

Delegated Officer Report

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

Date of Decision: 23/9/2022

Subject: Recruitment of Early Help Senior Family Worker on fixed term contract to backfill staff member on maternity leave

Report Author: Bruce Penhale, Assistant Director Early Help

Ward (s): N/A

Reason for the decision:

The report seeks approval to appoint an additional Senior Family Worker (G6) on a fixed term contract to 31/12/25 to provide cover for a staff member who is on maternity leave for 12 months and then commencing a social work apprenticeship.

Throughout the last six months the five district Targeted Early Help Teams have been experiencing high caseloads which meant that staff could not provide the necessary intensity and timeliness of intervention to meet the support needs of children and families, and reduce the likelihood of problems escalating or recurring. It also negatively impacted upon staff wellbeing. Backfill for the vacant post will assist in alleviating the caseload pressure.

Summary:

The report seeks approval to appoint an additional Senior Family Worker (Grade 6) on a fixed term contracts to 31/12/25 to provide cover for a staff member who is away from the service on 12 months maternity leave followed by undertaking a social work apprenticeship when she returns to work in August 2023.

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 by backfilling this post

Option B is recommended. Without backfilling for the worker who is absent from the service, the impact on caseloads in the team will prevent children and families receiving the necessary timeliness and

quality of support and impact staff wellbeing. It would also pose a risk to the aim of the district operating model for early help to reduce the numbers of children and families whose needs escalate to a point that they require a referral to the Multi-Agency Safeguarding Hub.

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

There has been consultation with Children's Services DMT.

Recommendation(s):

Option B Create the additional capacity

Implications:

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

The cost of this recruitment for 12 months fixed term, approx. £41,160 including on costs, will be met from the reform investment fund. An allowance for this cost has been built into the use and drawdown of this reserve.

The cost profiling for this post is as follows:

2022-23 £10,290

2023-24 £30,870

Enough balance is available to fund this cost.

Sadrul Alam, Finance Manager

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

Appointment to any role permanent or otherwise within local government should be on the basis of merit. Therefore the service must be able to evidence that a fair process has been used to select and appoint the best person to the role.

Consideration should also be given to those on the redeployment register.

Further, given the length of the fixed term contract, which should be monitored and reviewed there may be a redundancy payment payable on expiry and this should be factored into the financial costings.

Radhika Aggarwal Principal Employment Solicitor

*What are the **procurement** implications?*

n/a

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

Advice has been sort from Human Resources and are in support of this arrangement.

Cindy Howard, Senior HR Advisor

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 achieve positive outcomes for vulnerable children and families.

What are the **property** implications

n/a

Risks:

There are no corporate level risks associated with this post.

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

Report Author Sign-off:	
Bruce Penhale, Assistant Director Early Help	
Date:	23/9/22

In consultation with Gerard Jones, Managing Director of Children & Young People			
Signed		Date:	
		05.10.22	
In consultation with Sayyed Osman, Deputy Chief Executive			
Signed		Date:	
		06.10.22	