

Nottingham City Council Delegated Decision



Nottingham
City Council

Reference Number:	2219
Author:	Matthew Jones
Department:	Children and Families
Contact:	Matthew Jones (Job Title: Senior Business Implementation officer, Email: matthew.jones@nottinghamcity.gov.uk, Phone: 8761257)
Subject:	Creation of additional posts to trial Front Loading Assessments
Total Value:	£151,800 (Type: Revenue)
Decision Being Taken:	<p>Executive Decision: Approve funding up to the maximum value of £151,800 from the Adult Social Care Re-investment Funding allocation on the posts listed below.</p> <p>Non-Executive Decision, taken by the Corporate Director under Delegation 16: Approve the establishment and recruitment to the following posts: x2 Community Care Officers Hospital Team, x1 Community Care Officer Rapid Response, x3 Community Care Officer Assessment Team, x2 Unplanned Review Team, x2 Community Care Officers Occupational Therapy, x1 Community Care Officer in Mental Health South.</p> <p>All posts will be paid at F Grade and will be temporary until 31st March 2016</p>
Reasons for the Decision(s)	<p>The creation of the following posts are being funded through the Adult Social Care Re-investment Funding to trial front loading assessments. Due to the unprecedented demand on our services these new posts will enable us to perform a front loaded assessment to assess to plan the needs of the citizen for 18 months. This early intervention approach will ensure we continue to adapt our services to meet increasing demand.</p> <p>External demand on Adult Social Care continues to increase. This demand is not only due to demographic pressures but also to changes in legislation with the introduction of the Care Act and Judicial Reviews enhancing responsibilities under the Mental Capacity Act. Adult Social Care has a clear programme of projects in place to develop new ways of working to meet this increasing demand however these require significant cultural change which will take at least a year to embed. Losing front line colleague capacity at this point will challenge Nottingham City Council Adult Social Care Department's ability to meet its statutory duties and therefore could constitute a significant reputational risk.</p>

Other Options Considered: Do nothing - existing Adult Social Care staff will not have the capacity to carry out front loaded assessments and could result in Nottingham City Council failing to meet statutory responsibilities. - Not Favoured
Ensure we hire additional staff to carry out front loaded assessments continuing to change and adapt our services to meet demand - This is the preferred option

Background Papers: N/a

Published Works: N/a

Affected Wards: Citywide

Colleague / Councillor Interests: N/a

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

Crime and Disorder Implications: N/a

Equality: EIA not required. Reasons: N/a

Decision Type: Portfolio Holder

Subject to Call In: Yes

Call In Expiry date: 30/10/2015

Advice Sought: Legal, Finance, Human Resources

Legal Advice:

<p>Legal Observations (employment law)</p> <p>Under Section 7 of the Local Government and Housing Act 1989, any appointments to the proposed posts should be made on merit.</p> <p>John Bernard-Carlin Team Leader Housing, Employment & Education Team Legal Services Advice provided by John Bernard-Carlin (Team Leader) on 25/09/2015.</p>

Finance Advice:

<p>See attached for financial advice Advice provided by Darren Revill (Finance Analyst) on 07/10/2015.</p>
<p>Advice documents: Additional Posts to Trial Front Loading Assessments.doc</p>

HR Advice:

<p>The posts are based on existing Job Description/Evaluations. Any recruitment to the posts should be in line with the authorities current resourcing policy. As the posts are based on temporary funding, consideration should be given to appointing internally via a secondment or externally by fixed term contract, so as to mitigate any potential redundancy costs. Advice provided by Mandy Marshall (Service Redesign Consultant) on 28/09/2015.</p>

Signatures

<p>Alex Norris (PH for Adults, Health and Community Sector)</p>
<p>SIGNED and Dated: 20/10/2015</p>
<p>Alison Michalska (Corporate Director for Children and Adults)</p>
<p>SIGNED and Dated: 12/10/2015</p>