

**OFFICER DELEGATION SCHEME  
RECORD OF DECISION**

**TO BE UPLOADED TO THE INTERNET BY DEMOCRATIC SERVICES**

<b>Date:</b> 1/8/23	<b>Ref No:</b> 2175
<b>Responsible Officer:</b> Sue Massel. Assistant Director Adult Social Care	
<b>Type of Decision (please refer to MO Guidance):</b>	
<b>Key</b>	<b>Non-Key</b>
<input type="checkbox"/>	<input checked="" type="checkbox"/>
<b>Freedom of Information Status:</b> <i>(can the report go in the public domain)</i> Not Exempt	
<b>Title/Subject matter:</b>  Recruitment of 1 x Experienced Social Worker to support Towards Independence High Needs Review Programme within Adult Social Care.	
<b>Budget/Strategy/Policy/Compliance:</b>	
(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

<p><b>Equality Impact Assessment</b> [Does this decision change policy, procedure or working practice or negatively impact on a group of people? <b>If yes</b> – complete EIA and summarise issues identified and recommendations – forward EIA to Corporate HR]</p>	<p>No</p>
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## **Summary:**

Bury Adult Social Care is committed to improving the support it offers to younger adults and has embarked on an improvement programme for the services it provides to residents living with learning disabilities. As an integral part of the Modernising Learning Disabilities strand of the current ASC Strategic Plan and in the line with the LET'S strategy for Bury Council, the Towards Independence programme has commenced within the Learning Disability service.

The creation of 1 Experienced Social Worker post is required to support the ongoing delivery of the Towards Independence programme which is focussed on supporting adults of working age to have better outcomes and the delivery of the high needs review programme.

The Towards Independence project is the High Needs Review programme supported by Alders.

As the project has commenced it has become evident that a dedicated additional worker is required to maximise savings through the 'follow on' work after each review has been completed.

Follow on work is the work required to put in place all the changes to the bespoke packages of care identified during the review and ensure the changes are enacted and bed in. This element is labour intensive and can take a number of weeks to complete for each person, without it there is a risk that the changes made won't be sustained or the benefits realised.

This work is affecting the pace of the programme and slowing down the delivery of savings. With a total of £223,194 savings achieved in the first 3 months of the project (split 50/50 between health and social care) further savings can be realised more rapidly with a social worker dedicated to delivering the changes identified as part of the review process.

In its entirety the Towards Independence programme in Learning Disability services is scheduled to deliver £1.7m of savings.

This request is being made with the approval of the Towards Independence Board.

It is acknowledged that Bury ASC is a well performing, albeit high-cost authority, with a wide range of existing strengths, however there is evidence of scope for Bury to further improve to achieve better outcomes and constrain future costs.

## **Financial Requirements**

1 experienced full time social workers with on costs at top of scale is required at a total maximum cost of £52,005 per annum.

There will be no additional financial burden to the local authority as this post will wholly be funded from efficiencies delivered.

**Human Resources**

The post of 1 x ESW to be established. The role is grade 12 and an existing and evaluated Job description will be used.

The post will be managed within the learning disabilities team alongside the 2 social workers carrying out the reviews

**Wards affected:** N/A

**Consultations:** N/A

**Scrutiny & Review Committee Interest:** n/a


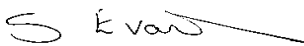
**Options considered:**




To utilise existing social work capacity to work alongside Alders team for the delivery of the high needs review programme. Due to operational capacity challenges and the need to support intensive demand within the learning disability team to respond to business as usual, there is not the operational capacity to complete this work within timeframe to maximise savings potential whilst maintaining statutory duties and responsibilities.

**Decision** *[with reasons]*

With immediate effect employ 1 experienced social worker to support the Towards Independence programme with follow on work to realise full savings potential and work as part of the project team to deliver this ambitious and transformative programme. The costs of this post will be met by the Adult Social Care transformation reserve for the first year with the following two years being funded from efficiencies.

Should any of the successful candidates already hold substantive posts on the Learning Disability team or other operational social work posts within Adult Social Care then the money would be utilised to backfill the vacancies they create ensuring minimal impact to ongoing safe service delivery.

<b>Decision made by:</b>	<b>Signature:</b>	<b>Date:</b>
Executive Director – Health and Adult Care		5 October 2023
Section 151 Officer		4/10/23

Director of People and Inclusion		10.10.23
<b>Members Consulted [see note 1 below]</b>		
Cabinet Member		2 November 2023
Lead Member - HR		10.10.23
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.