

**OFFICER DELEGATION SCHEME
RECORD OF DECISION**



TO BE UPLOADED TO THE INTERNET BY DEMOCRATIC SERVICES

Date: 28 March 2023	Ref No: 2145
Responsible Officer: Diane Breddy	
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>	
Title/Subject matter: Create Advance Practitioner in Connect and Direct (Grade 13) Delete existing grade 12 post	
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:

The Connect and Direct Service is the initial first point of contact for Adult Care Services.

Connect and Direct (a team of 10 Enquiry Referral Officers) used to be linked with Bury Council's Rapid Response Service alongside Safeguarding. When it was separated in 2020 with one manager managing Connect and Direct and another Rapid Response there was initially no professional oversight or input from Social Workers. Over this time period a triage function was introduced to the team to risk assess and manage the more complex referrals and queries coming into ACS. This also involves providing immediate intervention, often requiring a home visit and onward referrals for high-risk cases, alongside day-to-day support for the Enquiry referral Officers. This arm of the service has started to grow as a Social Work function, increasing preventative work at the front door and deflecting cases being assigned to the neighbourhood social work teams and longer-term demand on the Council. The team deal with customers at the time of need and issues are frequently resolved with good quality advice, information, and signposting within this first conversation. Early intervention, rapid resolution, prevention and maintaining independence is the focus of the service. The activity and duties of the team has continued to develop evidencing that there is an increased requirement for additional resource.

There is an increased complexity of cases from vulnerable adults needing care to mental health, drug and alcohol misuse, domestic abuse and homeless cases as such there has been a requirement for an Advance Practitioner (Grade 13).

Advance Practitioners provide an oversight to the team and would deal with high-risk cases, including prioritising these.

An Experienced Social Worker (Grade 12) has been in receipt of an honorarium since September 2022 to undertake the duties of Advance Practitioner and there is now the need to make this permanent due to the reasons stated.

Financial Implications

The cost impact to the Connect and Direct budget of deleting the ESW post and creating the AP post is c.£4k (see Table 1 below). The £4k shortfall will be funded from code SSG9111

Table 1

	Salary	On Costs		
Grade	Pay	NI	Pension	Total Cost 2022/23
12	39,493	4,416	8,096	52,005
13	42,503	4,853	8,713	56,069
Net Cost Impact (Net)	3,010	437	617	4,064

The additional £4,064 has been identified within departmental budget SSG9111 to fund the difference required for the new post

Wards affected: N/A

Consultations: N/A




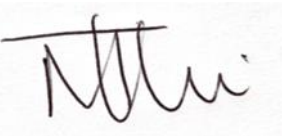
Scrutiny & Review Committee Interest: N/A

Options considered:

Decision

To establish the permanent post of Advance Practitioner and slot the current Experienced Social Worker into the post.

Delete the existing post of the employee.

Decision made by:	Signature:	Date:
Executive Director – Strategic Commissioning		11 April 2023
S151 Officer		24/4/23
Director of People and Inclusion Sam McVaigh		02.05.2023
Members Consulted [see note 1 below]		
Cabinet Member		02.05.2023
Lead Member		11 April 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.