

Delegated Officer Report

Decision Maker:	Gerard Jones, Managing Director Children and Young People
Date of Decision:	21 June 2022
Subject:	Additional fixed term capacity in domestic abuse team
Report Author:	Bruce Penhale, Assistant Director Family Connect
Ward (s):	N/A

Reason for the decision:

The purpose of the report is to create two fixed term posts for 12 months to increase capacity in the Domestic Abuse team:

- a senior Independent Domestic Violence Adviser (IDVA) Grade 8 who will undertake triage of cases and training of social work staff on domestic abuse; and
- an additional Independent Domestic Violence Adviser (Grade 7) to increase capacity in the team

Summary:

The volume of high risk domestic abuse referrals has increased significantly, and the team is struggling to offer timely support to victims of abuse. This creates a risk that high risk victims may not receive the support they need in leaving an abusive relationship, and consequently remain at continuing risk of serious harm. The posts will provide additional capacity to address this, during a period in which work is undertaken to strengthen the preventative offer around domestic abuse, as well as increasing the skills of other staff in working with domestic abuse.

What are the alternative option(s) to be considered? Please give the reason(s) for recommendation(s):

Option A Do not create this additional temporary capacity

Option B create the additional temporary capacity

Option B is recommended. Without introducing the additional capacity there is a risk that victims of high risk domestic abuse do not receive the support they need in leaving an abuse relationship and consequently are at increased risk of serious harm

Consultation: including any conflict of interest declared by relevant Cabinet Member consulted.

There has been consultation with the Managing Director of Children and Young People as Chair of

the Domestic Abuse Partnership and with the Children's Services Management Team.

Recommendation(s):

Option B Create the additional capacity

Implications:

What are the **financial** implications?

This report seeks the approval of two fixed term posts for the period of 12 months, the costs associated with this are set out in the table below (assumed start date of 01 August 2022):

Post Description	Grade - bottom of scale	Annual Costs (incl. on costs) 2022-23	Annual Costs (incl. on costs) 2023-24
Senior Independent Domestic Abuse Advisor (IDVA)	8	£32,480	£16,240
Independent Domestic Abuse Advisor (IDVA)	7	£28,446	£14,424
Total		£60,926	£30,664

The above will be wholly funded from Community Safety funding of £55,000 received to support any costs associated with an IDVA role. This funding was received in 2021/22 and has been treated as a receipt in advance within the 2021/22 accounts. This means that the budget is available on cost centre 61212 in 2022/23

The balance will be met by way of a drawdown of an existing IDVA Earmarked Reserve of £40,000 in accordance with the Councils Reserves Policy, its use having been agreed by the service Director and the Director of Finance.

Total Funding available to support these fixed term posts is £95,000 and there should be no additional call on council resources. It is unclear whether there will be any cost associated with redundancy at the end of the fixed term period. This will depend on the appointee. However, as there is total funding of £95,000 available, this should be sufficient to cover any potential cost.

What are the **legal** implications?

Vicki Hayes/Sadrul Alam
Comments from HR & Finance are noted. No further comments from legal.

What are the **procurement** implications?

Radhika Aggarwal, Principal Employment Solicitor
n/a

*What are the **Human Resources** implications?*

The agency contract should be checked as there is likely to be a fee incurred if individual is moved directly from agency to employment contract this may be avoided by advertising the post – a short advert will also ensure that other internal staff are given the opportunity to consider applying whilst recognising the potential field of applicants is likely to be small given the short term and specialist nature of the role. A request could be made for advertisement to be available to Oldham only in the first instance.

As with other fixed term appointments the service is advised that if these posts lead to the employment of a new employee to Oldham on a fixed term contract to be mindful of the implications related to fixed term contracts.

Entitlement to redundancy payment will be relevant when an individual has over 2 years continuous service and where the individual has previous continuous service with other local authorities this may be relevant in calculation of a redundancy payment. If an individual is appointed from another local authority it is recommended that consideration is given to a secondment rather than a fixed term contract.

In addition, when the employment contract is issued it is essential to be clear about the reasons for the post being fixed term and where possible be specific about what area/tasks the role will be responsible for. If the role is generic and within a team of similar/same roles it may be necessary to consider all postholders as a pool should the requirement for the roles/work reduce at the end of the fixed term contract.

The potential offer of specialist training is a positive approach to addressing the potential issue of being able to attract suitably experienced/trained applicants for a fixed term role.

Kate Jolley

Equality and Diversity Impact Assessment attached or not required because (please give reason)

The proposals will not have an adverse impact on any section of the population, and will help prevent any adverse impact on vulnerable victims of domestic abuse and their children
n/a

*What are the **property** implications*

Risks:

Failing to address the pressures on the IDVA service will leave vulnerable victims at risk of serious harm

Co-operative agenda

The Domestic Abuse team provide support to families which builds their capacity to be in control of their own lives.

Has the relevant Legal Officer confirmed that the recommendations within this report are lawful and comply with the Council's Constitution? Yes

Has the relevant Finance Officer confirmed that any expenditure referred to within this report is consistent with the Council's budget? Yes


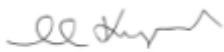
Are any of the recommendations within this report contrary to the Policy Framework of the Council? No

Reason(s) for exemption from publication:

List of Background Papers under Section 100D of the Local Government Act 1972:

There are no background papers to this report

Report Author Sign-off:	
Bruce Penhale	
Date: 21/06/22	

In consultation with Managing Director of Children & Young People, Gerard Jones			
Signed		Date:	24/06/22
In consultation with the Assistant Chief Executive			
Signed		Date:	01/07/22