

3 November 2014**Agenda Item: 11****REPORT OF THE SERVICE DIRECTOR, ACCESS AND PUBLIC
PROTECTION****SECONDMENT OF GROUP MANAGER ACCESS AND SAFEGUARDING
AND TEMPORARY JOB-SHARE ARRANGEMENT****PURPOSE OF THE REPORT**

1. To seek approval for:
 - the short-term secondment of Group Manager Access and Safeguarding
 - recruit a job share 18.5 fte, temporary Group Manager Access and Safeguarding to ensure service continuity.

INFORMATION AND ADVICE

2. The Group Manager (Access and Safeguarding) is responsible for the Adult Access Service including the Benefits Service and Occupational Therapy Intake Team. The post is also responsible for the Adult Social Care component of the Multi Agency Safeguarding Hub and has strategic responsibility for adult safeguarding including line management of the Safeguarding Team.
3. The Group Manager (Access and Safeguarding) has been offered a secondment to the Local Government Association (LGA) for one day per week (until May 2015) to support the national Making Safeguarding Personal initiative. This offer was made in recognition of the positive work that Nottinghamshire has undertaken in relation to safeguarding adults.
4. The LGA will pay the Local Authority directly for the time spent on the project by the Group Manager therefore this proposal is cost neutral.
5. Making Safeguarding Personal is embedded in the Care Act and seeks to ensure the adult at risk is placed at the centre of safeguarding work and their wishes are paramount. The role will involve contributing to the Making Safeguarding Personal programme and working with other local authorities across England to share best practice and support them to adopt this sector led approach to improvement.

PROPOSAL

6. To ensure that there is no detriment to the management of the service the Group Manager has proposed that she reduces her Group Manager hours to 18.5 hours and a temporary job share partner is recruited. Combined with the LGA work the existing Group Manager will work 26 hours per week until May 2015.

OTHER OPTIONS CONSIDERED

7. The funding available from the LGA could be used to buy one day per week of group manager time. This is considered to be impractical as it would not provide continuity or consistency to meet the needs of the business.

STATUTORY AND POLICY IMPLICATIONS

8. 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 only), the public sector equality duty, safeguarding of children and vulnerable adults, 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.

FINANCIAL IMPLICATIONS

9. This is a cost neutral proposal as the funding will come to the Local Authority from the LGA for the one day per week that the Group Manager will be undertaking this work

HUMAN RESOURCE IMPLICATIONS

10. In order for the Group Manager to undertake the LGA role the post holder has agreed to a temporary job share arrangement. All other human resource implications are included in the body of the report.

SAFEGUARDING OF CHILDREN AND VULNERABLE ADULTS IMPLICATIONS

11. The authority will be influential in contributing to the national Making Safeguarding Personal initiative. The experience of the secondment will enhance the post holder's knowledge which will in turn be reflected in the safeguarding arrangements for Nottinghamshire.

RECOMMENDATION/S

- 1) It is recommended that Committee:
 - approve the secondment of the Group Manager Access and Safeguarding to the LGA and remuneration is received from the LGA

- approve recruitment to a job share 18.5 hours, temporary Group Manager (Access and Safeguarding), Band G, scp 63-68 (£56,337 - £63,297) pro rata.

Paul McKay
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Adult Social Care, Health and Public Protection

For any enquiries about this report please contact:
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Constitutional Comments (KK 21/10/14)

12. The proposals within this report are within the remit of the Adult Social Care and Health Committee.

Financial Comments Financial Comments (KAS 21/10/14)

13. The financial implications are contained within paragraph 9 of the report.

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.

- Report to Full Council 27 February 2014: *Annual Budget 2014/15*
- Report to ASCHPP Committee 12 May 2014: *Revision of Safeguarding Procedures and Guidance*
- Report to ASCHPP Committee 8 September 2014 *Access and Safeguarding available at www.nottinghamshire.gov.uk*

Electoral Division(s) and Member(s) Affected

- All.