

SUBJECT:	Restructure of Mental Health Social Work Staffing
MEETING:	Single Member Decision
DATE:	28th February 2018
DIVISION/WARDS AFFECTED:	All

1. PURPOSE:

- 1.1 This report seeks approval for the conversion of a 0.5FTE Social Care Assessor Post 0.34 FTE Social Worker Post within the Mental Health team.

2. RECOMMENDATIONS:

- 2.1 To approve the conversion of Social Care Assessor hours into Social Worker hours.

3. KEY ISSUES:

- 3.1 Since the introduction of the Mental Health Measure, there has been an increase in referrals into secondary mental health services. These referrals require that social workers be both care coordinators and participate in the duty rota. Under the Measure the roles may only be undertaken by a qualified Social Worker.
- 3.2 There has been an increase in the number of referrals being requested for assessment for Continuing Health Care and these may only be completed by Qualified Social Workers.
- 3.3 A review of current workloads has been undertaken by Management in light of the new measures and it highlighted that to for fill the Authorities obligations additional resources are required
- 3.3 A Qualified Social Worker has been temporarily employed utilising the funding from the vacant Social Care Assessors post. The result of this temporary arrangement has been beneficially to both the level of service being provided to the citizens of Monmouthshire and the wellbeing of the Social Work team. These outcomes have prompted this report to request approval for the resultant staffing structure to be made permanent.
- 3.4 This restructure will allow for the additional Social Worker hours to be attained.

4. OPTIONS APPRAISAL

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

Options	Advantages	Disadvantages
1. <i>Do nothing</i>	<ul style="list-style-type: none">• Maintains Current team Structure	<ul style="list-style-type: none">• Does not allow Authority to adequately for fill its Social Care duties• Additional stress of current Staff to for fill work load.
2. Uphold the recommendation of the job re-evaluation and regrade the post	<ul style="list-style-type: none">• Positive impact on staff welfare.• Improvement in service provided to residents of Monmouthshire.• Cost Neutral on current budget	<ul style="list-style-type: none">• none

5. EVALUATION CRITERIA

An evaluation assessment has been included at Appendix A for future evaluation of whether the decision has been successfully implemented.

6. REASONS:

To ensure the level of service provided to the residents of Monmouthshire is at the necessary level.

7. RESOURCE IMPLICATIONS:

The proposed restructure is cost neutral as illustrated below;

Total budget relating to current vacancy within Mental Health Team

18.5 hr Social Care Assessor Band F SCP 29 £17,246

Cost of Proposed Restructure

13.0 hr Qualified Social Worker Band I (37-41) SCP 41 £17,157

8. WELLBEING OF FUTURE GENERATIONS IMPLICATIONS (INCORPORATING EQUALITIES, SUSTAINABILITY, SAFEGUARDING AND CORPORATE PARENTING):

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

9. CONSULTEES:

Anna Bansal – Older Adult Mental Health Team Professional Social Work Lead
John Woods – Community Care Accountant
Tyrone Stokes – Finance Manager SCH

10. BACKGROUND PAPERS:

No background papers have been submitted

11. AUTHOR:

Anna Bansal - Older Adult Mental Health Team Professional Social Work Lead

12. CONTACT DETAILS:

Tel: 01291 636581

E-mail: annabansal@monmouthshire.gov.uk

Evaluation Criteria – Cabinet, Individual Cabinet Member Decisions & Council

Title of Report:	Conversion of Vacant Social Care Assessor to Social Worker Post
Date decision was made:	
Report Author:	Anna Bansal

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?

The desired outcome will be to realign the staffing structure of the Mental Health Social Work Team to provide the level of service required to the Residents of Monmouthshire and for fill obligations since the introduction of the Mental Health Measure

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, as previously discussed, this decision will result in additional resources becoming available and allow the team to respond far more effectively and efficiently to the requirements of the County.

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.

The restructure is self-funding and there will be no additional cost to the current budget. The vacant Social Care Assessor 0.5fte post will fully fund the additional Qualified Social Worker FTE.

Any other comments

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