

Nottingham City Council Delegated Decision



Nottingham
City Council

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| Reference Number: | 2390 |
| Author: | Sophie Russell |
| Department: | Children and Families |
| Contact: | Sophie Russell (Job Title: Children & Families Development Specialist, Email: sophie.russell@nottinghamcity.gov.uk , Phone: 01158763423) |
| Subject: | Priority Families Partnership Accredited Practitioners |
| Total Value: | £656,000 (Type: Revenue) |
| Decision Being Taken: | <ol style="list-style-type: none">1) For the Corporate Director to agree to the extension of 16 existing temporary Grade H Accredited Practitioner partnership posts for one year, to be shared across the Priority Families Partnership, under Scheme of Delegation reference 16.2) For the Portfolio Holder to agree to the extension of 16 existing temporary Grade H Accredited Practitioner posts for one year to be shared across the Priority Families Partnership, and funded from the Priority Families grant. |

Reasons for the Decision(s) Priority Families is delivering 'the ways of working' for the Big Ticket Operating Model. This is a whole system, whole workforce development, changing to a service delivery framework that provides a family centred hub model for the Nottingham partnership under One Nottingham and the Health and Wellbeing Board. The Government's Troubled Family agenda is embedded within this programme. As part of the transition process 16 partnership Accredited Practitioners are in temporary posts acting as change champions and driving forward performance to national targets to secure grant income for future years. It is proposed that the 16 Accredited Practitioner posts are extended for a further year; with an option to extend further should the portfolio holders and the programme governance choose to do so. Posts have been graded by the Single Status Authority as a grade H Family Support Worker Level 4 and are offered to the partnership at that salary level as internal secondment opportunities. Postholders have received full accredited level 4 national qualification training as part of the secondment retaining increased skills and knowledge for teams when the secondment ends.

Post holders act as change champions and local experts in each team/agency and are the single point of contact for agreed wards in the city, they quality assure and monitor partnership processes - in particular to act as local coordinators for Family Assessments and outcomes delivery, through supporting Family Partnership Workers with advice and coaching for generation of Payment by Results income. They also provide additionality to support the small increase in workloads during the transition period to the new way of working.

These posts may be extended further than the year currently requested, subject to confirmation of further government funding. Any further expenditure will be recorded using the decision appropriate form.

Briefing notes documents: JDPS - Priority Families Accredited Practitioner final approved.pdf

Other Options Considered: Other options considered include trained practitioners with allocated families, dedicated multi-disciplinary colocated teams, contribution of resource other than coordination of families support. These options are also being tested across the partnership. We will be evaluating the effectiveness of these posts in terms of performance but also evaluating how this post functions as one of the options within the operating model for external partners.

Background Papers: None

Published Works: None

Affected Wards: Citywide

Colleague / Councillor Interests: None

Consultations: Date: 10/02/2016
Other City Council Bodies: Priority Families Leadership Group (Internal and Partnership Directors and Portfolio Holders)

This Chief Officer and Portfolio Holder group has delegated authority under the Health and Wellbeing Board Committee Sub Group to make financial decisions on behalf of the partnership up to the limit of the Portfolio Holder's sign off. After careful consideration of available funds and commitments the Leadership Group approved the extension of the Accredited Practitioner posts for a further year 1st April 2016 to 31st March 2017.

Those not consulted are not directly affected by the decision.

Crime and Disorder Implications:

Priority Families has embedded within it the Government's Troubled Families Initiative having as a key target criteria for families to be eligible for support, families with crime and anti-social behaviour. This includes adult offenders and young offenders at all levels from risk of offending behaviour through to families engaged in Serious and Organised Crime. Work also encompasses Domestic Abuse as a key criteria, arson and substance misuse with offending. Employment support included in the service incorporates support for offenders to gain work or skills to enable progress to work as well as providing excluded young people with a second chance at apprenticeships and employment and skills training and opportunities. The Priority Families programme delivers to The Council Plan and also to the range of One Nottingham strategies, plans and aims around reducing crime and anti-social behaviour.

Equality:

EIA not required. Reasons: Host teams/agencies will apply own equality procedures to management and support of the posts and in terms of employment contract requirements for equalities and disabilities, including in how support is delivered to families and ensuring equality of access to support. The programme team will monitor access and action any identified issues as appropriate.

Decision Type:

Portfolio Holder

Subject to Call In:

No
The call-in procedure does not apply to the proposed decision because the delay likely to be caused by the call in process would seriously prejudice the Council's or the public's interests. The Chair of the Overview and Scrutiny Committee (or Vice-Chair) in his/her absence has been consulted and agreed both that the decision proposed is reasonable in all circumstances and that it should be treated as a matter of urgency.

Person Consulted: Councillor Parbutt
Consultation Date: 22/03/2016
This decision utilises external funding from DCLG to employ a number of colleagues within our Edge of Care Hub and 16 accredited practitioners across the partnership. We have had to wait for confirmation of funding for 16/17 from DCLG, which only arrived on the 11th March 2016, before we could seek Corporate Director and Portfolio Holder sign off for these decisions but colleagues contracts are due to expire at the end of March. Given this, there is a real urgency to dispense with the call-in period so that we are able to formally write to these colleagues to confirm their continued employment.

Advice Sought:

Legal, Finance, Human Resources

Legal Advice:

Under Section 7 of the Local Government and Housing Act 1989, any new appointments to the proposed posts should be made on merit. Any terms of secondment and/or fixed-term employment arrangements (extended or new) should be agreed in advance with secondees (secondment agreements) or employees engaged/to be engaged on fixed-term contracts.

Advice provided by John Bernard-Carlin (Team Leader) on 16/03/2016.

Finance Advice:

It is proposed to extend the temporary contract of the Accredited Practitioners for a further year, until 31st March 2017. Based on a Grade H or equivalent in partnership organisations, the estimated annual cost of these posts will be a maximum of £0.656m

Funding has been identified within the Priority Families Grant to cover the cost of these posts. A number of these posts may be placed with partner organisations. As the accountable body, the entire grant will be initially received by Nottingham City Council.

The appropriate amount of grant will be transferred to partners to cover the cost they incur in employing the Practitioners.

Advice provided by Stephen Lynk (Finance Analyst) on 22/02/2016.

HR Advice:

Management propose to extend the contracts of individuals working in the role of Accredited Practitioner until 31 March 2017.

An appropriate exit strategy must be in place in order to give notice to end a secondment arrangement or terminate contracts in line with Nottingham City Council guidance in the result that the posts cannot be made permanent at the end of the fixed term period.

In giving notice to end a fixed term contract, management will need to ensure appropriate timelines are in place to notify the affected employees and give appropriate notice and referral to Project People (redeployment).

Where an employee has accrued more than 2 years' service, management should be aware of the right to a redundancy payment if the reason for dismissal is redundancy and budget accordingly.

Management will need to contact the Employee Service Centre (ESC) to ensure that employees are advised of the decision to extend in writing.

Advice relates to Practitioners employed directly by Nottingham City Council.

Advice provided by Joanne Hill (Service Redesign Consultant) on 22/02/2016.

Signatures

David Mellen (PH Early Intervention and Early Years)

SIGNED and Dated: 21/03/2016

Alison Michalska (Corporate Director for Children and Adults)

SIGNED and Dated: 21/03/2016