

18 July 2016**Agenda Item: 06**

REPORT OF THE SERVICE DIRECTOR, YOUTH, FAMILIES AND CULTURE

CHANGES TO THE STAFFING ESTABLISHMENT OF THE FAMILY SERVICE

Purpose of the Report

1. To seek approval for changes to the staffing establishment of the Family Service in light of the budget and business cases for change approved by Full Council on 26 February 2015 and 25 February 2016.

Information and Advice

2. The Family Service delivers elements of the Council's Early Help offer and supports the delivery of Children's Social Care functions. The service has been reviewed to ensure that it is placed to deliver on the Council's strategic vision and to continue to deliver high quality services at a time of reducing funding. The business cases for change on the Family Service, which include the staffing changes within this report, were agreed at the meetings of Full Council on 26 February 2015 (Business Cases B07) and 25 February 2016 (Business Case B08). Overall, the County Council is facing a significant budget shortfall by 2020 caused by reductions in Government funding and rising demand for social care services.
3. The Family Service is required to make savings of £1million as part of the budget reductions across the Council by April 2017. This reduction will be achieved through a staffing restructure and reducing delivery and contractual costs. Consultation was undertaken with staff and Trades Unions between 24 March 2016 and 25 May 2016. The service will continue to focus on delivery of programmes that have the biggest impact on the outcomes for vulnerable children and will continue to provide effective support for families with complex and multiple problems through a key worker model. In summary, Committee is asked to consider:
 - disestablishing 1 fte Service Manager (Troubled Families) post from 31/3/2017
 - disestablishing 1 fte Team Manager post from 31/3/2017
 - disestablishing 3.3 fte Unit Leader posts from 31/3/2017
 - disestablishing 11.8 fte Child and Family Worker posts from 31/3/2017
 - disestablishing 1 fte Temporary Peer Support Development Worker post from 31/3/2017
 - establishing 1 fte Project Manager (Troubled Families) post from 1/4/2017 fixed term until 31/3/2020 (awaiting job evaluation)
 - establishing 1 fte Project Officer (Troubled Families) post from 1/4/2017 fixed term until 31/3/2020 (awaiting job evaluation)

- establishing 1 fte Homelessness Operations Manager post from 1/4/2017 (awaiting job evaluation)
- establishing 0.8 fte Case Manager post from 1/4/2017 (awaiting job evaluation)
- establishing 0.5 fte Senior Professional Practitioner post from 1/4/2017 (awaiting job evaluation)

Current and proposed structure charts are attached as **Appendices A, B, C and D**. In summary staffing will reduce by 13.8 fte from 135.5 fte to 121.7 fte posts.

Other Options Considered

4. A range of staffing options have been considered and the final proposal reflects the outcomes of consultations with staff, Trades Unions and partner agencies.

Reason/s for Recommendation/s

5. The recommendation supports the decision made by Full Council on 26 February 2015 and 25 February 2016.

Statutory and Policy Implications

6. This report has been compiled after consideration of implications in respect of crime and disorder, finance, human resources, human rights, the NHS Constitution (public health services), the public sector equality duty, safeguarding of children and adults at risk, service users, sustainability and the environment and ways of working and where such implications are material they are described below. Appropriate consultation has been undertaken and advice sought on these issues as required.

Implications for Service Users

7. Implications for service users have been fully explored through the business cases presented to Full Council. Equality Impact Assessments have been completed.

Human Resources Implications

8. All of the staffing implications as a result of the business cases have been the subject of formal consultation with staff, partner organisations and the recognised Trade Unions. Changes to staffing will be undertaken utilising the established procedures.

Financial Implications

9. The Family Service staffing proposals would save £430,000 per annum based on the anticipated grading of posts.

RECOMMENDATIONS

- 1) That the changes to the staffing establishment of the Family Service, as detailed in the report, be approved.

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Constitutional Comments (LM 22/06/16)

10. The recommendations in the report fall within the Term of Reference of the Children and Young People's Committee.

Financial Comments (CDS 23/06/16)

11. The financial implications of the report are set out in paragraph 9 above.

Background Papers and Published Documents

Except for previously published documents, which will be available elsewhere, the documents listed here will be available for inspection in accordance with Section 100D of the Local Government Act 1972.

Annual Budget reports to Full Council on 26 February 2015 and 25 February 2016
Equality Impact Assessments

Electoral Division(s) and Member(s) Affected

All.

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