

# Nottingham City Council Delegated Decision



**Nottingham**  
**City Council**

<b>Reference Number:</b>	3168
<b>Author:</b>	Oliver Bolam
<b>Department:</b>	Children and Adults
<b>Contact:</b>	Oliver Bolam (Job Title: Head of Specialist Services, Email: oliver.bolam@nottinghamcity.gov.uk, Phone: 01158763482)
<b>Subject:</b>	Supported Living
<b>Total Value:</b>	£172,413 (Type: Revenue)
<b>Decision Being Taken:</b>	Approve spend of up to £0.172m on the posts detailed below to support the Learning Disability Supported Living Strategy. Under scheme of delegation 16, to approve the funding and establishment of 2 Social Worker (G grade) and 1 Supported Living Assistant (D grade). These posts will be established as fixed term (21month) contracts.
<b>Reasons for the Decision(s)</b>	The strategic intention of Adult Social Care is to maximise the independence of citizens with a Learning Disability so that they are able to do more for themselves and become less reliant on statutory services. One part of this strategy is to move a number of citizens from residential care to supported living. Supported living provides a more person centred approach than residential care, for those citizens who require accommodation with support, and one which enables citizens to develop independent living skills. In order to deliver this ambitious programme in a timely manner two additional social workers and one supported living assistant are required.
<b>Other Options Considered:</b>	Consideration has been given to the feasibility of delivering the programme without additional resources. Analysis indicates that it would not be possible to support as many citizens to move from residential care to supported living over the next two years without these temporary posts.
<b>Background Papers:</b>	NA

<b>Published Works:</b>	NA
<b>Affected Wards:</b>	Citywide
<b>Colleague / Councillor Interests:</b>	NA
<b>Consultations:</b>	Those not consulted are not directly affected by the decision.
<b>Crime and Disorder Implications:</b>	NA
<b>Equality:</b>	Please login to the system to view the EIA document: Progressive Model Learning Disability.doc
<b>Relates to staffing:</b>	Yes
<b>Decision Type:</b>	Portfolio Holder
<b>Subject to Call In:</b>	Yes
<b>Call In Expiry date:</b>	04/06/2018
<b>Advice Sought:</b>	Legal, Finance, Human Resources, Equality and Diversity
<b>Legal Advice:</b>	<p><b>Legal Advice</b>  Any appointment to the proposed posts should be made on merit on accordance with Section 7 of the Local Government and Housing Act 1989.</p> <p>John Bernard-Carlin  Litigation, Employment &amp; Education Team  Legal Services Advice provided by John Bernard-Carlin (Team Leader) on 02/05/2018.</p>
<b>Finance Advice:</b>	<p>See attached for finance advice. Advice provided by Darren Revill (Finance Analyst) on 15/05/2018.</p> <p>Advice documents: Supported Living - Finance Advice.doc</p>

**HR Advice:**

Management are proposing to create three new posts within the establishment; two additional social workers and one supported living assistant. These posts will be subject to the job evaluation process if not already agreed or if amendments to existing job descriptions and person specifications.

Management will need to ensure that recruitment is conducted through the appropriate processes, including redeployment. Management should be aware that the selected postholder(s) should commence on a starting salary of Level One within the respective Grade, unless the appointed colleague is already in employment at the council and on Level two of the same grade, in which case the employee would be matched over at the rate of pay they currently receive.

There will need to be a support and development plan for the new post holder once appointed in line with managing performance through the new probationary policy.

If the positions are of a temporary nature, an appropriate exit strategy must be in place in order to terminate the contract in line with NCC guidance in the event that the post cannot be made permanent at the end of the fixed term period. Management will need to ensure appropriate timelines are in place to notify the affected employee and give appropriate notice.

Advice provided by Leanne Sharp (Service Redesign Consultant) on 15/05/2018.

**Equality and Diversity Advice:**

The proposal meets the public sector equality duty to work towards equality of opportunity for vulnerable citizens. Independent living and freedom of choice when exercised is also a human right and should be encouraged and facilitated where possible. Advice provided by Adisa Djan (Equalities and Diversity Consultant) on 25/04/2018.

**Signatures**

Sam Webster (PH for Adult Social Care and Health)
SIGNED and Dated: 24/05/2018
Helen Jones (Director for Adult Social Services (DASS))
SIGNED and Dated: 23/05/2018