

The background of the slide features a large, light blue watermark of the Coat of Arms of the City of Edinburgh. The crest includes a crown with four thistles, a shield divided into four quarters (a castle tower, a stag's head, a ship, and an eagle), and a motto scroll at the bottom with the text 'ANE FOR A'.

Agenda Item 8

**Health & Social Care Partnership:
Head of Adult Services Post**

Falkirk Council

Title: Health & Social Care Partnership: Head of Adult Services post

Meeting: Falkirk Council

Date: 27 June 2018

Submitted By: Chief Officer Falkirk Integration Joint Board

1. Purpose of Report

1.1 This purpose of this report is to provide an update on the progress made in developing the workforce structure for the Falkirk Health & Social Care Partnership and to seek authority to appoint to the post of Head of Social Work Adult Services on a permanent basis.

2. Recommendation(s)

2.1 Council is asked to agree that the post of Head of Social Work Adult Services is filled on a permanent basis, as outlined in section 4 of the report.

3. Background

3.1 The current Head of Social Work Adult Services was previously appointed on a 2 year temporary contract to enable longer term decisions to be taken on the strategic direction of the Falkirk Health & Social Care Partnership. In February 2018, Council agreed to extend the temporary contract for 6 months to enable further work to be undertaken on the future structure for the Health & Social Care Partnership.

4. Considerations

4.1 Work has been on-going in relation to the workforce and service delivery structure for the Falkirk Health and Social Care Partnership. To enable this, the Council previously delegated all relevant functions to the Partnership, in line with the relevant legislation. The operational management of health functions is being transferred on a phased basis. Considerable work has been on-going to develop a plan for this which will enable Forth Valley NHS to progress the delegation to both the Falkirk and Clackmannanshire & Stirling Partnerships at a similar pace. This will avoid any confusion for employees who may currently be working together.

- 4.2 This approach has however, resulted in some delays in the design of the Falkirk Partnership's structure. The aim is to develop a structure which is designed on the basis of a locality model, ensuring the needs of different communities are best met through locality focused managers. Whilst a draft of this has been prepared, it cannot be finalised until the plan for the phased delegation of health functions is further progressed.
- 4.3 Within this context, it is clear that a Head of Service covering the adult social work functions will be essential. Currently, and on this basis for the future, the Head of Social Work Adult Services post is critical within the future structure for the Falkirk Partnership. This post will manage the regulated adult social care functions as well as adult support and protection. Whilst there may require to be a change to the job description of the post as the structure moves forward, it remains essential that this post is retained.
- 4.4 The post is a permanent post on the establishment and is currently fully funded. To appoint to the post on a permanent basis would not therefore incur any increase in establishment or any additional cost. A copy of the current adult services structure is attached as appendix1.
- 4.5 The post holder was originally appointed on a 2 year contract, extended in February 2018 for a further 6 months. Given the employee's length of service, if Council agree to an appointment being made to the post of Head of Social Work Adult Services on a permanent basis, appropriate arrangements will be put in place to 'slot' the current post holder in to the post on a permanent basis. This is in line with the Council's normal employment practices.
- 4.6 This approach will enable a level of stability within the Health & Social Care Partnership, at a time when other significant changes are taking place. The IJB Chief Officer will lead the integration of services and the development of localities. Additionally the Chief Officer will have responsibility for the oversight of the operational management of the delegated healthcare services and the strategic planning of other delegated functions.

5. Consultation

- 5.1 Consultation on this proposal has taken place with relevant internal services to ensure Council policies are being followed. Relevant Trade Unions have also been consulted.

6. Implications

Financial

- 6.1 There are no financial implications arising from this report as the post of Head of Social Work Adult Services is already fully budgeted on a permanent basis.

Resources

- 6.2 There are no resource implications arising from this report.

Legal

6.3 There are no legal implications arising from this report.

Risk

6.4 If the post of Head of Social Work Adult Services is not filled on a permanent basis, this would present a high level of instability for the Health & Social Care Partnership, particularly for those regulatory services that the post holder is currently responsible for.

Equalities

6.5 There are no equality issues arising from this report.

Sustainability/Environmental Impact

6.6 There are no sustainability/environmental issues arising from this report.

7. Conclusions

7.1 To ensure a level of stability within the Falkirk Health & Social Care Partnership, there is a need to fill the post of Head of Social Work Adult Services on a permanent basis; on the understanding the job description of the post may be amended to accommodate further developments in the workforce and delivery structure of the partnership.

Health & Social Care Partnership Chief Officer

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Date: 12 June 2018

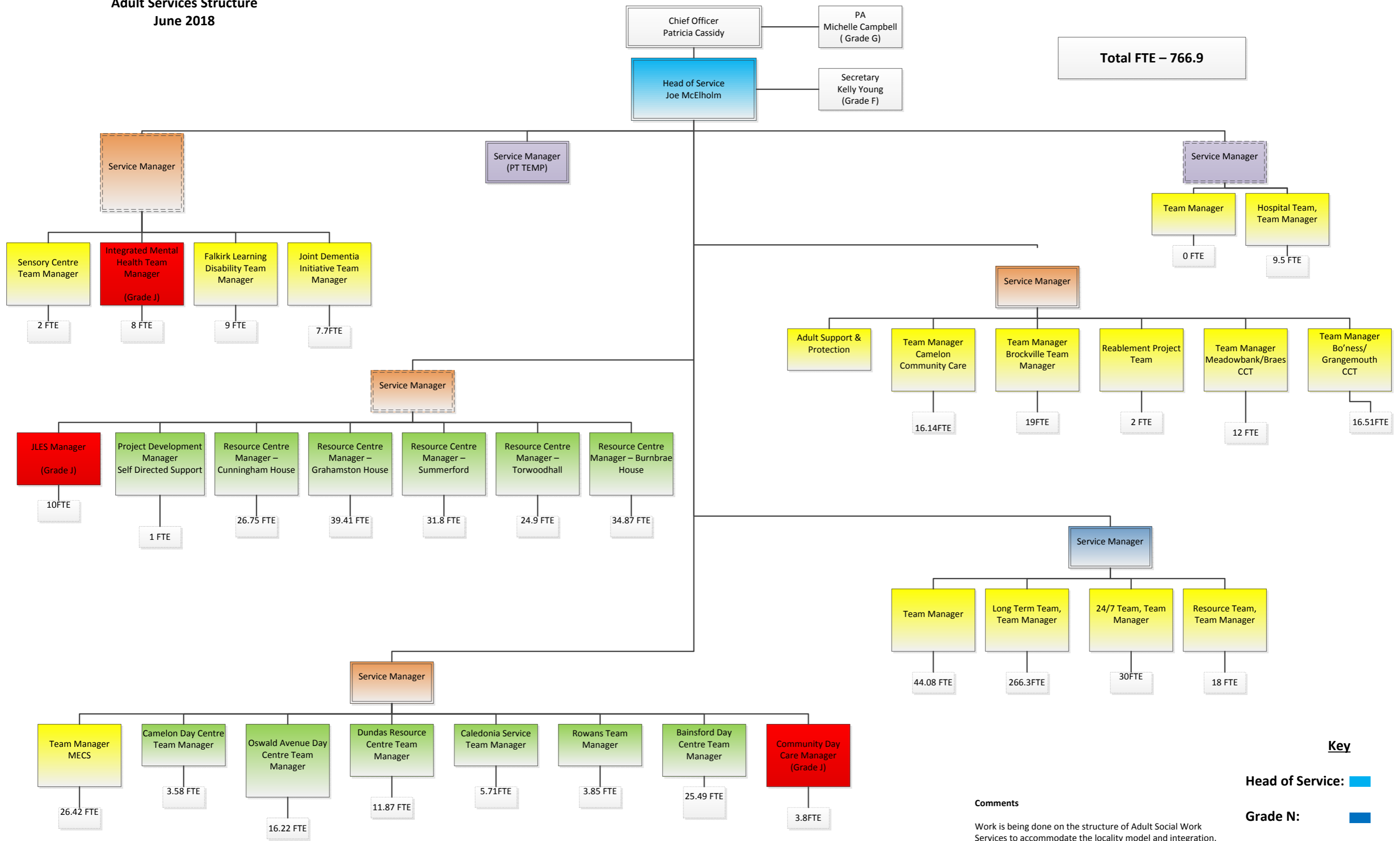
Appendices

Appendix 1 Structure Adult Services

List of Background Papers:

None

**APPENDIX 1
Adult Services Structure
June 2018**



Total FTE – 766.9

Key

- Head of Service:**
- Grade N:**
- Grade M:**
- Grade L:**
- Grade K:**
- Grade J:**
- Temp:**

Comments

Work is being done on the structure of Adult Social Work Services to accommodate the locality model and integration.

Team Manager Grade K with no staff is responsible for Team Manager development and is part time. She is utilised to cover sickness absence and is back to back covering days off/ sickness and holidays.

Team Manager – Temp for period of one year to take forward reablement pilot.

Homecare – Long term team. Tiered structure in place. Senior Worker, Social Care Officers, Senior Carers.