

NEATH PORT TALBOT COUNTY BOROUGH COUNCIL

Personnel Committee – 12th June 2017 Report of the Head of Adult Services – Andrew Jarrett

Matter for Information

Wards Affected:

All Wards

1. Purpose of Report

To inform members of an urgency action taken to establish ~~four~~⁶ permanent Community Social Worker posts (Grade 8/9) to meet the significant work demands placed upon Adult Services.

These posts will reduce ongoing agency costs and provide stability and capacity within Adult Social Care

2. Executive Summary

Adult Social Care has been through a period of significant change to its working practices in order to comply with the Social Care and Wellbeing Act. The Act provides a new legal framework for local authorities and health to engage with and empower citizens to help them achieve independence and well-being.

The Adult Social Care Development Plan has identified key urgent areas of work within the service and it is clear that there is a lack of capacity within the existing structure to deal with the demands being placed upon it and maintain continuity of service delivery.

Creating ~~four~~⁶ additional Peripatetic Community Social Worker posts that can be deployed into the areas of the service where

there is the greatest need will create greater capacity to deal with the work demands, whilst providing the flexibility to move workers around the service if the demands or priorities change in future. It will also lead to a reduction in ongoing agency costs within the service. There was an urgency to establish these posts prior to the June Personnel Committee due to the significant work pressures placed upon the workforce and the period of time that will be needed to successfully fill the posts.

3. **Background**

Creating ⁶four additional posts will ensure the service has the Social Work capacity necessary to deal with the significant demands being placed upon it.

It will allow the service to conduct the essential work required to enable adults with a disability to transition from high cost placements to alternative supported living and community alternatives in line with the requirements of the Social Services and Wellbeing Act.

An ageing population is also a strain on the service that is projected to lead to an increase in the number of citizens requiring Social Work Assessment. This will place greater strain on all social work teams.

They will also support the services aims to reduce the use of residential care and support people within their own homes. This type of work whilst it is very positive for the outcomes of the service users, will lead to more time consuming work and assessments for social work professionals.

The additional capacity will provide crucial support to the Complex Disability Team who have significant resource issues. The work demands within the team is not matched by the existing social work resource. This has led to significant use of Agency Workers over the last 12-18 months.

Since April 2016, Adult Social Cares use of Agency Workers has cost approximately £185,000. However, the creation of

these posts would allow management to move staff around the service to meet specific demands or pressures that may arise. This would add a level of flexibility to the workforce that will support the service in significantly reducing the use of agency workers.

To ensure the use of agency worker remains low within the service, all requests and orders are controlled by the departments dedicated HR Officer, who works closely with the Head of Adult Services on all agency worker usage and orders. Agency usage is reported to Senior Management on a fortnightly basis for decisions relating to the ongoing assignments and timescales. The long term aim for agency workers usage in the departmental workforce strategy is to eliminate the use of agency workers and these additional posts will support the service in making this a realistic aim.

The outlook is that the demands placed upon the service are long term in nature therefore the creation of permanent posts rather than temporary or agency workers will provide the required capacity and stability to the service at this time of need. Additionally, recruitment of temporary employees and agency workers has proven difficult in the current environment.

4. **Proposal**

The proposal is to establish ⁶~~four~~ permanent Community Social Worker posts to ensure there is appropriate social work capacity to meet the significant demands placed upon them.

The proposed posts will be peripatetic which means that post holders will be required to move amongst the teams where the need is greatest.

The proposal is for permanent workers rather than temporary workers (on fixed term contracts), as the Authority is unlikely to get suitable applicants for temporary posts. This will also ensure that agency usage will reduce within the service. Having more permanent workers (rather than agency/temporary workers) will also increase stability within teams and will have a

positive impact on morale and motivation as they are less likely to leave at short notice.

5. **Financial Appraisal**

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Recruiting ~~four~~ permanent Community Social Workers will cost between £167,688 - £188,656 per annum. The posts will be funded from existing budget within Social Services. The current agency costs from April 2016 to February 2017 are approximately £185,000 but will increase further for the full 12 months usage.

Compared to agency worker usage, the savings made will not be significant, but it is still a saving and having the permanent posts will provide stability to the service and ensure the flexibility to move the resource if required. (Please also see Financial Appraisal in appendix 1).

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| <i>Expenditure</i> | <i>6x Permanent Community Social Workers</i> |
|--------------------|--|
| Staff costs | £167,668 - £188,656 |

6. **Equality Impact Assessment**

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

7. **Workforce Impacts**

This will increase headcount and will have a positive impact on the workforce by providing additional capacity within the teams and increasing stability within the service.

8. **Legal Impacts**

There are no legal impacts.

9. **Risk Management**

There are no significant risks associated with this proposal.

10. **Consultation**

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

11. **Recommendation**

It is recommended that members NOTE the urgency action taken to establish ⁶four permanent community social workers within Adult Social Care.

Appendices

Appendix 1 – Financial Appraisal

List of Background Papers

Equality Impact Assessment Screening Form

Officer Contact

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FINANCIAL APPRAISAL

APPENDIX 1

| POST | PROPOSED CHANGE (New Post/Delete/Regrade etc) | Cost | |
|--------------------|--|--------------------|--------------------|
| | | Min | Max |
| 4 x Social Workers | New posts | 167,668 | 188,656 |
| | TOTAL COST | 167,668 | 188,656 |

6 | 251,502 | 251,502

FUNDING STATEMENT

Costs

Employee Costs (Financial Appraisal Statement)

> Salary

> Additional cost at Maximum Salary

Accommodation Running Costs

IT Annual Costs

Other Running Costs (specify)

Total

Min

£

167,668

Max

£

167,668

20,988

167,668

188,656

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

Additional Guideline Allocation

Other (specify)

Total

167,668

188,656

167,668

188,656

Relates to 4 x posts

FUNDING STATEMENT

Costs

Employee Costs (Financial Appraisal Statement)

> Salary

> Additional cost at Maximum Salary

Accommodation Running Costs

IT Annual Costs

Other Running Costs (specify)

Total

Min

£

Max

£

251,502

251,502

31,482

251,502

282,984

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

Additional Guideline Allocation

Other (specify)

Total

251,502

282,984

251,502

282,984

Relates to 6 x Posts.

