

**OFFICER DELEGATION SCHEME
RECORD OF DECISION**

TO BE UPLOADED TO THE INTERNET BY DEMOCRATIC SERVICES

Date: 1/8/23	Ref No: 2168
Responsible Officer: Sue Massel - Assistant Director – Adult Social Care Operations	
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> Not exempt	
Title/Subject matter: Establishing the transitions service. Establish and recruit to: 2 x Experienced Social Workers (Adults – Grade 12) 1 x Business Support Officer (Grade 7)	
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?	Yes – total cost £135,168

<p>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]</p>	<p>No</p>
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Summary:

The Transitions Transformation Plan is a strategic priority for the council and clearly identified in its business plans. The recommendations have been agreed in the Cabinet approved business case for transitions and were agreed within the 2023/24 Council Budget and Medium-Term Financial Strategy.

An assessment of opportunities was undertaken by EY in 2022 and this paper identified the preferred approach for delivery agreed by the Transitions Programme Board.

This key initiative is aligned with the current Bury Council Adult Social Care Strategic Plan in line with its focus on modernising learning disability services and promoting excellence in social work, it is also a core part of the Children's/SEND improvement programme and aligned to the LET's strategy for the borough.

The following roles are required to deliver the model recommended in the transformation report from EY

The creation of 2 experienced social worker posts is required to support the delivery of the 14- 25 Transitions Programme and the journey of improvement across both Adults and Children's Social Care to ensure improved ratings with OFSTED and a good rating with CQC in its imminent inspection of Bury Council. Transitions is key area of focus for both regulators.

There is also requirement for a Transitions Co-ordinator to act at this administrator and key co-ordination point across Childrens, SEND, Health and ASC to ensure that all activities relating to identification and allocation of transitions work, co-ordination of MDTs and transitions clinics. A Business Support Officer will be established to deliver this function.

Background

Bury Adult Social Care department is committed to improving the support it offers to those aged 14-25 who are transitioning from Childrens/SEND services into Adult Social Care (ASC) and has embarked on an improvement programme for these young people. Led jointly by the Assistant Director Operations in ASC and the SEND Strategic Lead and accountable to the Transitions Programme Board and Executive, the 14-25 Transitions programme seeks to develop a transitions hub model with newly designed pathways, procedures, and governance. The focus is on ensuring the young person is in control of, and kept at the heart of, their transition journey with earlier planning reducing the current high-cost placements received into ASC.

There is evidence of scope for Bury Council to further improve, achieve better outcomes and constrain future costs in relation to the 14-25 transition cohort. Postholders in Children's Services are already extending and adapting their social work roles and responsibilities to work with young people going through transition.

It is acknowledged that the current 1 adult social worker linked to transitions for the whole of Adult Social Care is insufficient to meet demand with over 100 young people currently identified as requiring work within the 14-25 cohort at this time.

With dedicated adult social work staff focussed on successful transition and acting as liaison with operational teams across Childrens and Adults Social Care, the intention is to improve the experience of young people and ensure all legal and statutory duties are adhered to.

Investment is needed to maximise young people's potential whilst reducing spend. With the commencement of new transitions clinic and transitions MDT it is imperative that social work staff are in post and able to support an ambitious programme of improvement with the transitions co-ordinator working with colleagues across the transitions partners to ensure timely assessments and transitions plans are delivered.

Funding and Financial Requirements

The funding of this programme will initially be drawn from transformation reserves for the first year with subsequent funding being taken from efficiencies under the principle of invest to save.

It is recognised most savings realised will come from cost avoidance through early engagement and planning prior to transition to ASC. The associated reduction from current high-cost transitions, whilst maintaining statutory duties and legal compliance in all cases is at the heart of the programme. Through working with a strengths-based approach to Care Act assessment with young people, parent carers and the MDT it is anticipated that better outcomes will be achieved which foster opportunity and independence for the young people of Bury.

2 experienced full time social workers with on costs at top of scale is required at a total maximum cost of £104,010.

1 Business Support Officer (grade 7) with on costs at top of scale £31,158.

A total of £135,168 per year is required.

This is an invest to save business case with savings covering the ongoing cost. The first year will be met by use of the health and care transformation reserve. WR00133

Savings of this amount plus £120,000 will be delivered for the next 2 years starting after this initial year.

Human Resources Requirements

Establish and recruit to

2.0 Experienced Social Worker Posts – Grade 12

1.0 Business Support Officer - Grade 7

The social workers will be established in and managed as part of our Integrated Neighbourhood Teams and the coordinator will be established in and managed as part of the corporate core business support service.

Recommendation

It is recommended that

- 2 social work posts (G12) are created in the Health and Care Department
- 1 business support officer post (G7) is created in the corporate core
- £135,168 is used from health and care transformation reserves WR00133 to fund 1 year

Wards affected: Boroughwide impact

Consultations: N/A

Scrutiny & Review Committee Interest:

N/A

Options considered:

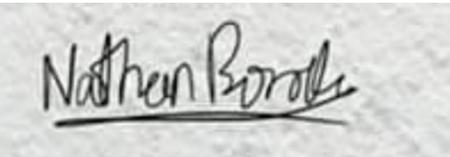
To utilise existing social work capacity to manage transitions cases for the delivery of the transition to Adult Social Care. Due to operational capacity challenges and the need to support intensive demand within operational adult social work teams (learning disability, mental health, integrated neighbourhood teams), there would not be sufficiency in existing social work capacity to complete this work within the timeframes required whilst maintaining statutory duties and responsibilities. There is evidence of delay in ability to allocate many transitions cases in a timely manner, reducing the ability to maximise outcomes and reduce spend on such cases.

Decision [*with reasons*]

Decision made by:

Signature:

Date:

Executive Director – Health and Adult Care		18 September 2023
S151 Officer		17/9/23
Director of People and Inclusion		03.10.2023
Members Consulted [see note 1 below]		
Lead Member - HR		03.10.2023
Cabinet Member		5 October 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.