

FC47. SERVICE RE-DESIGN

Council considered a report by the Chief Executive summarising the implications for Falkirk Council of the integration of health and social care services and presenting options in regard to the structure of services within Falkirk Council. This followed a request from Council on 14 May 2014 (ref FC7) that such a report be submitted.

The integration of health and social care services will result in the majority of adult care services transferring to the Joint Integration Board. The functions within Social Work Services which will remain within the Council will include children and families services, criminal justice and money advice. The relationship between those services remaining within Social Work and those provided by Education Services was highlighted. In developing options, the vacant post of Director of Education Services and the forthcoming vacancies in the posts of Director of Social Work Services and Head of Educational Support and Improvement were considered.

Three options, based on the five principles set out below, were presented including the status quo:-

- any structure must continue to meet statutory requirements including maintenance of the role of Chief Social Work Officer;
- the structure arrangements must be effective and efficient. The costs should ideally result in savings but should cost no more than the current model;
- duplication should be avoided;
- the structure design should be logical and customer friendly;
- the structure should enable the Council to continue to deliver its Corporate Plan.

The options were:-

Status quo – retaining the current structure

Option 1 – Social Work and Education Services remain separate with Social Work Services renamed and delivering the current children and families and criminal justice services and community learning and development.

Option 2 - Social Work and Education Services integrate into a single service entitled, 'Children's Services', with the Director of Children's Services or the Head of Social Work undertaking the role of Chief Social Work Officer.

The benefits, issues and risks for each option were set out together with a structure plan.

Councillor Nimmo, seconded by Councillor C Martin, moved that Council agrees:-

- (1) to implement option 2 as the preferred model with regard to social work and education as a result of the impact of the changes arising from health and social care integration;
- (2) to note the requirement for further consultation with Trade Unions and employees on the determination and implementation of operational structure arrangements within any revised model;

- (3) to provide the Appointments Committee with delegated authority to make Chief Officer appointment(s) to any resulting vacant post(s), as required, to implement the new model;
- (4) that further consideration should be given to the remaining Services of the Council as a result of the new model for Social Work and Education;
- (5) to note the integration of the HR and Payroll functions within the current HR & Customer First Division as detailed in paragraph 4.3 of the report; and
- (6) to note the receipt of severance applications from Chief Officers and that these will now be considered as outlined in paragraph 4.5. of the report.

As an amendment, Councillor Coleman, seconded by Councillor Alexander, moved the terms of the motion, with the following in substitution of paragraph (4)-

- (4) any service redesign will require to take into account the wider implications of the wider context, including the budget process. Therefore Council calls for a full management structure review. This process should actively include holding briefing sessions for elected members and consultation with the relevant Trade Unions before being brought back to members for approval.

In terms of Standing Order 22.4(i), a vote was taken by roll call, there being 31 members present with voting as undernoted:-

For the motion (17) – Provost Reid; Depute Provost Patrick; Baillie Paterson; Councillors Black , Blackwood, Buchanan, D Goldie, G Goldie, Gow, MacDonald, McLuckie, Mahoney, C Martin, Dr C R Martin, Murray, Nicol and Nimmo.

For the amendment (14) – Councillors Alexander, Balfour, Bird, Carleschi, Chalmers, Coleman, Hughes, Jackson, McCabe, McNally, Oliver, Ritchie, Spears and Turner.

Decision

Council agreed the motion.

Provost Reid stated that it was 5.40 pm. and the meeting had exceeded 3 hours in duration. In terms of Standing Order 34.1 it was agreed to continue the meeting to allow business to be concluded. The meeting then adjourned for 5 minutes and reconvened at 5.45 pm with all members present as per the sederunt.