

# Nottingham City Council Delegated Decision



**Nottingham**  
**City Council**

Reference Number:	2420
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:	Approval to Spend - Interim management of Children & Families Direct Hub and Duty Teams
Total Value:	£31,080 (Type: Revenue)
Decision Being Taken:	This decision seeks approval to spend to secure interim management for the 'front door' to Children's Services for 6 months.
Reasons for the Decision(s)	<p>The Manager would be providing management and supervision to the front door to Children's Services and the three Duty Teams. It is vital that the teams receive effective management oversight to ensure that we comply with statutory requirements, that the threshold to services is adhered to and that performance in terms of timeliness and quality of service to vulnerable children and families is maintained. This is a critical role in managing demand for specialist services and delivering key safeguarding services to citizens.</p> <p>Three quotes were sought to ensure value for money and this is the most cost effective option for covering this role as the alternative would be a more costly agency arrangement. It also gives the team stability and enables us to succession plan within the existing workforce.</p>
Other Options Considered:	<p>Use of agency worker - comparative agency costs to cover this role through matrix would be circa £70.00 per hour. This option is not preferred due to the cost implications. Comparative cost for this project would be £62,160.</p> <p>To not cover this role. This option is not preferred as this is a front-line safeguarding role which is critical to managing demand for specialist services.</p>
Background Papers:	None

<b>Published Works:</b>	None
<b>Affected Wards:</b>	Citywide
<b>Colleague / Councillor Interests:</b>	None
<b>Use of Consultants</b>	<b>Number of Days:120</b> <b>Rate per Day:253.40</b> <b>Total value:30408</b> <b>Start date:15/02/2016</b> <b>End date:15/08/2016</b>
<b>Reason for using a consultant:</b>	This is the most cost effective option for covering this role. It also gives the team stability and enables us to succession plan within the existing workforce. The preferred consultant knows and understands the Councils processes well.
<b>Other options considered:</b>	Use of agency worker & comparative agency costs to cover this role through matrix would be circa £70.00 per hour. This option is not preferred due to the cost implications. Comparative cost for this project would be £62,160. To not cover this role. This option is not preferred as this is a front-line safeguarding role which is critical to managing demand for specialist services.
<b>Name of consultant:</b>	Hayley Frame Ltd
<b>Reason for selection?</b>	Hayley Frame Ltd is a well-established consultant who has specialist knowledge and strong experience of working within Nottingham City. She has completed a number of separate projects for us very successfully.
<b>Has the consultant previously completed work for the City Council?</b>	Yes, on a number of occasions including provision of interim management on a temporary basis.
<b>Specific activities to be undertaken by the consultant are:</b>	Direct line management of the Children & Families Direct Hub and the Children's Duty Teams. Ensuring effective management oversight of casework, team and individual performance. Oversight of the integration of the Domestic Abuse Referral Team.
<b>Period of engagement:</b>	6 months
<b>By what process was the consultant selected?</b>	Quote compared to alternative consultant and Matrix agency costs.
<b>Consultations:</b>	Those not consulted are not directly affected by the decision.
<b>Crime and Disorder Implications:</b>	This role will be critical in managing access to services which support the victims of crime and works with partners to manage risks in the community posed by perpetrators of crime.
<b>Equality:</b>	EIA not required. Reasons: This decision does not relate to new or changing policies, services or functions.

<b>Social Value Considerations:</b>	Not applicable
<b>Relates to staffing:</b>	Yes
<b>Decision Type:</b>	Officer
<b>Executive Decision?</b>	No
<b>Scheme of Delegation Reference Number or Other Source of Delegation:</b>	16
<b>Advice Sought:</b>	Finance, Procurement, Human Resources
<b>Finance Advice:</b>	<p>It is proposed to appoint a consultant for 6 months to manage the Children and Families Direct Hub and Duty teams. The estimated cost of this proposal is £31,080. This can be funded from the budget for the vacant DART Service Manager post. The use of a consultant offers better value for money than using agency staff, which would cost an estimated £61k for a six month period.</p> <p>Steve Lynk - Finance Analyst  0115 8763726  steve.lynk@nottinghamcity.gov.uk  3rd February 2016  Advice provided by Stephen Lynk (Finance Analyst) on 03/02/2016.</p>
<b>Procurement Advice:</b>	<p>Three quotations were sought to ensure value for money and the Procurement Team supports the recommendations of this report. Advice provided by Paul Ritchie (Procurement Category Manager) on 05/02/2016.</p>
<b>HR Advice:</b>	<p>As management have determined that the engagement of a Consultant is in line with critical business needs, this decision is supported on the basis that it would avoid significant agency costs. Longer term resource planning should be considered to secure a more permanent arrangement.</p> <p>Lynn Robinson  HR Business Partner  1 February 2016 Advice provided by Lynn Robinson (HR Business Partner) on 01/02/2016.</p>
<b>Signatures:</b>	<p>Jon Collins (Leader of the Council)</p> <p>SIGNED and Dated: 13/04/2016</p>

**Alison (Corporate Director for Children & Adults)**

**SIGNED and Dated: 02/03/2016**