

SMT

The disestablishment of one Assistant Service Team Manager post and the creation of one Resource Manager post.

Report of Veronica Jackson, Executives Director, People, Communities and Society

Portfolio Responsibility : Cllr B Lord, Cabinet Member for Adult Services and Health

17th March 2010

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Purpose of Report

To disestablish one Assistant Service Team manager post and create one Resource Manager post.

Executive Summary

Members are asked to consider the proposal of the reduction in the number of Assistant Service Team Manager posts within Provider Services from 5 to 4 and create an additional Resource Manager post to increase capacity at that level.

Recommendations

To disestablish one Assistant Service Team manager post and create one Resource Manager post.

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1 Purpose of Report

- 1.1 To reduce the number of Assistant Service Team Manager posts within Provider Services from 5 to 4 and create an additional Resource Manager post to increase capacity at that level.

2 Executive Summary

- 2.1 Members are asked to consider the proposal of the reduction in the number of Assistant Service Team Manager posts within Provider Services from 5 to 4 and create an additional Resource Manager post to increase capacity at that level.

3 Recommendations

- 3.1 To disestablish one Assistant Service Team Manager post and create one Resource Manager post.

4 Background

- 4.1 A restructure of the Provider Services division took place in 2009 which brought together a number of localities into one 'Provider Service'. This report identified that there were 5 Assistant Service Team Managers and 16 Resource Managers. However, following implementation it has become evident that the capacity at Assistant Service Team Manager level could be better utilised at Resource Manager level

5 Current Position

- 5.1 Currently, one Assistant Service Team Manager is seconded to the Safeguarding Team. The secondment hasn't been backfilled and therefore, has identified that this post is not essential and could be better utilised elsewhere. The position is currently being utilised for the post of a temporary Resource Manager to meet the demands of the service.

- 5.2 The number of service users returning to the borough who have complex health and social care needs has significantly increased in the last 12 months and continues to do so. Therefore, the need for Resource Managers to work as part of the transition back into borough and the ongoing support required once the individual is resettled has led to a need to increase the number of managers at that level.
- 5.3 The Assistant Service Team Managers are graded at 35 – 38 and Resource Managers are graded at 32 – 34. Therefore, there will be ongoing savings from the salary. Although initially there may be an element of pay protection or a redundancy cost.

6 Options/Alternatives

- 6.1 To keep to the current structure which is not fit for purpose.
- 6.2 To delete one post of Assistant Service Team Manager.
- 6.3 To delete one post of Assistant Service Team Manager and create an additional Resource Manager post.

7 Preferred Option

- 7.1 To approve and implement 6.3 above. This is the option that will best meet the requirements of the service as the additional Resource Manager post will create much needed capacity at that level.

8 Consultation

- 8.1 The 5 existing Assistant Service Team Managers have been consulted on the proposals and, although this means a reduction in numbers, they understand the need for the changes to be made.
- 8.2 One of the Assistant Service Team Managers has volunteered to take redundancy and would also like to forfeit his right to notice which will enable us to capitalise on some of the costs associated with the redundancy. The total redundancy payment is £15,769.23.

9 Financial Implications

- 9.1 The budget for an Assistant Team Manager at mid-point is £37,710 including on-costs. The budget for a Resource Manager at mid-point is £33,990. Therefore the potential saving in the budget is £3,720 per annum. Actual savings per year based on the current salary costs of the Assistant Team Manager will be as follows;

	Resource Manager	Asst Team Manager	Saving
Year 1	£33,000	£38,831	£5,831
Year 2	£33,991	£38,831	£4,840
Year 3	£34,965	£38,831	£3,866

There will be a one off additional cost to Provider Services this financial year of £11,969.23 which will be offset by savings in future years.

(P.V.Wilkinson)

10 **Legal Services Comments**

10.1 n/a

11 **Human Resources Comments**

11.1 The 5 Assistant Service Team Managers have attended 2 consultation meetings regarding the proposals. They have collectively agreed that they do not require a 30 day consultation period and one person has volunteered for redundancy.

This person would also like to forfeit his right to notice and leave before the end of March, enabling us to capitalise on one element of the cost. The total redundancy figure is £15,769.23 and we can capitalise £3,800.00 of this if approved and implemented prior to the end of March. (Adele Savage)

12 **Risk Assessments**

12.1 Not applicable.

13 **IT Implications**

13.1 None

14 **Property Implications**

14.1 None

15 **Procurement Implications**

15.1 N/A

16 **Environmental and Health & Safety Implications**

16.1 The Management team are operating out of one location and there is adequate provision.

17 **Community Cohesion Implications [including Crime & Disorder Implications in accordance with Section 17 of the Act] and Equalities Implications**

17.1 N/A

18 **Forward Plan Reference**

18.1 N/A

19 **Key Decision**

19.1 No

20 **Background Papers**

20.1 None

21 **Appendices**

21.1 N/A

Signed _____ Cabinet Member [specify whom]	Dated _____
Signed _____ Executive Director	Dated _____