

Nottingham City Council Delegated Decision



Nottingham
City Council

Reference Number:	2830
Author:	Oliver Bolam
Department:	Children and Adults
Contact:	Oliver Bolam (Job Title: Head of Specialist Services, Email: oliver.bolam@nottinghamcity.gov.uk, Phone: 01158763482)
Subject:	Establishment of Temporary Targeted ReviewTeam
Total Value:	£288,475 (Type: Revenue)
Decision Being Taken:	<p>1) To approve the funding to establish the temporary roles, for 12 months, of Team Manager (1 x FTE I Grade), Senior Community Care Officer (1 x FTE G Grade) Community Care Officers (6 x FTE F Grade) (Portfolio Holder Decision)</p> <p>2) To approve the establishment of a Team Manager (1 x FTE I Grade), a Senior Community Care Officer (1 x FTE G Grade) Community Care Officers (6 x FTE F Grade) roles and the recruitment to those posts for a 12 month period, under scheme of delegation number 16. (Non executive officer decision).</p>
Reasons for the Decision(s)	<p>Currently there is a lack of capacity in the homecare market. This negatively impacts on the ability of Adult Social Care (ASC) to support the timely discharge of citizens from hospital. In order to better analyse this situation a pilot has recently been completed which involved embedding 2 Senior Community Care Officers (SCCO) and 2 Community Care Officers (CCO) in 2 homecare providers. This enabled ASC to work in partnership with the providers to ensure that citizens' care packages were reviewed at the earliest opportunity. This created considerable additional capacity within those agencies, enabling them to provide care to additional citizens. Specifically: 186 reviews were completed which created 496.25 hours of capacity per week.</p> <p>It is intended that the Targeted Review Team will build on the learning from the pilot and enable timely reviews to be undertaken in all of the homecare providers. The expected outcome being that considerable additional capacity will be created which will make a positive impact on citizens' lives and support discharge from hospital.</p>

Other Options Considered:

1. Use existing CCO's employed by NCC to undertake the reviews. This has been rejected on the basis that: (i) Sufficient reviews could not be carried out at the pace required. (ii) Without additional resources it would not be possible to embed the CCO's in the homecare providers. Learning from the previous pilot indicates that this is what creates maximum efficiency.

2. Commission an external agency to undertake the reviews on behalf of NCC. This was piloted but is rejected because the evaluation from the pilot was not positive. There were issues with quality and the pace of completion as the agency provided a service that only covered part of the process. This meant that considerable back office support had to be provided by NCC.

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 is not appropriate for a decision of this nature.

Relates to staffing:

Yes

Decision Type:

Portfolio Holder

Subject to Call In:

Yes

Call In Expiry date:

12/05/2017

Advice Sought:

Legal, Finance, Human Resources

Legal Advice:

Under Section 7 of the Local Government and Housing Act 1989, any appointments to the proposed posts should be made on merit. Advice provided by Paulette Brown (Solicitor) on 21/03/2017.

Finance Advice:

**See attached for finance advice. Advice provided by Darren Revill (Senior Commercial Business Partner) on 29/03/2017.
Advice documents: Temporary Targeted Review Team - Finance Advice.doc**

HR Advice:

The proposal seeks to establish a temporary targeted review team comprising of; 1 Team Manager (I grade), 1 Senior Community Care Officer (G grade) and 6 Community Care Officers (F grade) within Adult Social Care.

The directorate has given due consideration to the options available to resource this piece of work including the availability of internal resource. Given the insight from the recent pilot and internal capacity constraints the option that would deliver the best value for money is to temporarily increase the overall establishment and recruit to the additional roles.

Recruitment to the new roles should follow agreed City Council processes. Appointees should start on the minimum spinal column point for the grade. In seeking to recruit from outside the organisation it is possible that there may be the need to offer more than the minimum of the grade, a business case will be required to support this.

As the posts are initially temporary, an appropriate exit strategy must be in place in order to terminate contracts in line with City Council guidance in the result that the posts cannot be made permanent at the end of the fixed term period. Management will also need to be aware of potential costs in any exit arrangement such as redundancy compensation where an employee has accrued more than 2 years' service.

Advice provided by Joanne Hill (Service Redesign Consultant) on 28/03/2017.

Signatures

Alex Norris (Portfolio Holder for Adults and Health)
SIGNED and Dated: 04/05/2017
Helen Jones (Director for Adult Social Services (DASS))
SIGNED and Dated: 03/05/2017