

Report

Report to:	Social Work Resources Committee
Date of Meeting:	7 August 2019
Report by:	Executive Director (Finance and Corporate Resources) Director, Health and Social Care

Subject:	Staffing Establishment
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1. Purpose of Report

1.1. The purpose of the report is to:-

- ◆ seek approval to mainstream temporary posts and to make changes to the establishment within the Recourse

2. Recommendation(s)

2.1. The Committee is asked to approve the following recommendation(s):-

- (1) that the content of the report be noted; and
- (2) that the changes in establishment identified in the table at Section 4 be approved.

3. Background

- 3.1. On 14 December 2016, the Council's Executive Committee approved the establishment of a Senior Management Team across the Health and Social Care Partnership (HSCP). In this report, there were a number of posts created and re-designated. One of the posts created, on a temporary basis, was of a Social Work Services Manager Transitions. This post was created to build capacity as part of the transition into the new locality management arrangements. Having reviewed this post, it is now recognised that this post has evolved and, as well as supporting the transition across HSCP, this post has assumed the responsibility for all registered Social Work Services within the Council. It is recommended that this post be made permanent and added to the Social Work establishment.
- 3.2. A further post was developed in 2017, Fieldwork Manager Strategic Support for Self-Directed Support (SDS). This post was created to support and drive the developments in relation to SDS and to prepare the Resource for a thematic review and inspection of SDS across the Partnership in 2018. The subsequent SDS inspection identified areas of further improvement and development needed across the Council and Partnership and the risks associated with not continuing to improve in the roll out of SDS.
- 3.3. It is proposed that the Fieldwork Manager SDS post be made permanent. This post has evolved into a Fieldwork Manager Support function that provides strategic leadership, operational support for practice issues and support for developing systems including SWiS and financial interface processes. SDS is intended to be core business and will continue to require considerable support to ensure that the National Strategy is fully embedded and sustained. SDS impacts on the whole

system, the end user, the assessor and the commissioner and provider of services. The scale and complexity of the change is significant. This post has also led on and successfully supported the initial implementation of 'Frank's Law' and the Council's updated Prioritisation Framework. It is, therefore, proposed that this post be made permanent and added to the Resource establishment for Fieldwork Manager Strategic Support.

4. Employee Implications

- 4.1. The proposals are to make the current two temporary posts contained within this report permanent. The employee implications are detailed below:

Post	Current Number of Posts	Proposed Number of Posts	Grade	SCP Range	Hourly Rate	Annual Salary	Gross Cost inc on costs 30.3%
Service Manager (Registered Services)	1	1	Grade 5 Level 1-8	SCP 96-108	£28.61-£34.23	£52,210-£62,466	£68,030-£81,393
Fieldwork Manager (Strategic Support)	1	1	Grade 5 Level 1	SCP 96 - 97	£28.61-£29.05	£52,210-£53,013	£68,030-£69,076

5. Financial Implications

- 5.1. These posts are currently funded and can be sustained within existing resources.

6. Other Implications

- 6.1. These posts are essential to mitigating the potential risk to the Council in respect of meeting National targets, delivering on change and improvement programmes and ensuring quality and professional governance standards are met.
- 6.2. There are no sustainable development issues associated with this report.
- 6.3. There are no other issues associated with this report.

7. Equality Impact Assessment and Consultation Arrangements

- 7.1. This report does not introduce a new policy, function or strategy, or recommend a change to an existing policy, function or strategy and therefore no impact assessment is required.
- 7.2. Consultation has taken place with the Trade Unions in regards to the recommendations contained within this report and with the staff members who are in temporary roles.

Paul Manning
Executive Director (Finance and Corporate Resources)

Val de Souza
Director, Health and Social Care

1 July 2019

Link(s) to Council Values/Objectives

- ◆ support our communities by tackling disadvantage and deprivation and supporting aspiration
- ◆ protect vulnerable children, young people and adults
- ◆ deliver better health and social care outcomes

Previous References

- ◆ none

List of Background Papers

- ◆ Executive Committee - 14 December 2016

Contact for Further Information

If you would like to inspect the background papers or want further information, please contact:-

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