

SUBJECT:	SOCIAL CARE AND HEALTH SENIOR LEADERSHIP REVIEW FOLLOW UP
MEETING:	Individual Cabinet Member Decision (Social Care Safeguarding & Health)
DATE:	30th January 2019

1. PURPOSE:

1.1 Follow up and to conclude the two year senior leadership review as detailed in the initial Cabinet report of 27th July 2016.

2. RECOMMENDATIONS:

2.1 To approve the post amendments as detailed in this report.

3. KEY ISSUES:

3.1 The report of 27th July 2016 highlighted the need for a Senior Leadership review to strengthen Social Care and Health leadership capability and capacity to deliver sustainable practice lead improvement in adult and children's social services.

3.2 The review and initial report looked at a two year programme with reserve funding from the Invest to Redesign reserve to facility in order, after the two years, to have the posts established with permanent funding.

3.3 2018/19 is the final year of reserve funding and the review has highlighted the requirement for the final implementation of a job share of 3 day per week each for Integrated Service Manager in the South region, and a part time 2 day per week Practice Change Lead manager post. These posts will not only enhance the current direction of travel in keeping with the initial report, but provide a more sustainable structure moving forward.

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"> Does not endorse the previous approved Cabinet report, Will not provide a robust leadership structure,
2. Carry out the recommendations to conclude the review	<ul style="list-style-type: none"> Establishes a robust leadership structure that is fit for purpose, 	

	<ul style="list-style-type: none"> Adheres to the principles as detailed and approved in the 27th July 2016 Cabinet report. 	
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5. REASONS:

Having carried out the Senior Leadership review as detailed in the Cabinet report of 27th July 2016, the establishment of these posts concludes this agreed programme of work.

6. RESOURCE IMPLICATIONS:

Budget neutral as detailed in the below costing table: -

POSTS TO BE REMOVED	COST AVAILABLE FROM DELETED POSTS £	POSTS TO BE CREATED	COST OF CREATED POSTS £
Team Manager Disability (remaining after funding Edge of Care)	13,627	1 extra day Integrated Service Manager (job share 3 days per week)	12,669
Admin Support 5 days	30,299	2 days per week Practice Change Lead	22,898
Admin Support 3 days	15,640	Admin Support 4 days	23,999
TOTAL	59,566		59,566

Reserve funding ceases on 31st March 2019, with the above proposed structure allowing the service to self-finance from 1st April 2019.

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

8.1 The inclusion of these posts will establish a resilient leadership team focussed on sustaining high quality, well-being approaches and social care services.

8.2 The final piece of a two year programme to strengthen the leadership team which will support all aspects of Social Care and Health, enhancing safeguarding and fulfilling corporate parenting.

8. CONSULTEES:

Cabinet - 27th July 2016
 Chief Officer, Social Care, Safeguarding and Health

9. BACKGROUND PAPERS:

No background papers have been submitted

10. AUTHOR:

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Evaluation Criteria – Cabinet, Individual Cabinet Member Decisions & Council

Title of Report:	Social Care & Health Senior Leadership Review Follow Up
Date decision was made:	January 2019
Report Author:	Tyrone Stokes

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?

To approve the final posts proposed and to create a sustainable leadership team

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)

Improving resilience and sustainability of the senior leadership team.

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.

Cost neutral

