

## **Delegated Officer Report**

**Decision Maker:** Gerard Jones, Managing Director Children and Young People

**Date of Decision:** 21 June 2022

**Subject:** Deputy team managers in Family Connect district teams

**Report Author:** Bruce Penhale, Assistant Director Family Connect

**Ward (s):** N/A

---

---

**Reason for the decision:** The purpose of the report is to create four FTE deputy team managers (Grade 7) on a fixed term basis to 31/3/2025 in the targeted early help district teams in order to strengthen capacity in the teams, in particular to improve management oversight of casework with children and families undertaken by the teams.

**Summary:** The five targeted early help district teams are dealing with large numbers of children and families needing support. They are currently working with almost 370 families containing over 900 children. The volume of work varies between the five districts, but four of the managers are responsible for casework supporting around 160, 180, 215 and 250 children respectively. It is not possible to effectively supervise this volume of casework, and the report therefore seeks to create four deputy team manager roles to support the team managers with team management and case supervision and, where there is capacity to hold limited caseloads. This will help to ensure the quality of the work undertaken by the targeted early help teams, and support the team managers who currently have unsustainable supervisory responsibilities.

***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 the quality and timeliness of work with children and families will be impaired, there will be insufficient management oversight and a risk to staff welfare of the pressures

arising from caseloads with a consequent risk of increased sickness or staff turnover.

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

There has been consultation with Children's Services Management Team.

**Recommendation(s):**

**Option B** Create four Deputy Team Manager posts (Grade 7) in the targeted early help district teams on a fixed term basis to 31/3/2025

**Implications:**

*What are the **financial** implications?*

This report seeks approval to recruit four Deputy Team Managers (Grade7) in the targeted early help district teams on temporary fixed term contracts until 31.03.2025.

The recruitment will be at grade 7 with an annualised cost of approximately £47,120 per post including on costs. Assuming a start date of 01.08.2022, an allowance of £11k redundancy at the end of the Fixed Term arrangements and a 2% pay uplift per annum, the following spend profile is expected:

2022-23 £0.141m

2023-24 £0.192m

2024-25 £0.207m

The posts will be included in the existing establishment and the funding for the posts will be met by a drawdown of reserve from the Reform Investment Fund in accordance with the Council's Reserves Policy.

The costs of these posts have been included in the forward plan profiling of the use of this reserve over the next 3 years.

Sufficient balance is available, and no additional cost will be incurred by the council.

At the end of the fixed term arrangements the individuals will be eligible for redundancy costs should redeployment within the council not be successful. An estimate for redundancy costs has been included at this stage, however, full costs accrued will have to be calculated at the end of the fixed term arrangements and will have to be met from the RIF reserves fund balance.

Sadrul Alam Finance Manager

*What are the **legal** implications?*

Comments from HR & Finance are noted. No further comments from legal.

Radhika Aggarwal, Principal Employment Solicitor

What are the **procurement** implications? n/a

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

Currently the ratio of managers/staff is up to 11/1 and taking into consideration the issues outlined above this proposal to introduce a Deputy Manager role offers a solution that should support the teams.

Obviously introducing the roles as fixed term will reduce the pool of potential applicants but will potentially offer a development opportunity to existing internal candidates.

Where internal applicants are successful, the service is encouraged to consider the use of apprenticeships to fill the resulting vacancies to increase opportunities for local people into the organisation.

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

Kate Jolley HR Strategic Lead

**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 improve the wellbeing of children in need and their families

What are the **property** implications

n/a

**Risks:**

Failing to address the pressures on the service is likely to impact on the quality and timeliness of work with children and families, as well as creating a risk to staff welfare of the pressures arising from caseloads with a consequent risk of increased sickness or staff turnover.

**Is Co-operative agenda**

Early help services 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


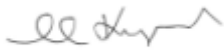
**Reason(s) for exemption from publication:**

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

There are no background papers to this report

<b>Report Author Sign-off:</b>	
Bruce Penhale	
<b>Date:</b> 21/06/2022	

---

In consultation with Managing Director of Children & Young People, Gerard Jones			
Signed		Date:	24/06/22
In consultation with the Director of Human Resources, (or representative)			
Signed		Date:	01/07/22