

HUMAN RESOURCES, ORGANISATIONAL DEVELOPMENT AND DIVERSITY

A record of decisions made by the Executive Member with responsibility for Human Resources, Organisational Development and Diversity on:-

WEDNESDAY, 24TH MARCH, 2010

following consideration of the matters detailed below in the presence of:-

Councillor Kay	Executive Member for Human Resources and Diversity
Councillor R. Allen	Major Opposition Spokesperson
Councillor J. Silvester	Minor Opposition Spokesperson
Ms. M. Asquith	Director of Children's Services
Mr. S. Wheeler	Head of HR/OD Business Partnering
Mr. J. Livesey	Assistant Director Performance, Planning and Resources
Ms. C. Ball	Human Resources Manager
Ms. B. Newman	Policy Accountant
Mrs. V. Ridge	Principal Democratic Services Officer

76. FINAL PROPOSALS – CONNEXIONS AND EDUCATION SOCIAL WORK

The Director of Children's Services submitted a report which detailed the final recommendations with respect to the value for money review of the Connexions Service and Education Social Work following the formal consultation period.

The need for a review was based on a number of factors, particularly a recognition that Bolton had a significant problem with young people falling into the NEET category, a growing problem of persistent absence in some schools and the knowledge that the work of a number of separate teams

overlapped when dealing with many of the same children and young people.

The proposed reduction in the establishment would be possible through the implementation of a number of initiatives intended to maximise the impact of services, increase capacity and reduce costs as follows :-

- To manage integrated teams (hosted in schools) within districts;
- To build on the success of the key work role, providing better access to appropriate services;
- For personal advisors to be better placed to deliver impartial advice and guidance more effectively to more people;
- For teams of services to be built around the child and managed together;
- For schools and community buildings to be used more effectively, providing access to services where they are most needed; and
- To make better use of effective information sharing systems and data management.

The report set out the results of the formal consultation process and the final proposals in response to such consultation.

It was explained that the proposals would reduce costs to the Department, and thereby generate savings of £400,000 per annum, after implementation costs had been met.

Final alternative proposals were received from Unison on the 22nd February, 2010 and were considered as part of the report which detailed those areas of agreement and disagreement.

The proposals had accommodated a number of changes and a number of additions based on meetings with Unison during consultation including the following:-

- amendments to job descriptions and person specifications;
- change to PA line management arrangements from Schools to District Managers;
- changes to recording protocols (associated with systems integration). Current reporting arrangements would continue during implementation. It was recognised that a number of issues would need to be addressed as part of implementation plans. These included specific training for Key workers, accessibility of system(s) from schools and the integration of a number of existing databases and systems;
- refinement of allocation of Key Workers based on more sophisticated understanding of need and demand. (to be allocated as per original proposals initially, and reviewed during implementation);
- the provision of specific training and support to Key Workers around CAF as part of implementation;
- examination of further integration based on the assertion that other services currently duplicated the Key Worker role; and
- move to closer alignment with Education Improvement Services.

It was explained that there were no immediate cost implications to these changes / additions, and no impacts on current financial projections.

The Executive Member was advised that the report had been considered by the Executive Member for Children's Services at his meeting on 24th March, 2010 where upon taking the decision the call-in procedure was enacted.

The Executive Member AGREED that this item be deferred pending the outcome of consideration by the Children's Scrutiny Committee and reconsideration by the Executive Member for Children's Services.

77. FINAL PROPOSALS – 5 TO 19 YOUTH AND PLAY VALUE FOR MONEY REVIEW

The Director of Children's Services submitted a report which detailed the final recommendations with respect to the value for money review of the 5 to 19 Youth and Play service following the formal consultation period.

The Executive Member was reminded that the key to the proposals was the integration of two staff teams, to reduce duplication, streamline processes and to further focus staff teams on improved outcomes for children and young people.

A number of amendments to the original proposals were now proposed as a result of discussions with Unison as follows:

- amendment to ring fence for Team Leader posts to include Locality Workers (Youth Service) in addition to Senior Locality Workers and Play Development Manager posts, giving all displaced management staff access to apply for a post;
- addition of one year fixed term Team Leader post to support capacity issues, detail of role to be agreed with new management team;
- commitment to review the Educational Visits post and scope of its responsibility;
- commitment to review with Play staff teams front line staff management roles to ensure staff had the

support and capacity needed to deliver play sessions;

- commitment to agree and formalise management support process and if appropriate, payments for management support availability; and
- commitment to support staff as detailed in the new Implementation Plan.

It was also proposed that during the implementation phase, a temporary additional Team Leader (5-19) post be included into the management proposals funded by the newly vacant Participation Lead post.

It was envisaged that during the implementation phase this would help with staff management support, deployment and possible commissioning and would be offered for a fixed term period of up to one year to support operational difficulties. After the fixed term period this post will be reviewed with scope to continue it if necessary.

The report concluded that the original proposals remained as set out in the previous Executive Member report with the proposed structure amended to include a 1 year fixed term post and as per the revisions summarised above.

The report had been considered and approved by the Executive Member for Children's Services at his meeting on 24th March, 2010.

The Head of Paid Service, in consultation with the Executive Member for Human Resources, Organisational Development and Diversity APPROVED –

- (i) The final proposals as detailed in the report; and **AGREED –**
- (ii) To delegate implementation of the new structure, including details of voluntary redundancy arrangements and consequential recruitment and selection to the Chief Executive and the Director of Children's Services.

CONFIDENTIAL ITEM

The background papers and reports in relation to the following item were considered confidential as defined in paragraph 1 of Schedule 12A of the Local Government Act 1972 and that it be deemed that, in all the circumstances of each case, the public interest in their exemption outweighs the public interest in their disclosure.

78. PLANNING, PERFORMANCE AND RESOURCES DIVISION – MANAGEMENT RESTRUCTURE

The Director of Children's Services submitted a report that reminded the Executive Member that he had agreed proposals to restructure the Management of the Children's Services Planning, Performance and Resources Division at his last meeting and the Director provided an update on the results of the consultation process with the staff and trade unions and no issues had been raised.

The Head of Paid Service, in consultation with the Executive Member for Human Resources, Organisational Development and Diversity AGREED:-

- (i) The proposals as detailed in the report; and
- (ii) To delegate implementation of the new structure, including details of voluntary redundancy arrangements and consequential recruitment and selection to the Chief Executive and the Director of Children's Services.

