

18th November 2019

Agenda Item: 4

REPORT OF THE SERVICE DIRECTOR, YOUTH, FAMILIES AND SOCIAL WORK

ADOPTION EAST MIDLANDS – CHANGE TO STAFFING ESTABLISHMENT

Purpose of the Report

1. The report seeks approval to disestablish a 0.2 FTE Social Work (Band B) post and establish a 0.2 FTE Social Work Support Officer (Grade 4) post in the Adoption East Midlands staffing establishment.

Information

2. Social Work Support Officers provide support across various childcare teams in Nottinghamshire and across Adoption East Midlands. Currently Adoption East Midlands has 4.5 full time equivalent (FTE) Social Work Support Officers.
3. The use of this role is well embedded across Adoption East Midlands resulting in Social Workers being able to focus on working with children and families. The role of the Social Work Support Officer is to be a consistent point of contact for adopted adults, families who have had a child adopted and adopted children and their families. The role is utilised to assist Social Workers in ensuring the safeguarding of vulnerable children/young people and with guidance provide direct support to families.

Other Options Considered

4. Adoption East Midlands has considered retaining the Social Work hours but feel that the families who utilise the service will benefit by converting it to a Social Work Support Officer post.

Reason/s for Recommendation/s

5. The Social Work Support Officer role is well embedded across Adoption East Midlands resulting in Social Workers being able to focus on working with children and families.

Statutory and Policy Implications

6. 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

7. The disestablishment of the 0.2 FTE Social Work (Band B) post and the establishment of the 0.2 FTE Social Work Support Officer (Grade 4) post will save £3,457 pro-rata per annum.

Human Resources Implications

8. The 0.2 FTE Social Work (Band B) post that it is proposed to disestablish is held as a vacancy.

Implications for Service Users

9. The use of Social Work Support Officers to support Social Workers enables Social Workers to focus on their direct work with children and families.

RECOMMENDATION/S

- 1) That Committee approves the disestablishment of a 0.2 FTE Social Work (Band B) post and the establishment of a 0.2 FTE Social Work Support Officer (Grade 4) post within the Adoption East Midlands staffing establishment.

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Constitutional Comments (KK 09/10/19)

10. The proposal in this report is within the remit of the Children and Young People's Committee.

Financial Comments (SAS 23/10/19)

11. The disestablishment of the 0.2 FTE Social Work post at Band B and the establishment of the 0.2 FTE Social Work Support Officer post at Grade 4 would provide a saving of £3,457 pro-rata per annum. The current Adoption East Midlands staffing budget is £3,335,404.

HR Comments (BC 09/10/19)

12. The staffing implications are contained within the body of the report. The post will be recruited to in line with the vacancy control and recruitment procedures.

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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