

**OFFICER DELEGATION SCHEME
RECORD OF DECISION**



TO BE UPLOADED TO THE INTERNET BY DEMOCRATIC SERVICES

Date: 04/04/2023	Ref No: 2152
Responsible Officer: Zoe Lee, Team Manager	
Type of Decision (please refer to MO Guidance):	
Key <input type="checkbox"/>	Non-Key <input checked="" type="checkbox"/>
Freedom of Information Status: <i>(can the report go in the public domain)</i>	
Yes	
Title/Subject matter:	
Recruitment of Social Care Officer – Community Mental Health Team	
Budget/Strategy/Policy/Compliance:	
(i) Is the decision within an Approved Budget?	Yes
(ii) Is the decision in conflict with the council’s policies, strategies or relevant service plans?	No
(iii) Does the decision amend existing or raise new policy issues?	No
(iv) Is the decision significant and/or does it meet the £100,000 threshold for recording?	No
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

Summary:

There is a business requirement to create a Social Care Officer post working with the Community Mental Health Team. The post will be permanent, Grade 9 and the contracted hours will be 20.

An employee who TUPE'd in from a private organisation five years ago has been assigned to the post. They have expressed an interest to be engaged on local authority terms and conditions. Legally from an economic technical or organisational (ETO) reason this is being supported as there is an additional business need for the post. The employee would not be at any detriment for harmonising terms and conditions.

The pro-rated salary for the Carer Support Worker is £11,921 (£15,497 with on costs) per annum.

The pro-rated salary for the Social Care Officer will be £14,780 (£19,214 with on costs) per annum.

The Carer Support Worker post would be deleted upon creation of the Social Care Officer post.

To be funded by Community Mental Health Team (CMHT) operational budget as per budget codes detailed below:

Cost Centre : SMG2500
Project Code: SMG2400

Wards affected: N/A

Consultations: N/A




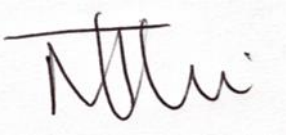

Scrutiny & Review Committee Interest: N/A

Options considered:

No other options were available.

Decision

To create an additional Social Care Officer post and slot the employee currently undertaking the role under TUPE regulations in the role. To harmonise the employee's terms and conditions.

Decision made by:	Signature:	Date:
Executive Director – Health and Adult Care		11 May 2023
S151 Officer		9/5/23
Director of People and Inclusion		16.05.2023
Members Consulted [see note 1 below]		
Cabinet Member		16.05.2023
Lead Member		11 May 2023
Opposition Spokesperson		

Notes

1. Where, in accordance with the requirements of the Officer Delegation Scheme, a Chief Officer consults with the appropriate Cabinet Member they must sign the form so as to confirm that they have been consulted and that they agree with the proposed action. The signature of the Opposition Spokesperson should be obtained if required, to confirm that he/she has been consulted. Please refer to the MO Guidance.
2. **This form must not be used for urgent decisions.**
3. Where there is any doubt, Corporate Directors should err on the side of caution and seek advice from the Council's Monitoring Officer.