



JOINT REPORT OF THE SERVICE DIRECTOR - CUSTOMERS AND HUMAN RESOURCES AND THE SERVICE DIRECTOR – MID NOTTINGHAMSHIRE, ADULT SOCIAL CARE AND HEALTH

HR SUPPORT TO ADULT SOCIAL CARE AND HEALTH WORKFORCE DEVELOPMENT PROJECT

Purpose of the Report

1. The purpose of this report is to update Personnel Committee on funding arrangements for the extension of the post of temporary Human Resources (HR) Project Manager to support the delivery of the Adult Social Care and Health Workforce Development Action Plan.

Information and Advice

Background

2. At its meeting on 20th January 2015 Personnel Committee approved the establishment of the additional post of a temporary 12 month HR Project Manager with effect from January 2016, to bring additional capacity to the Adult Social Care and Health (ASCH) Workforce Transformation team and ensure alignment with the corporate Workforce Strategy.
3. As a member of the corporate Workforce Planning and Organisational Development (WPOD) team structure, the post holder has worked with the ASCH Workforce Development Project team supporting the effective implementation of the Adult Social Care Strategy through the provision of specialist HR expertise.

Recent Developments

4. Care Act funding allocation contained within the Better Care Fund carry forward for 2016/17 has enabled the ASCHPP department to build in additional capacity to support the integration of health and social care. This includes extending the post of 1 fte Band D HR Project Manager from February 2017 until the end of March 2018 to focus on this work.
5. This was agreed, as part of a wider report on the proposed allocation of the Better Care Fund, by the ASCH Committee on 12th September 2016.

6. The current post holder will continue to occupy the post on a secondment basis, reporting to the Senior HR Business Partner, WPOD, for line management and supervision purposes and the work undertaken by the HR Project Manager will be matrix managed within the ASCHPP department.
7. The post will focus on the workforce planning and development implications of the workforce integration agenda, working closely with the corporate Workforce Planning and Organisational Development team to deliver the key priorities of the ASCH Workforce action plan.
8. Integration with Health and other partners has a complex governance structure which works across three Transformational Units that cover six Clinic Commissioning Groups each with detailed local plans as well as engaging in overarching workstreams across two Sustainability and Transformation Plan footprints, which also includes Nottingham City Council. These complexities further support the need for a dedicated workforce resource.

Other Options Considered

9. Delivery of key workforce integration priorities using Adult Social Care departmental resource exclusively has been considered, however there is an ongoing need for professional HR expertise to support this within the department.
10. Development and delivery of the ASCH Workforce Development Plan directly through the HR Workforce Planning and Organisational Development team was also considered, however this could not be sustained within existing capacity without detriment to the continuity of strategic workforce development work and would lack the benefit of the expert service knowledge and context that the ASCH Transformation Team can provide.

Reasons for Recommendation

11. The recommendation made will ensure that the Adult Social Care and Health Integration Strategy can be implemented successfully and that the wider Adult Social Care Workforce can respond to the significant challenges it faces. This will require significant cultural changes for the existing workforce, in terms of developing and adapting to new ways of working as well as requiring alignment with the Adult Social Care Strategy that promotes independence, looks for alternative solutions outside of formal social care and aims to provide short term support to help people regain independence before considering longer term options.

Statutory and Policy Implications

12. 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 services), the public sector equality duty, safeguarding of children and adults at risk, 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

13. The cost of extending the temporary Band D HR Project Manager until 31st March 2018 is **£51,018** (including on-costs). As set out in this report, all associated costs will be met by the Better Care Fund budget available to the Adult Social Care and Health Department.

Human Resources Implications

14. This development will ensure that the ASCH Workforce Development programme is closely aligned with the corporate Workforce Strategy.
15. Trade union colleagues are supportive of the proposals in terms of value for money and career development for the post holder.

RECOMMENDATION

1. It is recommended that Members note the new funding arrangements to enable an extension of 1 fte Band D Project Manager post for the ASCH Workforce Development Programme up to 31st March 2018.

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Constitutional Comments (KK 07/11/16)

16. The proposal in this report is within the remit of the Personnel Committee.

Financial Comments (SES 08/11/16)

17. The financial implications are set out in the report.

Human Resources Comments (CLG 17/10/16)

18. These are contained within the body of the report.

Background Papers and Published Documents

Report to Adult Social Care and Health Committee 12.9.16 – Better Care Fund- Proposed Allocation of Care Act Funding

Electoral Division(s) and Member(s) Affected

All