

# Nottingham City Council Delegated Decision



**Nottingham**  
**City Council**

<b>Reference Number:</b>	2793
<b>Author:</b>	Oliver Bolam
<b>Department:</b>	Children and Families
<b>Contact:</b>	Oliver Bolam (Job Title: Head of Specialist Services, Email: oliver.bolam@nottinghamcity.gov.uk, Phone: 01158763482)
<b>Subject:</b>	Opportunity Nottingham - Additional Assessment Resource
<b>Total Value:</b>	£74,686 (Type: Revenue)
<b>Decision Being Taken:</b>	<ol style="list-style-type: none"><li>1. To accept and spend funding of £74,686 from Framework Housing Association on 1 FTE F grade, Community Care Officer for 2 years and 3 months Under scheme of delegation number 1. (Executive Decision)</li><li>2. To approve the establishment of 1 FTE F grade Community Care Officer post and the recruitment to that post under scheme of delegation number 16. (Non-Executive Officer decision)</li></ol>
<b>Reasons for the Decision(s)</b>	<p>Opportunity Nottingham (ON) is a project funded by the Big Lottery and delivered by Framework. NCC is a partner organisation. The purpose of ON is to support citizens who have multiple and complex needs, including; Substance Misuse, Mental Health, Offending Behaviour and Homelessness, so that they can achieve stability in their lives and require less support from statutory agencies.</p> <p>A feature of this group of citizens is that they often lead chaotic lives and can therefore find it difficult to engage with formal processes. It is, however, likely that many of those known to ON have eligible social care needs and should therefore receive an assessment of those needs. This is a statutory duty under the Care Act 2014.</p> <p>In order to provide a more flexible assessment offer, ON has agreed to fund a Community Care Officer (CCO) post for a period of 2 years and 3 months. The post will be based in the Mental Health Social Care Team (North) and will work in partnership with ON support staff to undertake Care Act compliant assessments. The CCO will also organise care packages that are required as a result of the assessment.</p>
<b>Other Options Considered:</b>	Assessing those citizens known to ON without accepting the funding from Framework was considered but rejected on the basis that it would not be as efficient due to the existing pressures on the Mental Health Team and the potentially difficulty in engaging with this citizen group.

**Background Papers:**

**Published Works:**

**Affected Wards:**

Citywide

**Colleague / Councillor  
Interests:**

**Consultations:**

Those not consulted are not directly affected by the decision.

**Crime and Disorder  
Implications:**

NA

**Equality:**

EIA not required. Reasons: An EIA would not be appropriate for decision of this nature.

**Relates to staffing:**

Yes

**Decision Type:**

Portfolio Holder

**Subject to Call In:**

Yes

**Call In Expiry date:**

03/04/2017

**Advice Sought:**

Legal, Finance, Human Resources

**Legal Advice:**

**Employment Law Advice**

It is advised that, in accordance with Section 7 of the Local Government and Housing Act 1989, any appointment to the proposed post should be made on merit.

Kind regards

John Bernard-Carlin  
 Housing, Employment & Education Team  
 Legal Services Advice provided by John Bernard-Carlin (Team Leader) on 16/02/2017.

**Finance Advice:**

The cost of employing a Community Care Officer within social care over the period 01/04/2017 to 30/06/2019 will be £74,686. This cost is based on the Council's new terms and conditions that will be introduced from April 2017. As referenced in the HR advice, as the funding is for more than 2 years, management will need to consider and appropriately manage any costs resulting from the ending of this fixed term role.

The report author has confirmed that Opportunity Nottingham will fund any personal budget requirements resulting from assessments undertaken within this initiative. Advice provided by Darren Revill (Senior Commercial Business Partner) on 10/03/2017.

**HR Advice:**

HR would support the creation of this temporary post, it is based on an existing Job Description/Evaluation and based in an existing team. As the funding is for more than 2 years, in order to mitigate any potential redundancy costs, the posts should be offered internally as a secondment opportunity. If offered externally as a fixed term contract, consideration should be given to the likelihood of redeployment at the end of the contract, or funding for redundancy costs. Any recruitment should be in accordance with the authorities resourcing policies. Advice provided by Mandy Marshall (Service Redesign Consultant) on 20/02/2017.

**Signatures**

Alex Norris (Portfolio Holder for Adults and Health)
SIGNED and Dated: 23/03/2017
Helen Jones (Director for Adult Social Services (DASS))
SIGNED and Dated: 21/03/2017