

NEATH PORT TALBOT COUNTY BOROUGH COUNCIL

PERSONNEL COMMITTEE

4th April 2016

Report of the Head of Service, Children and Young People Services – Andrew Jarrett

Matter for Decision

Wards Affected: All Wards.

Appointment of One Additional Social Worker in the Llangatwg Community Children's Team

1. Purpose of the Report

The purpose of this report is to establish an extra Social Worker post in the Llangatwg Community Children's Team.

This extra post will substantially reduce on-going agency costs and providing long term stability for the Team.

2. Executive Summary

One additional social worker will allow the caseloads of the agency staff to be disseminated more proportionately within the team and not allow for caseloads to become unmanageable. Social workers as a result will be able in the longer term continue to provide good quality assessments and intervention and are afforded more time with the families that they work with. Less experienced staff will be afforded the opportunity to develop and build in confidence. Work related sickness will be minimised as caseloads remain manageable and families will receive consistency through their social worker and their practice.

3. Background

There are 3 agency social workers currently within the team, which cost substantially more than permanent workers, the proposal is to recruit one permanent social worker to replace 3 agency workers. It is proposed that the agency staff will leave the authority by July 2016.

The team receives the highest volume of transfers to its team, where figures show that the team takes 40% of transfers out of the 4 community teams that are within the authority. This has been measured as consistently being the trend for many years.

The team has consistently closed a high volume of cases. However, the amount of cases that transfer to the team is greater than the cases closed. The amount of Public Law Outline (PLO) cases and court cases held within the team is high. The number of inexperienced staff and caseload number places difficulty in allocation of such complex cases.

The team have de-registered a high volume of children from the child protection register between September 2015 to March 2016 however, again the volume of Initial conferences held by the Intake team and transferred to the Llangatwg team is high (up to 2 families per week), not including the number of cases that continue to proceed to conference within its own team. This causes difficulty with the number of cases already held within the team by staff and their experience to manage such cases and complexities given the caseload already held.

Performance management is very good and morale is positive within its team. Caseloads have been reduced however, due to the volume of cases that transfer to the team given the area size it covers, caseloads are unfortunately increasing to figures as previously felt unmanageable and effective work not being

undertaken with children and their families to achieve positive outcomes.

3. Proposal

Having one permanent worker (rather than agency workers) will increase stability within the team and will have a positive impact on morale and motivation as they are less likely to leave at short notice.

One additional social worker will allow the caseloads of the agency staff to be disseminated more proportionately within the team and not allow for caseloads to become unmanageable. Social workers as a result will be able in the longer term continue to provide good quality assessments and intervention and are afforded more time with the families that they work with. Less experienced staff will be afforded the opportunity to develop and build in confidence. Sickness through work will be minimised as caseloads remain manageable and families receive consistency through their social worker and their practice.

Professionals will receive consistency and feel more confident in the team and its decision making due to caseloads being manageable and social workers being afforded the time to actually work their cases.

4. Financial Impact

As the table below demonstrates, recruiting one permanent social worker will save the Service approximately £141,822 this year, please also see financial appraisal in Appendix 1.

Cost of 3 agency workers at £1200 per week for a 48 week year (4 weeks unpaid holiday)	Cost of 1 permanent social worker Grade9 £. Per week
£172,800	£30,372
Saving	£141,822

5. Equality Impact Assessment

An Equality Impact Assessment (EIA) screening form has been completed and a full EIA is not required.

6. Workforce Impacts

This will increase headcount and will have a positive impact on the workforce by reducing the number of agency workers and increasing stability within the team.

7. Legal Impacts

There are no legal impacts.

8. Risk Management

There are no significant risks associated with this proposal.

9. Consultation

There is no requirement under the Constitution for external consultation on this item.

10. Recommendations

It is RECOMMENDED that Members APPROVE the establishment of one extra Social Worker post in the Llangatwg Community Children's Team.

FOR DECISION

11. Reasons for Proposed Decision

Having one permanent worker (rather than agency workers) will increase stability within the team and will have a positive impact on morale and motivation within the team as a whole.

12. Implementation of Decision

This decision is for immediate implementation..

13. Appendices

Appendix 1 – Financial Appraisal

14. List of Background Papers

Equality Impact Assessment Screening Form

15. Officer Contact

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Appendix 1

SET UP COSTS

	<u>This Year</u>	-	-	<u>Comments</u>
	<u>£</u>			
-				
-				
<u>Costs</u>				
Recruitment Costs	-			
Accommodation Costs	-			
Office Costs	-			
Others	-			
Total Set Up Costs	<u>-</u>			
<u>Funding of Set Up Costs</u>				
Revenue Budget				
Reserves				
Special Grant				
Other (Specify)				
Total Funding of Set Up Costs	<u>-</u>			

RECURRING COSTS

	<u>2016-17</u>	-	<u>At Max</u>	
	<u>£</u>		<u>£</u>	
-				
-				
<u>Costs</u>				
Employee Costs (Financial Appraisal Statement)	-		-	
> Starting Salary	40,900		40,900	
> Additional cost at Maximum Salary			5,100	
Accommodation Running Costs			-	
IT Annual Costs			-	
Other Running Costs (specify)	600		600	<i>mobile phone & travel</i>
Total Recurring Costs	<u>41,500</u>		<u>46,600</u>	

Funding of Recurring Costs

External Sources

Specific Grant:

- staffing costs

- other

Funding from External Agencies

Service Level Agreement

Other (specify)

Internal Sources

HRA

Existing Budget Allocation	41,500	46,600
Additional Guideline Allocation		
Other (specify)		
Total Funding Available	41,500	46,600

The cost of the new post will be met by a virement from the CYPS agency budget.

Refer to this statement in the report's section on Financial Appraisal.