

Nottingham City Council Delegated Decision



Nottingham
City Council

Reference Number:	2684
Author:	Nicky Dawson
Department:	Children and Families
Contact:	Nicky Dawson (Job Title: Priority Families Programme Coordinator, Email: nicky.dawson@nottinghamcity.gov.uk, Phone: 01158763757)
Subject:	Accredited Practitioner partnership posts
Total Value:	£656,000 (Type: Revenue)
Decision Being Taken:	<ol style="list-style-type: none">1) The Corporate Director agrees to the extension of 16 temporary, Grade H, Accredited Practitioner partnership posts for one year, to be shared across the Priority Families Partnership, under Scheme of Delegation 16.2) The Portfolio Holder agrees to funding of the posts from the Priority Families Grant.
Reasons for the Decision(s)	<p>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. 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 holder and the programme governance choose to do so. Posts have been graded by the Single Status Authority as a grade H FamilySupport Worker Level 4 and are offered to the partnership at that salary level as internal secondment opportunities. Post holders receive full accredited level 4 national qualification training as part of the secondment retaining increased skills and knowledge for teams when the secondment ends.</p> <p>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.</p> <p>Some or all of these posts may be extended further than the year currently requested, subject to confirmation of further government funding and the strategic requirements of the programme. Any further expenditure will be recorded using the decision appropriate form.</p>

Other Options Considered: Other options being considered / tested include trained practitioners with allocated families, dedicated multi-disciplinary collocated 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 evaluate how this post functions as one of the options within the operating model for external partners.

Background Papers: JDPS - Priority Families Accredited Practitioner final approved.pdf

Unpublished background papers: JDPS - Priority Families Accredited Practitioner final approved.pdf

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: 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.

Relates to staffing: Yes

Decision Type: Portfolio Holder

Subject to Call In: Yes

Call In Expiry date:

22/12/2016

Advice Sought:

Legal, Finance, Human Resources

Legal Advice:

Employment-related Legal Advice

1. Insofar as the proposal results in the extension of existing fixed-term contracts, in proceeding, management should take into account that if it results in continuous employment of 2 years or more, such employees would attain potential entitlement to a redundancy payment upon termination of employment and entitlement to claim unfair dismissal.

2. Insofar as the proposal results in the extension of existing secondment arrangements, management should ensure that relevant amendments to contracts of employment are put in place to include clarity as to the specific arrangements in relation to steps to be taken upon termination of the secondment.

Advice provided by John Bernard-Carlin (Team Leader) on 08/12/2016.

Finance Advice:

It is proposed to extend the temporary contract of the Accredited Practitioners for a further year, until 31st March 2018. Based on a H Grade or equivalent in partnership organisations, the estimated annual cost of 16 FTE will be £0.620m

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 agreed costs as they are incurred.

Advice provided by Christine Green, Snr Commercial Business Partner on 13/12/2016.

HR Advice:

Management propose to extend the contracts of individuals working in the role of Accredited Practitioner until 31 March 2018 in line with external funding.

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 that appropriate timelines are in place to notify the affected employees and give appropriate notice and referral to 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 arrange for employees to receive confirmation of the decision to extend in writing.

Advice relates to those Practitioners employed directly by Nottingham City Council. Practitioners employed by Partners will be guided by their own policies and procedures.

Advice provided by Joanne Hill (Service Redesign Consultant) on 01/12/2016.

Signatures

David Mellen (PH Early Intervention and Early Years)
SIGNED and Dated: 15/12/2016
Alison Michalska (Corporate Director for Children and Adults)
SIGNED and Dated: 14/12/2016