

9 July 2018**Agenda Item: 6****REPORT OF DEPUTY CORPORATE DIRECTOR, ADULT SOCIAL CARE AND
HEALTH****ADULT SOCIAL CARE AND HEALTH – CHANGES TO THE STAFFING
ESTABLISHMENT****Purpose of the Report**

1. The report seeks approval for changes required to the staffing establishment in Adult Social Care and Health to meet the legal responsibilities of the Council.

Information

2. The posts in the report, covered in **paragraphs 3 to 5**, are required to meet operational needs and requirements. The posts will be funded from existing budgets.

Three Tier Conversation

3. Following a pilot of the three tier conversation approach to ascertain how more social care enquires could be resolved earlier in the customer journey it has become evident the Customer Service Centre requires additional social care support to achieve this effectively.
4. There are currently 1.5 FTE Community Care Officer (CCO) post vacancies in the Adult Access Service, however these posts have never been recruited to due to the difficulty in recruiting. Evidence from the three tier conversation pilot suggests that greater resolution can be achieved by a qualified worker supporting existing service advisors within the Adult Access Service and Customer Service Centre. Therefore, by converting these vacant 1.5 FTE CCO posts to 1 FTE Social Worker post it provides an additional qualified worker to give advice, direction and support to the Adult Access Service and Customer Service Centre. The cost of 1.5 FTE (Grade 5) CCO posts is £50,125 and the cost of 1 FTE Social Worker (Band B) post is £46,678. There will therefore be a reduction in the planned use of reserves as a result of this change, of £3,447.

Changes to staffing structure in Rushcliffe and Broxtowe and Hucknall Community Mental Health Teams

5. The Rushcliffe and Broxtowe and Hucknall Community Mental Health Teams (CMHT) are managed by one Team Manager post. The CMHT in Rushcliffe has had difficulties in recruiting to a 30 hour per week vacant social work post. A social worker at Broxtowe and Hucknall is reducing their hours by 7 hours per week. It is unlikely that a 7 hour per week

post would be filled and it is proposed to transfer the 7 hours to the CMHT in Rushcliffe to add to the 30 hour vacancy, and therefore create 1 FTE post. This would help to manage the additional demand in the Rushcliffe CMHT. The impact on the Broxtowe and Hucknall CMHT of the loss of 7 hours would be kept under review.

Other Options Considered

6. The structure of the Adult Access Service could remain the same as it is at present. However, evaluation of the pilot of the three tier model to date suggests that more support from a Social Worker level would be most beneficial to promoting and expanding this new approach in the Adult Access and Customer Service Centre.
7. The alternative option for the CMHTs would be to make no changes to the staffing establishments in either team. This would put at risk the ability to recruit into the 30 hour post at Rushcliffe (which has already occurred in a previous recruitment attempt) and also put at risk the ability to fill a 7 hour per week post at Broxtowe and Hucknall CMHT.

Reason/s for Recommendation/s

8. The Social Worker post to support the three tier conversation model will support early resolution of people's needs and the delivery of savings identified in the committee report on 12th March 2018.
9. This option will allow the Rushcliffe and Broxtowe and Hucknall teams to resolve a recruitment and capacity issue within the teams by creating 1 FTE Social Worker post. There are no cost implications to the movement of the hours and creation of this post.

Statutory and Policy Implications

10. This report has been compiled after consideration of implications in respect of crime and disorder, data protection and information governance, 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, smarter working, sustainability and the environment 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

11. Three tier conversation – changes to staffing establishment – this change will effect a £3,447 reduction in the planned use of reserves.
12. Rushcliffe CMHT Social Worker post will be funded by moving hours from Broxtowe and Hucknall CMHT.

Human Resources Implications

13. The establishment changes in the report will be effected in accordance with the Council's HR procedures. There is no impact to existing staff by disestablishing 1.5 FTE CCO posts from the Adult Access Service as these posts are currently vacant.

RECOMMENDATION/S

That the Committee approves the:

- 1) disestablishment of 1.5 FTE Community Care Officer posts (Grade 5) and the establishment of 1 FTE Social Worker (Band B) post in the adult access service
- 2) disestablishment of 7 hours per week social work post (Band B) at Broxtowe and Hucknall CMHT and establishment of 1 FTE Social Worker (Band B) post at Rushcliffe CMHT, through the transfer of the 7 hours.

Paul McKay

Deputy Corporate Director, Adult Social Care and Health

For any enquiries about this report please contact:

Jennie Kennington

Senior Executive Officer

T: 0115 9774141

E: jennie.kennington@nottsccl.gov.uk

Constitutional Comments (LM 26/06/18)

14. The Adult Social Care and Public Health Committee is the appropriate body to consider the contents of the report.

Financial Comments (CT 29/06/18)

15. The financial implications are contained within paragraphs 11 and 12 of this report.

HR Comments (SJJ 25/06/18)

16. Any HR Implications are included in the body of the report and paragraph 13.

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.

Assessment and advice provided by external savings partner Newton to support savings programme – report to Adult Social Care and Public Health Committee on 12th March 2018

Electoral Division(s) and Member(s) Affected

All.

ASCPH570 final