

Nottingham City Council Delegated Decision



Nottingham
City Council

Reference Number:	2414
Author:	Linda Sellars
Department:	Children and Families
Contact:	Linda Sellars (Job Title: Director of ASC - Quality and Change, Email: linda.sellars@nottinghamcity.gov.uk, Phone: 01158764150)
Subject:	Whole Life Disability Approach
Total Value:	£43,874 (Type: Revenue)
Decision Being Taken:	<ol style="list-style-type: none">1) To agree to a budget of £43,874 to establish 1 post - FTC Change Manager - Whole Life Disability Approach, Band J, for a fixed term contract until March 2017, under scheme of delegation reference number 1.2) To agree to the establishment and recruitment of the above post, under scheme of delegation reference number 16.
Reasons for the Decision(s)	<p>Within Nottingham City there is an emerging need to create a whole life disability approach to support children born with disabilities throughout their life. Currently children with disabilities are supported by Children's services until they reach their later teenage years when they are transferred to Adult services, through the transition service.</p> <p>This post will lead on lead on effectively organising, managing and delivering the required operation and policy changes required establishing a whole life disability approach. This will include the establishment of a board to implement the work streams required and leading a small team involved in this initiative .</p> <p>The focus of the work will explore and create opportunities for children with disabilities to gain independence as they reach adulthood including access to employment, appropriate housing and social activities. This will involve partnership working with key stakeholders to shift cultures to a strength , asset based approach.</p> <p>There are also considerable efficiencies to be created by joining Children's and Adult's approaches to disability specifically the administration of the personal budget processes.</p>

Other Options Considered:	<p>1) Do nothing. The current processes for children / young adults and their families are complex to navigate and tend to focus on need rather than an asset, strength based approach. The new approach will have independence embedded as a key focus creating opportunities for children/ young adults to reach their full potential and ensure efficiencies can be found. For this reason, this option was rejected.</p> <p>2) Complete work within existing resources. There are insufficient colleague resources within the current workforce to undertake this initiative. For this reason, this option was rejected.</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:	Not applicable for this proposal
Equality:	EIA not required. Reasons: It would not be proportionate to carry out an EIA for this specific proposal.
Decision Type:	Officer
Executive Decision?	Yes
Scheme of Delegation Reference Number or Other Source of Delegation:	1 and 16
Subject to Call In:	<p>No</p> <p>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.</p>

Advice Sought:

Legal, Finance, Human Resources

Legal Advice:

With regard to the specific proposal to establish and recruit to one Change Manager - Whole Life Disability Approach (Band J) on a fixed term contract to March 2017, under section 7 of the Local Government & Housing Act 1989 any appointment to the proposed post should be made on merit.

Advice provided by Jonathan Ludford-Thomas (Senior Solicitor) on 03/03/2016.

Finance Advice:

The estimated value of this decision represents up to 9 months funding of a Band J role. The initial intention for backfill arrangements are; if recruited internally from within Adult Social Care then no backfill is planned however should this approach not be sustainable, provision has been made for up to 9 months cover, if recruited externally funding to the value of £41,136 is available to fund this role.

Funding to support this decision will be met from non-recurrent Adult Social Care Transformation funding released through the maximisation of 2015/16 Care Act funding.

This temporary role will be recruited on a secondment / fixed term basis and management should be aware of the implications should the post holder attain employment rights over the course of the project. Any costs arising must be met from within the Adult Social Care budget provision included in the Council's Medium Term Financial Plan (MTFP).

Efficiencies referred to within the 'reason for decision' section will be considered during the period of the project and any resulting financial implications reported at a later date.

Advice provided by Darren Revill (Finance Analyst) on 29/03/2016.

HR Advice:

The Job Description has been produced and evaluated at a Grade J. Any recruitment to the post should be in accordance with the authorities resourcing policy. As this will be a temporary post recruitment should either be by an internal secondment or if recruited externally it should be on a fixed term contract basis, so as to mitigate potential redundancy costs.

Advice provided by Mandy Marshall (Service Redesign Consultant) on 23/02/2016.

Signatures:

Alison (Corporate Director, Children and Adults)

SIGNED and Dated: 08/04/2016