adult Duty Team. This has been achieved thus far as follows; Health Integration Manager - covered by Duty Team Manager (secondment) Duty Team Manager - covered by Duty Senior Practitioner (secondment) Duty Senior Practitioner - covered by Community Prevention Social Worker (secondment) Community Prevention Social Worker - VACANT All posts within the chain have been backfilled by current colleagues acting up into their current seconded roles, but attempts to recruit to the Social Worker vacancy within Community Prevention have been unsuccessful. This is due to the fixed term nature of the post - while the posts are extended on an annual basis, the SW post could not be advertised for a contract of more than 12 months, which is not attractive to external candidates. As a result, this SW post has been vacant since 2018 when the programme was initiated. This has had a severe impact on Community Prevention and their capacity for statutory work. Converting the Health Integration Manager post to permanent and confirming the current post holders as permanent would enable Community Prevention to recruit on a permanent basis and hopefully be successful in appointing a suitable candidate. All seconded post holders went through a robust selection process for their secondments, and have been in post for nearly three years. The continued implementation and monitoring of this programme will ensure savings are delivered and positive outcomes are achieved for citizens. Recruiting to all posts affected by the moves will ensure increased capacity and stability for teams across the department.

Other Options Considered:

1: Do nothing - Rejected as Adult Social Care has committed to implementing Better Lives, Better Outcomes as part of the overall transformation programme within the department and these posts are integral to achieving this. 2: Continue to extend on an annual basis - not favoured. Although all but one of the subsequent secondments have been covered on an annual basis, the last post in the cover chain has never been filled, due to the perceived "unattractiveness" of fixed term posts. Being able to offer the subsequent SW post on an annual basis only means it is unlikely to be recruited to, causing a continued adverse effect on the capacity of the Community Prevention team (where the secondment cover chain ends) See below for more details. 3: Convert role to permanent and convert current post holder's contract to permanent accordingly - favoured option. This will enable the transformation and budget proposals work to continue with uninterrupted output, is in line with the plan designed to deliver this work and also will enable recruitment to the subsequent permanent SW post at the end of the chain successfully, adding stability and capacity to the Community Prevention Team as well as mitigating the risk associated with colleagues in secondments applying for posts with neighbouring LAs in order to obtain permanent senior roles.

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: 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

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 information sets out the legal risks inherent in the course of action proposed here, which the signatories are 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 26.03.2021.pdf

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

Crime and Disorder Implications: None arising as a consequence of this decision.

Equality: Please login to the system to view the EIA document: 20210512 EIA HI Manager.docx

Relates to staffing: Yes

Decision Type: Portfolio Holder

Subject to Call In: Yes

Call In Expiry date: 15/06/2021

Advice Sought: Legal, Finance, Human Resources, Equality and Diversity

Legal Advice: This advice is exempt from publication and is contained within an exempt appendix.
Advice provided by Aman Patel (Solicitor) on 23/03/2021.

Finance Advice: For the reasons outlined by the report author, this decision seeks approval to convert the Health Integration Manager post (Grade K) from temporary to permanent with effect from 1 April 2021 in order for continued support with key priorities across the service.

The total cost of this decision is £0.065m per annum including on costs based on draft 21/22 pay scales.

This decision will be funded from recurrent budget within ASC as incorporated within the MTFP. This role is not linked to any of the savings put forward as part of the interim or 21/22 budget process.

If the decision is approved, a decision will also be made to make permanent the current linked secondment arrangements. The vacancy process will need to be followed and adhered to for the vacant post as outlined in the HR comments attached.

If this decision is approved, the budgets will be realigned to ensure robust budget monitoring can be undertaken.

The service need for this decision must outweigh the potential to release an underspend in to the wider Council financial position in 2021/22+.

Advice provided by Hayley Mason (Strategic Finance Business Partner) on 17/03/2021.

HR Advice: HR advice is as per the attached comments.
Advice provided by Labeeb Aslam (HR Consultant) on 16/03/2021.
Advice documents: Conversion of Health Integration Manager post to permanent HR Comments for eDDM.docx

**Equality and Diversity
Advice:**

This advice is exempt from publication and is contained within an exempt appendix

Advice provided by Rosie Donovan (Equality and Employability Consultant) on 18/05/2021.

Signatures

Adele Williams (Portfolio Holder for Adults and Health)
SIGNED and Dated: 08/06/2021
Catherine Underwood (Corporate Director for People)
SIGNED and Dated: 25/05/2021