

**SUBJECT: Staffing Restructure of Adult Disability Service**

**MEETING: Single Member Report**

**DATE: 28<sup>th</sup> February 2018**

**DIVISION/WARDS AFFECTED: All**

**1. PURPOSE:**

- 1.1 This report will seek approval for the conversion of partial post vacancies within the Social Worker function of the ADS team into full time Social Care assessor posts.

**2. RECOMMENDATIONS:**

- 2.1 To approve the conversion of the vacant hours within the social work function.

**3. KEY ISSUES:**

- 3.1 In April 2017 the Independent Living Team and Community Learning Disabilities team were brought together under the Adult Disability Service. Since this time the social workers in the team have focussed on the care coordination of the more complex cases which continue to increase in volume and complexity. To relieve the pressure on the social workers some of the less complex work has been reallocated to social care assessors;
- 3.2 In October 2017, a part time Senior Practitioner was seconded out. This allowed us to trial using social care assessors to pick up referrals of a less complex nature and undertake the preventative, enabling work within the team as per the principles of the Social Services and Well Being Act (Wales) (2014);
- 3.3 In January 2018, we evaluated the findings of this trial and there is evidence of an increase in the throughput of referrals and better outcomes for service users in terms of the promotion of independence and a reduction in their reliance on statutory support eg direct care.
- 3.4 The restructure will allow for the continuation of this more effective approach currently being employed by the Adult Disability Service.

#### 4. OPTIONS APPRAISAL

4.1 Set out in the table below are the options considered:-

Option	Advantages	Disadvantages
Do nothing	<ul style="list-style-type: none"> <li>• Maintains current team structure.</li> </ul>	<ul style="list-style-type: none"> <li>• Does not allow for increased workload and new way of working;</li> <li>• Additional stress on existing qualified staff members;</li> <li>• Would not allow sufficient time to explore preventative ways of working/provising services.</li> <li>• Focus is away from the current goals of increasing service user independence due to time constarints on staff.</li> <li>• Potential increase in more costly packages of care.</li> </ul>
Uphold the recommendations for the restructure	<ul style="list-style-type: none"> <li>• Positive impact on the output of the team;</li> <li>• Improved and more timely response to the people of Monmouthshire;</li> <li>• Allowing qualified staff to spend more time on complex issues;</li> <li>• Cost neutral on budget.</li> <li>• Allows for an approach designed to be more enabling towards service users.</li> </ul>	<ul style="list-style-type: none"> <li>• none</li> </ul>

## 5. RESOURCE IMPLICATIONS:

The proposed restructure is cost neutral as illustrated below;

Current staff structure of the ADS establishment contains, due to changes in the working practices of staff, the following unallocated hours.

Senior Social Worker 29.5 hrs	£42,516
Social Worker 21.5 hrs	<u>£27,215</u>
	£69,731

The cost of two 37 hrs Social Care Assessors would equate to £68,986.

All costs within illustration are inclusive of National Insurance and Superannuation. The proposed Social Care Assessor posts have been calculated at top of current pay scale within the appropriate bands.

## 6. SUSTAINABLE DEVELOPMENT AND EQUALITY IMPLICATIONS:

The significant equality impacts identified in the assessment (Appendix 1) are summarised below for members' consideration:

## 7. SAFEGUARDING AND CORPORATE PARENTING IMPLICATIONS

NONE

## 8. CONSULTEES:

Julie Heal – Team Manager ADS  
Clare Morgan – Service Manager  
John Woods – Accountant (Community Care)  
Tyrone Stokes - Finance Manager

## 9. BACKGROUND PAPERS:

**None required**

## 10. AUTHOR:

Julie Heal – Team Manager ADS

## 11. CONTACT DETAILS:

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## Evaluation Criteria – Cabinet, Individual Cabinet Member Decisions & Council

<b>Title of Report:</b>	<b>Restructure of Adult Disability Service Staffing Establishment</b>
<b>Date decision was made:</b>	
<b>Report Author:</b>	<b>Julie Heal</b>

### What will happen as a result of this decision being approved by Cabinet or Council?

What is the desired outcome of the decision?  
What effect will the decision have on the public/officers?

- Improved and more timely response to the people of Monmouthshire;
- Allowing qualified staff to spend more time on complex issues;
- Provide the opportunity for a service aimed at promoting more independence to be established.

### What benchmarks and/or criteria will you use to determine whether the decision has been successfully implemented?

Think about what you will use to assess whether the decision has had a positive or negative effect:  
Has there been an increase/decrease in the number of users  
Has the level of service to the customer changed and how will you know  
If decision is to restructure departments, has there been any effect on the team (e.g increase in sick leave)

There has been an increase in the work that is required to be undertaken by a Qualified Social Worker. This decision will result in additional resources becoming available to allow some of the less complex, preventative work to be allocated more effectively and efficiently. The result will provide a service that will be able to focus more readily on the individual needs of the Service Users to enable more independence.

### What is the estimate cost of implementing this decision or, if the decision is designed to save money, what is the proposed saving that the decision will achieve?

Give an overview of the planned costs associated with the project, which should already be included in the report; so that once the evaluation is completed there is a quick overview of whether it was delivered on budget or if the desired level of savings was achieved.

There will be no direct savings resulting from this restructure. The restructure is self-funding and there will be no additional cost to the current budget as illustrated in the report.

### Any other comments

This restructure has been trialled by the team and positive results have been observed both for the ADS team and Service Users which has led to this report for a permanent undertaking