

Nottingham City Council Delegated Decision



Nottingham
City Council

Reference Number:	4305
Author:	Julie Proctor
Department:	People
Contact:	Audrey Taylor (Job Title: Principal Manager, Email: audrey.taylor@nottinghamcity.gov.uk , Phone: 0115 8762575)
Subject:	Recruitment of a Fostering Team Manager
Total Value:	£58,229 (Type: Revenue)
Decision Being Taken:	<ol style="list-style-type: none">1. To approve the budget to establish an additional full time permanent post of Fosterling Team Manager. (Executive decision)2. To recruit and appoint to the post. (non-Executive decision)
Reasons for the Decision(s)	<p>There is currently only one permanent Fostering Manager in post within the Fostering Team. In response to the significant increase in Foster Carers and Regulation 24 Carers recruited to meet the City's Fostering needs, and the additional increase in Supervising Social Workers, it is necessary to create a new post for a full time Fostering Team Manager to enable us to be in accordance with the Council's policy, and guarantee that all Supervising Social Workers are supervised appropriately to ensure that they are able to support and encourage Foster Carers and Regulation 24 Carers to fulfil their potential in line with Fostering Regulations and the Fostering Services National Minimum Standards.</p>
Other Options Considered:	<p>To carry on as at present with the current Fostering Team Manager and a Senior Practitioner covering the additional Fostering Team Manager post part-time on a temporary contract - REJECTED due to the negative and unstable effects this could have on the standard of service offered by the Fostering Team, and the unsettling repercussions of the Senior Practitioners' availability to stay on a temporary contract with no permanency.</p>
Background Papers:	None
Published Works:	None

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 required as it does not involve new or changing policies or functions, merely an increase in staff capacity.
Relates to staffing:	Yes
Decision Type:	Portfolio Holder
Subject to Call In:	Yes
Call In Expiry date:	05/08/2021
Advice Sought:	Legal, Finance, Human Resources
Legal Advice:	<p>If this proposal is accepted then in accordance with section 7 of the Local Government and Housing Act 1989, the appointment should be made on merit. In addition, and with regards to any potential equal pay issues, the pay relating to the proposed new post should be assessed in accordance with Nottingham City Council's pay policy. If there are any employees who are at risk of redundancy and who have the necessary qualifications and experience to perform the role of Fostering Team Manager then it may be reasonable to offer them the role as a suitable alternative to compulsory redundancy.</p> <p>Aman Patel (Solicitor) Advice provided by Aman Patel (Solicitor) on 14/05/2021.</p>

Finance Advice:

The decision seeks approval to increase the capacity of Team (Principal) Managers in line with recent changes to the Fostering team. The outcome of the changes is to expedite Foster Carer approvals that reduce reliance on expensive external placements.

The proposal is to increase the establishment by 1fte to a total of 2.5fte. Based on the current grade, the additional annual costs (2021/22 terms and conditions) is £0.059m, including on costs.

The additional cost is funded from the approved budget following the recent pressures analysis to ensure sufficient capacity in the team to support the increase of Nottingham City's foster provision and reduce the reliance on high cost external placements.

In light of the organisations financial position, it is imperative that there is monitoring in place to evidence increasing internal capacity and value for money.

Finance recommends the Childrens Sustainability Board is responsible for monitoring this performance on a regular basis.

Advice provided by Christine Green (Strategic Finance Business Partner) on 20/07/2021.

HR Advice:

Management will need to ensure that recruitment is conducted through the appropriate processes, including redeployment consideration. Management should be aware that the selected post-holders should commence on a starting salary of Level One within the respective grade, unless the appointed colleague is already in employment at the Council and on Level 2 of the same grade, in which case the employee would be matched over at the rate of pay they currently receive. There will need to be a support and development plan for the new post-holder once appointed in line with managing performance.

Advice provided by Aadil Bhatti (HR Consultant) on 14/05/2021.

Signatures

Cheryl Barnard (Portfolio Holder- Children and Young People)
SIGNED and Dated: 29/07/2021
Catherine Underwood (Corporate Director for People)
SIGNED and Dated: 22/07/2021