

Nottingham City Council Delegated Decision



Nottingham
City Council

Reference Number:	3710
Author:	Clive Chambers
Department:	Children and Adults
Contact:	Clive Chambers (Job Title: Head of Service:Safeguarding and Quality Assurance, Email: clive.chambers@nottinghamcity.gov.uk, Phone: 01158764373)
Subject:	Establish additional Team Manager post for Children in Care
Total Value:	£60,166 per year (including on-costs) (Type: Revenue)
Decision Being Taken:	<ol style="list-style-type: none">1. To establish an additional Team Manager post in the Children in Care service area and appoint to that post.2. To approve additional funding for the post.
Reasons for the Decision(s)	<p>There is currently insufficient capacity at Team Manager level to effectively manage and scrutinise the plans for children in care. Case loads for Team Managers are higher than in any other part of the service.</p> <p>The current capacity challenge means that management oversight is disproportionately focussed on the children with most complex needs. This leads to delay in progressing permanence plans for more settled children. It also means that the plan for transitions into leaving care services are not managed as effectively as they should be.</p> <p>There are significant financial consequences to the authority resulting from this.</p> <p>This decision will permanently increase the capacity from two Team Manager posts to three, not including the Permanence Team. In order to address the issues set out above we have temporarily increased management capacity.</p>
Briefing notes documents:	extra TM Bus case bus case.docx
Other Options Considered:	None as there is no capacity to absorb this work within current services. The legal framework means that a qualified, experienced social worker must manage the cases of children in care.
Background Papers:	None.

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:	Children in care are disproportionately involved in the criminal justice system. Increasing management oversight of their circumstances will have a positive impact.
Equality:	Please login to the system to view the EIA document: EIA re CiC TM v1.docx
Relates to staffing:	Yes
Decision Type:	Portfolio Holder
Subject to Call In:	Yes
Call In Expiry date:	19/11/2019
Advice Sought:	Legal, Finance, Human Resources, Equality and Diversity
Legal Advice:	<p>With regard to the proposal to create an additional Team Manager for Children in Care and then recruit to that post, under section 7 of the Local Government & Housing Act 1989 any appointment to posts in the authority created as a result should be made on merit.</p> <p>Advice provided by Jonathan Ludford-Thomas (Senior Solicitor) on 27/02/2019 & 29/10/2019</p>

Finance Advice:

The decision seeks approval to establish an additional full time Children in Care Team Manager. The costs associated with this post is £60,166 including on costs.

The additional post will enable the distribution of the current caseload over four teams, rather than the current three teams. Reducing individual caseloads enables a more robust focus on driving exit strategies for existing care leaver placements.

Furthermore, the additional capacity will ensure cases are reviewed earlier (16 years +) reducing the need for placements post 18 and subsequently reducing costs.

The total spend in Leaving Care (2018/19) was £1,320,431, circa £600,000 related to placement costs. With additional capacity, the service aims to review the average cost cohort (circa £650 per month and 16.27fte).

Savings generated through these early exits will support the funding for the additional post. This will require a reduction of 8.18fte in the average cost cohort (50.28%) based on a full year impact to meet the additional cost.

In order to ensure value for money, regular reporting to the Big Ticket via a robust tracker detailing exit numbers and cost savings without the need for provisions after the child turns 18.

In addition, to ensure sustainability, monitoring of the number of children in care age 16+ with an exit strategy should be included.

Advice provided by Stewart Clark (Commercial Business Analyst) on 11/06/2019 & 29/10/2019

Equality and Diversity Advice:

EIA completed by Clive Chambers 01/11/2019

HR Advice:

Management are proposing to increase the establishment within the Children in Care service by creating an additional team manager position. This would align with service structure, and would enable distribution of case-loads in-line with increased management capacity to support improved outcomes and greater efficiencies.

The effectiveness of this approach has been piloted via a temporary increase in management capacity, and management are now seeking to establish this capacity on a permanent basis by creating an additional permanent full time team manager position.

Management will need to ensure that any recruitment is conducted through the appropriate processes, including redeployment. Management should be aware that the selected post-holder(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.

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 internal assessment and probationary policy.

As a temporary increase in management capacity has already been in-place, management should be clear whether there is a temporary team manager post that is currently occupied by a colleague. Where the nature of a post changes from temporary to permanent this should be offered to the incumbent post holder provided that the following requirements are met:

1. The post was advertised and filled via a documented competitive recruitment process.
2. Consultation with colleague in Departmental HR team has taken place
3. The post is not required for an employee on the Redeployment Register
4. The post holder has been in post for a reasonable period (over 6 months)
5. The post holder's performance and attendance raise no concerns.

Advice provided by Joanne Zylinski (Service redesign consultant) on 14/10/2019.

Signatures

Cheryl Barnard (Portfolio Holder- Children and Young People)
SIGNED and Dated: 12/11/2019
Catherine Underwood (Corporate Director for People)
SIGNED and Dated: 08/11/2019