

# Nottingham City Council Delegated Decision



**Nottingham**  
**City Council**

<b>Reference Number:</b>	<b>3265</b>
<b>Author:</b>	<b>Julie Proctor</b>
<b>Department:</b>	<b>Children and Adults</b>
<b>Contact:</b>	<b>Audrey Taylor</b> <b>(Job Title: Principal Manager, Email: <a href="mailto:audrey.taylor@nottinghamcity.gov.uk">audrey.taylor@nottinghamcity.gov.uk</a>, Phone: 0115 8762575)</b>
<b>Subject:</b>	<b>Recruitment of 2 additional Social Workers in the Fostering Team</b>
<b>Total Value:</b>	<b>Up to £178,224 (Type: Revenue)</b>
<b>Decision Being Taken:</b>	<b>To approve a maximum budget of £178,224 to recruit 2 additional Social Workers in the Fostering Team to support an increase in the number of fostering households (Portfolio Holder decision).</b> <b>To authorise recruitment to the 2 additional Social Worker posts (non-executive officer decision under scheme of delegation 16).</b>
<b>Reasons for the Decision(s)</b>	<b>The Fostering Team consists of a Fostering Principal Manager, a Senior Practitioner, and 8 Social Workers.</b> <b>The aim is to increase the Fostering Social Workers from 8 to 10 according to capacity.</b> <b>Fostering have recruited an extra 20 households between April 2017 to March 2018. It is envisaged therefore that the size of the Fostering Team will increase in order to be able to support the additional households.</b> <b>The additional posts would ensure new foster carers are supported and well integrated into their role.</b>
<b>Briefing notes documents:</b>	<b>Briefing Note re Fostering Recruitment.doc</b>
<b>Other Options Considered:</b>	<b>To continue to increase the caseloads of existing Fostering Social Workers. This was rejected due to the negative effects that this could have on Social Worker's capacity to support existing foster carers.</b> <b>To carry on as at present was rejected due to risk in relation to safeguarding, and statutory responsibilities.</b>

<b>Background Papers:</b>	None
<b>Published Works:</b>	None
<b>Affected Wards:</b>	Citywide
<b>Colleague / Councillor Interests:</b>	None
<b>Consultations:</b>	Those not consulted are not directly affected by the decision.
<b>Crime and Disorder Implications:</b>	Not applicable for this decision
<b>Equality:</b>	EIA not required. Reasons: Not applicable, as it is an extension of existing work practices.
<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>	27/09/2018
<b>Advice Sought:</b>	Legal, Finance, Human Resources
<b>Legal Advice:</b>	Any appointment to the proposed posts should be made on merit in accordance with Section 7 of the Local Government and Housing Act 1989.  Advice provided by John Bernard-Carlin (Team Leader) on 04/06/2018.

**Finance Advice:**

**The service has achieved an increase of x20 approvals for carers between April 2017 and March 2018.**

**A further x11 approved households since April 2018 and x19 households are at the final stages of their application and are due to attend panels early November 2018. The service expects an additional x27 households will be attending panel before the end of March 2019. Whilst not everyone who starts an assessment is approved, the service estimates a minimum net gain of 30 new households this financial year.**

**This additional capacity reduces the reliance on external IFA provision and reduces costs significantly.**

**This decision seeks approval to appoint x2 Social Workers.**

**Assuming the average costs as at 30 June 2018, the reduction in cost for 2018/19 (based on utilising the x20 internal households recruited in 2017/18) is £0.281m. Based on the services assumptions, utilising an additional 30 households in 2018/19 will generate a further reduction in cost of £0.124m to £0.230m (depending on approval and commencement dates).**

**The cost of implementing this decision ranges from £0.171m to £0.178m depending on the grade of Social Worker appointment. Funding is from the Placement budget. This is due to the reduction in external provision and maximising our internal provision that will cover the expenditure and other posts previously approved as part of the Childrens Big Ticket programme.**

**Advice provided by Christine Green (Senior Commercial Business Partner) on 09/08/2018.**

**HR Advice:**

**Creating 2 x Qualified Social Worker posts. The posts do not require job evaluation as they already exist in the establishment.**

**Salary cost will range from £28,221 plus market supplement of £1,633 (minimum salary £29,854) to £34,106 plus a market supplement of £90 (max salary £34,196) plus on-costs in the region of 23%. The total value of the request therefore potentially ranges from £73,440 to £84,122 when creating the 2 additional posts. Note, market supplement will be reviewed at 31 August 2018, although is likely to continue in order to continue to compete with external market forces in this field.**

**The two posts requested will support the appropriate management of casework numbers for social workers, minimising any safeguarding risks.**

**Consideration has been given to establishing the two additional posts of Social Workers on a temporary basis. Within this same service a Senior Practitioner post has been established and filled on a temporary basis to enable a review of the success of this fostering recruitment initiative. However, the evidence given shows that this initiative has been successful and after consultation with the manger this is likely to be sustained.**

**Due to the ongoing national shortage of qualified social workers and the difficulties therefore recruiting such experienced workers, it is more likely than not that there would be few applicants/zero applicants for a temporary post. It is advised that the posts are therefore created on a permanent basis.**

**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.**

**The above is not likely to be impacted by proposed forming of an East Midlands Adoption Agency.**

**This proposal is supported.**

**Advice provided by Marie Read (HR Consultant (Departmental)) on 01/06/2018.**

**Signatures**

<b>David Mellen (PH Early Intervention and Early Years)</b>
<b>SIGNED and Dated: 07/09/2018</b>
<b>Helen Blackman (Director of Children's Social Care)</b>
<b>SIGNED and Dated: 07/09/2018</b>