

9th November 2020

Agenda Item: 10

REPORT OF THE SERVICE DIRECTOR, COMMUNITY SERVICES, LIVING WELL

CHANGE OF STAFFING ESTABLISHMENT IN THE PREPARING FOR ADULTHOOD TEAM

Purpose of the Report

1. The purpose of this report is to request approval of the following changes to the staffing establishment in the Preparing for Adulthood team from 1st December 2020:
 - temporary disestablishment of a 1 FTE Social Worker (Hay Band B) post and a 0.3 FTE vacant Social Worker (Hay Band B) post for one year
 - temporary establishment of a part-time (27 hour) Advanced Social Work Practitioner (Hay Band C) post for one year.

Information

Background

2. The Preparing for Adulthood Team (previously the Transitions Team) supports young people who are transitioning from children's social care to adult social care. The team works closely with the Maximising Independence Service to ensure that young people who are able benefit from the opportunity to enhance their skills and access opportunities in the community. The team has a strong person-centred ethic, and works closely with young people and their families to support them with this potentially challenging time in their lives of becoming an adult.
3. The placement of the team in the transitions process necessitates strong partnership working with multiple people and agencies. These include:
 - Young people
 - Families and carers
 - Special Education Need schools
 - Mainstream schools
 - Further Education Colleges
 - Supported Employment Teams
 - Children's Disability Service

- Integrated Children's Disability Service (responsible for Education, Health and Care Plans (EHCP))
 - Adult social care teams
 - Maximising Independence Service
 - Children's health professionals
 - Adult specialist health teams
 - Housing teams.
4. These links are established, but could be strengthened and developed further to improve the experiences of young people and their families.
 5. Preparing for Adulthood (PFA) is a key area of focus for the department, and will be key to the success of the Strength Based Practice initiative. The Preparing for Adulthood pathway is due for review, and there are plans to strengthen the commissioning links between children's and adult services. The additional senior capacity will support these initiatives.

Rationale

6. Consideration has been given to the balance of leadership in PFA and the continued need to be involved in strategic and developmental work around the Council's responsibilities to young people who have PFA outcomes to meet. Working jointly and collaboratively with health and education colleagues as well as the multiple children's teams to improve the overall response to children who are likely to need Adult Social Care and Health (ASCH) support in the future is very active, and there is a risk that the ASCH perspective cannot be represented in all forums.
7. Current areas of development that the Advanced Social Work Practitioner post will support are as follows:
 - pioneering work to develop strength-based approaches when working with young people
 - embedding strength-based approaches in the team and promoting this way of working with partners
 - developing processes with EHCP to align reviews
 - planning future accommodation needs for PFA with the Housing with support team
 - liaising with commissioners in Children & Families Services to align processes and expectations of providers
 - looking at the employment pathway with agencies in and outside of the Council
 - improving links with health regarding young people transitioning from children's health services
 - improving the experience of young people with mental health needs by joining up with leaving care, Looked After Children (LAC) and Mental Health leads to ensure a good quality response is available
 - working on a digital platform for PFA with Children & Families Services
 - improving data and finding ways to better identify the population of children who need to be referred at the right time to ASCH.
8. The team is also focussed on cost avoidance savings, due to a strong focus on links with the Maximising Independence Service and opportunities for young people to access community resources, training and employment. The Transitions Project saved £183,046 in

2019-2020 against a target of £100,000 and has a target of £50,000 for the financial year 2020-2021 (this is a lower target as COVID 19 prevented a lot of promoting independence work from going ahead).

9. Given the team's strategic and operational activity and specialism and the potential for much improvement to be made across the partnerships, the department would like to use the opportunity to trial strengthening the leadership resource in PFA with an Advance Social Work Practitioner (ASWP) post.
10. The Preparing for Adulthood Team has a vacancy for one year to back fill for a social worker who has been recruited to an ASWP post on secondment for one year.

Funding

11. The proposal is that the funding for this post comes from the existing staffing budget of the team. It requires permission for effectively changing a 1 FTE Social Worker (Hay Band B) post and a 0.3 FTE vacant Social Worker (Hay Band B) post to a 27 hour ASWP (Hay Band C) post for one year. This is within the team's current budget.

Evaluation

12. Additional ASWP capacity will greatly support the strategic partnership work of the team and will help to strengthen external processes and relationships. The team will manage caseloads within the remaining social work posts and this will be supported by the ASWP, who will retain a small case load. Additional ASWP capacity has the potential to greatly enhance the work of the team and strengthen partnership working, which is a vital aspect of improving the experience of young people with disabilities.

Other Options Considered

13. To continue with the current establishment of the team.

Reason/s for Recommendation/s

14. This post will enable the team to further develop internal and external relationships and processes to improve the experience of young people who require adult social care support.

Statutory and Policy Implications

15. 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

16. Posts to be temporarily disestablished:

1 FTE Social Worker Hay Band B	£49,186 pa
0.3 FTE Social Worker Hay Band B	£14,756

Total cost of posts to be disestablished	£63,942
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17. The cost of the 27hr Advanced Social Work Practitioner Hay Band C post to be temporarily established is **£40,832 pa**.

18. This change in establishment will generate a saving of **£23,110 pa**.

Human Resources Implications

19. There will be an internal recruitment process.

RECOMMENDATION/S

- 1) That Committee approves the following changes to the staffing establishment in the Preparing for Adulthood team from 1st December 2020:
 - temporary disestablishment of a 1 FTE Social Worker (Hay Band B) post and a 0.3 FTE vacant Social Worker (Hay Band B) post for one year.
 - temporary establishment of a part-time (27 hour) Advanced Social Work Practitioner (Hay Band C) post for one year.

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Constitutional Comments (KK 23/10/20)

20. The proposals in this report are with the remit of the Adult Social Care and Public Health Committee.

Financial Comments (DLM 28/10/20)

21. The current staffing structure is comprised as follows:

Post Title	Perm FTE	£
Team Manager	1.00	£56,489
Advanced Social Work Practitioner	1.00	£52,659
Social Worker - B	7.00	£324,031
Community Care Officer	2.50	£83,999
	11.50	£517,178

22. Paragraphs 16 to 18 confirm the cost of the disestablished posts is £63,942 and the newly established post is £40,832. Therefore there is a temporary saving of £23,110.
23. The request is temporary for a period of 12 months from 1st December 2020 and will therefore span the 2020/21 & 2021/22 financial years.

HR Comments (SJJ 09/10/20)

24. The recruitment to this post will be undertaken in line with the authority's recruitment procedures and the successful candidate will be employed on a part time fixed term contract for the period of the secondment from the team as described in 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.

None.

Electoral Division(s) and Member(s) Affected

All.

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