

OFFICER DELEGATION SCHEME RECORD OF OPERATIONAL DECISION



TO BE UPLOADED TO THE E-MEETINGS MANAGER

Date: 06/11/2018		Ref No: 1663	
Type of Operational Decision:			
Executive Decision	<input checked="checked" type="checkbox"/>	Council Decision	<input type="checkbox"/>
Status:			
Title/Subject matter:			
To convert a part time Social Care Officer Post to full time			
Budget/Strategy/Policy/Compliance – Is the decision:			
(i) within an Approved Budget	Yes		
(ii) not in conflict with Council Policy	Yes		
(iii) not raising new issues of Policy	Yes		
Equality Impact Assessment [Does this decision change policy, procedure or working practice or negatively impact on a group of people? If yes – complete EIA and summarise issues identified and recommendations – forward EIA to Corporate HR]	No		





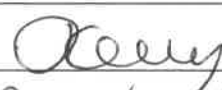
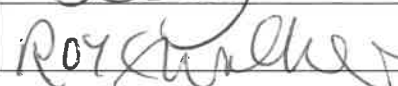
Details of Operational Decision Taken [with reasons]:

Rapid Response is a Multi-Disciplinary Team providing urgent support for adults in crisis. Currently, the establishment includes the following; 2x Experienced Social Workers, 3x Qualified Social Workers, 1x ASYE (FOR 12 MONTHS), 2x band 6 nurses, 1x admin, 2x Social Care Officers plus 1 vacant part time post currently being covered on a temporary basis via an honoraria, working on screening safeguarding concerns.

This staffing structure is to cover all urgent assessments requiring a 2-48 hours response over a 7 day period. We are currently receiving approximately 10-20 referrals per week. The team also has the responsibility to screen and respond to Adult Safeguarding concerns (approximately 60-100 per week) and execute our statutory responsibility to formulate urgent protection planning and initiate S42 enquiries where appropriate. Therefore we have 8 staff, over 7 days potentially dealing with 120 urgent referrals. The disparity between the numbers of staff versus the number of referrals has been acknowledged and we have had 2 long term agency professionals. 1x Occupational Therapist and 1x Experienced Social Worker.

Although we have wider ongoing staffing issues and a bid for transformation monies has been submitted I would like to seek approval to increase the hours for the Social Care Officer post from part time to full time to help manage the volume of Safeguarding referrals into the service. There is money in the current budget to fund this request.

There are plans to create an alternative way of managing the Safeguarding concerns within the service and this extra post would also benefit these plans going forward. There continues to be ongoing risks associated with the capacity in the team to manage the urgent work and other discussions will need to take place once the outcome of the transformation bids has been received and the Safeguarding hub has been established. However the immediate risks are related to the screening of Safeguarding. Having the additional part time Social Care Officer has alleviated some of this pressure and so this role is essential for us to continue to manage those risks.

Decision taken by:	Signature:	Date:
Interim Executive Director, Resources & Regulation		22/11/18
Interim Executive Director, Communities and Wellbeing		7/11/2018
Head of Workforce – Communities and Wellbeing		28.11.18
Members Consulted [see note 1 below]		
Cabinet Member/Chair		27/11/2018
Lead Member		28.11.18
Opposition Spokesperson		10/1/2019