

**16 July 2018****Agenda Item: 8****REPORT OF THE SERVICE DIRECTOR, YOUTH, FAMILIES AND SOCIAL  
WORK****THE FAMILY SERVICE – CHANGES TO STAFFING ESTABLISHMENT****Purpose of the Report**

1. To seek Committee approval for the establishment of the following additional posts in the structure of The Family Service from 1<sup>st</sup> August 2018:
  - 6 fte Early Help Case Manager posts (Hay Band A)
  - 6 fte Child and Family Worker posts (Grade 5).

**Information**

2. It was agreed at Children and Young People's Committee on 19<sup>th</sup> March 2018 that following changes to the Children Centre budget, there would be a realignment of activities across Children's Centres and the Family Service supported by a budget transfer of £420,000 in 2018/19 and £500,000 in 2019/20 from Children Centre to Family Service budgets.
3. The remit of the Early Help Case Management (EHCM) team will be expanded to include work with families of children under the age of 5 years. This work will be targeted towards families who are stepping down from social care and require an early help service to help maintain the progress that has been made whilst open to statutory services. Children's Centres will continue to provide Early Help to families at tier 3 of the Pathway to Provision to prevent escalation to tier 4.
4. To respond to the increased demand expected by this expanded remit, it is proposed that 6 fte (full-time equivalent) additional EHCM posts are established from August 2018. This will increase case holding capacity of the teams by an additional 108 families at any one time.
5. The increase in case holding capacity within the EHCM teams will have an effect on the demand on the Intensive and Interventions Teams, which receive referrals from case managers and social workers to deliver parenting courses, one to one interventions and intensive support to children and families at tiers 3 and 4 of the Pathway to Provision.
6. To respond to the expected rise in demand, it is proposed that the service establish 6 fte additional Child and Family Workers posts in Intensive and Interventions Teams from August 2018. This will increase the volume of interventions the teams can deliver on both

a group and one to one basis and the teams' remit will be expanded to include work with parents of children under the age of 5 years. Support will be targeted to the most complex families – those with open Children in Need and Child Protection plans and those stepping down from statutory interventions.

### **Other Options Considered**

7. Consideration was given to managing the increased workload within the existing resource. However this is not feasible given that the current Early Help Case Management and Interventions workforce are already at capacity.

### **Reason/s for Recommendation/s**

8. The recommendation is made in light of the agreement made at Children and Young People's Committee in March 2018 for the realignment of activities across Children's Centres and the Family Service supported by a budget transfer.

### **Statutory and Policy Implications**

9. 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**

10. The cost of 6 fte Early Help Case Management posts at Band A in 2018-19 is £164,568 and in a full year is £236,052. This will be met from the Family Service budget.
11. The cost of 6 fte Child and Family Worker posts at Grade 5 in 2018-19 is £137,982 and in a full year is £196,170. This will be met from the Family Service budget.

### **Human Resources Implications**

12. The posts will be recruited to in accordance with the agreed Vacancy Control Process and recruitment and selection policies.

### **RECOMMENDATION/S**

- 1) That the Committee approves the establishment of the following additional posts in the structure of The Family Service from 1<sup>st</sup> August 2018:
  - 6 fte Early Help Case Manager posts (Hay Band A)
  - 6 fte Child and Family Worker posts (Grade 5).

**Steve Edwards**

**Service Director Children Families and Social Work**

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**Constitutional Comments (EP 18/06/18)**

13. The recommendations falls within the remit of the Children and Young People's Committee by virtue of its terms of reference.

**Financial Comments (SAS 22/06/18)**

14. The financial implications of the report are contained within paragraphs 10 and 11 above.

**HR Comments (MR 13/06/2018)**

15. The staffing implications are contained within the body of the report. The posts will be recruited to in accordance with the agreed Vacancy Control Process.

**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.

Maximising the value of Nottinghamshire's Children's Centre Services – report to Children and Young People's Committee on 19 March 2018.

**Electoral Division(s) and Member(s) Affected**

All.

C1135