

# **NEATH PORT TALBOT COUNTY BOROUGH COUNCIL**

Personnel Committee

8th April, 2019

## **Report of the Head of Children and Young People Services – Keri Warren**

### **Matter for Decision**

#### **Wards Affected:**

All Wards

### **Changes to the arrangements of the Integrated Family Support Service (IFSS)**

#### **Purpose of the Report**

1. The purpose of this report is to seek Member approval to amend the staffing structure within the Family Support Service of the Social Services, Health & Housing Directorate as a result of three employees transferring from the Integrated Family Support Services, previously hosted by Bridgend County Borough Council to Neath Port Talbot County Borough Council. The IFSS staff posts transferring to this authority are:-

2 x Consultant Social Workers (Grade 10)

1 x Intervention Specialist Social Worker (Grade 9)

1 x seconded (ABMU) Mental Health Nurse Practitioner (Grade 7)

#### **Executive Summary**

Social Services are required by statute to provide an IFSS. The requirement is set out in section 9 of the Social Services and Well Being Act (2014) partnership arrangements.

2. Currently, the Integrated Family Support Service (IFSS) is delivered via a Western Bay Regional arrangement between Bridgend County Borough Council (BCBC), Neath Port Talbot County Borough Council (NPTBC), Swansea City Council (SCC) and Abertawe Bro Morgannwg University Health Board. This is now moving to a new Regional arrangement between Swansea City Council, Neath Port Talbot and Swansea Bay University Health Board from 1 April 2019. Therefore employees allocated to this authority will now need to move from their previous host, Bridgend CBC to the new employing host, NPTCBC.

## **Background**

IFSS offers referred services to families experiencing the effects of substance misuse. This service works intensively with families to reduce the harm associated with substance misuse on the child and help to prevent family breakdown.

## **Proposal**

The Regional Western Bay Board has decided that due to the impending changes in the health board boundary that the IFSS team will no longer be hosted by BCBC and that the respective staff will transfer to Swansea and Neath Port Talbot under the Transfer of Undertakings Regulations (TUPE) arrangements. This process is now underway and the consultation is taking place involving the staff from each of the three authorities. The staff that are joining Neath Port Talbot have been managed within the Neath Port Talbot Family Support Service since September 2017. They are managed as part of a wider Family Support service and report to the Principal Officer for this area of responsibility. The team have already been provided with IT equipment and have desk space within the Family Support Service and there are no additional set up costs. The team will receive business support within the existing business support framework. Job descriptions for IFSS and terms and conditions including salary grades are being reconciled as part of the TUPE arrangements with support from Trade Unions.

## **Financial impact**

The IFSS staff posts transferring to this authority are two Consultant Social Workers salary scale 10 (£36,876 - £40,760) one Intervention Specialist Social Worker salary scale 9 (£32,878- £36,876 ) in addition there is one seconded (ABMU) Mental Health Nurse Practitioner on Grade 7 (£43,041.00). With on costs the total

expenditure for the four posts is £220,000. The allocated budget for the IFSS team is £238,560 which is being allocated from the Revenue Support Grant.

### Equality Impact Assessment

It has been determined that this proposal does not require an Equality Impact Assessment.

### Workforce Impacts

The proposal will involve the insourcing of four employees to the Family Support Team of the Social Services Health and Housing Directorate.

### Legal Impacts

3. The transfer will be in line with the Transfer of Undertakings (Protection of Employment) Regulations 2006 (TUPE).

### Consultation

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

### Recommendations

4. It is RECOMMENDED that Members approve the amendment to the staffing structure within the Family Support Service of the Social Services, Health & Housing Directorate as a result of four employees transferring from the Integrated Family Support Services, previously hosted by Bridgend County Borough Council to Neath Port Talbot County Borough Council. The IFSS staff posts transferring to this authority are:-

2 x Consultant Social Workers (Grade 10)

1 x Intervention Specialist Social Worker (Grade 9)

1 x seconded (ABMU) Mental Health Nurse Practitioner (Grade 7)

FOR DECISION

### Implementation of Decision

The decision is proposed for implementation after the three day call in period.

## SETUP COSTS

	Current Year £
Costs	

**Appendices**

Appendix 1: Financial Appraisal

Appendix 2: Current Structure

Appendix 2a: Proposed Management Structure

Appendix 2b: Proposed Staff Structure

**List of Background Papers**

None

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Recruitment Costs		
Accommodation Costs		
Office Costs		
I.T.		
Other (Specify)		
Total Set Up Costs	0	
Funding of Set Up Costs		
Revenue Budget		
Reserves		
Special Grant:		
Other (Specify)		
Total Funding of Set Up Costs	0	

**RECURRING COSTS:**

	Current Year £	Full Year £	Maximum £
Costs			
Salary (See next page)	0	220,000	220,000
Employee Training & Seminars			

Accommodation Running Costs			
Travel & Subsistence (Standby Allowance)			
Other Running Costs - Office Supplies			
Other Running Costs - IT.			
Total Recurring Costs	0	220,000	220,000
Funding of Recurring Costs			
External Sources			
Specific Grant			
Funding from External Agencies			
Service Level Agreement			
Other (Specify)			
Internal Sources			
Existing Budget Allocation		220,000	220,000
Other (specify)			
Total Funding	0	220,000	220,000

Please refer to this table in the Financial Appraisal section of the report.

FINANCIAL APPRAISAL – SALARY DETAILS

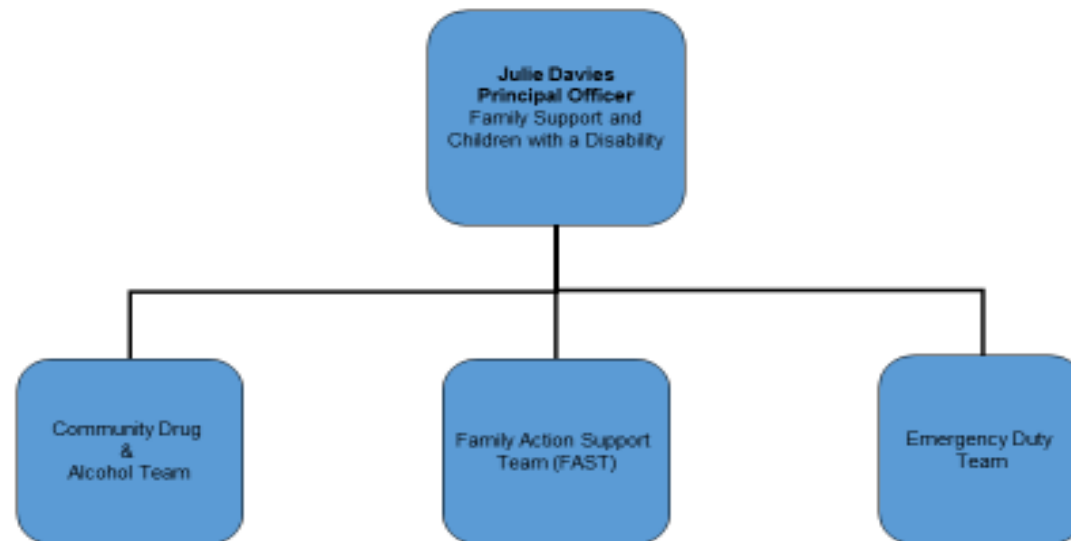
APPENDIX 1  
(CONTINUED)

POST	PROPOSED CHANGE  (New Post / Delete / Regrade)	PAY GRADE		COST / (SAVING)		
		Current	Proposed	Current Year £	Full Year £	Maximum £
1.0 Consultant Social Worker (37 hours)	New Post		Grade 10	0	56,472	56,472
1.0 Consultant Social Worker (37 hours)	New Post		Grade 10	0	56,472	56,472
1.0 Intervention Specialist Social Worker (37 hours)	New Post		Grade 9	0	50,980	50,980
1.0 Mental Health Nurse Practitioner	Seconded (ABMU)		ABMU Grade 7	0	56,076	56,076
Total				0	220,000	220,000



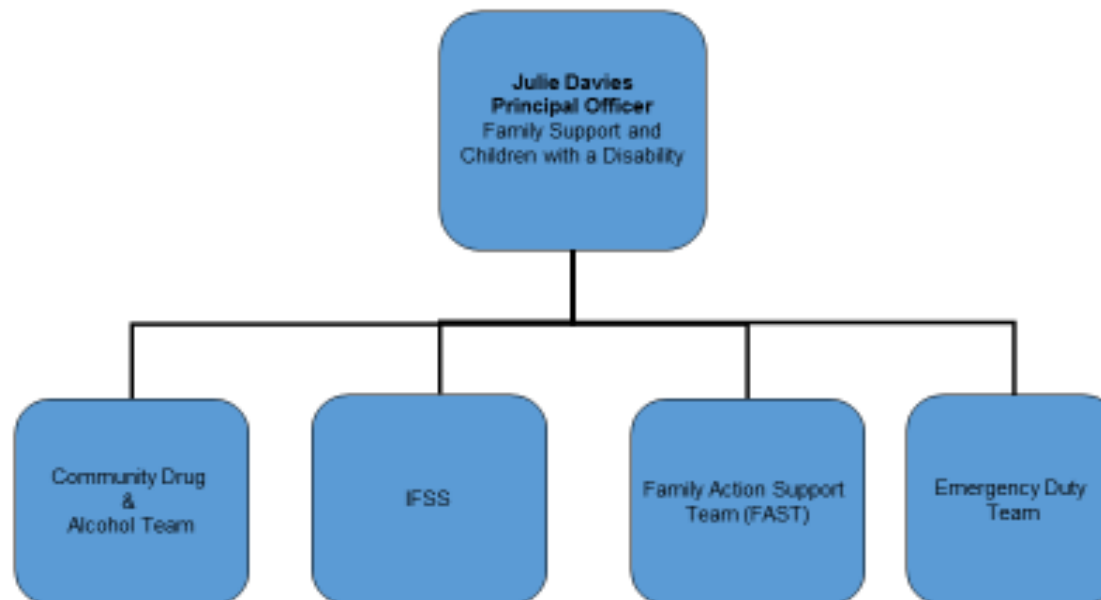
## Appendix 2

### Family Support and Children with a Disability – current structure



Appendix 2a

Family Support and Children with a Disability – Proposed Structure



## Appendix 2b

### Family Support and Children with a Disability – Proposed Structure

