

**OFFICER DELEGATION SCHEME
RECORD OF DECISION**

TO BE UPLOADED TO THE INTERNET BY DEMOCRATIC SERVICES

Date: May 2024	Ref No: 2203
Responsible Officer: Donna Edgley, Senior Manager – Community Mental Health Services	
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: Management Structure Changes Community Mental Health Team (CMHT)	
<ul style="list-style-type: none"> • Redesignate a Senior Practitioner post to establish 1x permanent full time equivalent Assistant Team Manager post on the CMHT (currently filled by temp act up, funded by ASC). Change to job title but not grade. • Disestablish the additional Senior Practitioner post (Grade 13) (currently vacant) and replace with Experienced Social worker post (Grade 12) funded by ASC. 	
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

<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>
<p>Summary:</p> <p>The CMHT is a multidisciplinary team comprising of staff from Pennine Care Foundation Trust and Bury council.</p> <p>The current management structure is not representative of the multidisciplinary nature of the service and the proposal below is to address this and to enable Health staff to progress within the service whilst also releasing a small financial saving for Adult Social Care.</p> <p>The current Senior Practitioner posts on CMHT are only available to those staff with an Approved Mental Health Practitioner (AMHP) qualification ie social care staff. This is an historic arrangement which does not meet the needs of the business or enable career progression to nursing and health staff employed by PCFT. Consequently, health staff have left CMHT to pursue progression elsewhere and have cited this as their reason for leaving.</p> <p><u>Rationale</u></p> <ul style="list-style-type: none"> a) The change will enable Health staff to progress within the CMHT and support staff retention from PCFT employees. b) The change will more accurately reflect the multi-disciplinary nature of the CMHT within the management structure—currently we have 6 managers from social care backgrounds and 2 from Health. c) Disestablishment of 1x senior practitioner post and replacement with an ESW will release a small saving to ASC. <p><u>Human Resources Comments</u></p> <p>The recruitment of the Assistant Team Manager will be ringfenced to the team due to the requirement of Approved Mental Health Professional status (AMHP). As such the employee acting up into the Senior Practitioner post will be able to apply. If not, successful they would revert to their substantive post.</p>	

Finance Comments

The renaming of the Senior Practitioner to Assistant Team manager post is a change of job title but not a change of grade, consequently, the £60,681 cost of the Assistant Team Manager post (Table 1) has no cost impact to the CMHT budget because the post is funded from existing budget provision.

Table 1

Description	Grade	FTE	Salary	On Costs		Total
				Employers NI	Employers Pension	
Redesignate a Senior Practitioner post to establish full time equivalent Assistant Team Manager post	14	1	46,464	5,156	9,060	60,681
Total			46,464	5,156	9,060	60,681

The replacement of the additional Senior Practitioner post with an experienced Social worker post releases a savings of c£4k (Table 2)

Table 2

Description	Grade	FTE	Salary	On Costs		Total
				Employers NI	Employers Pension	
Disestablish the additional Senior Practitioner post	13	1	-44,428	-4,875	-8,663	-57,967
Establish an Experienced Social Worker Post	12	1	41,418	4,460	8,077	53,954
Total			-3,010	-415	-587	-4,012

As part of the monthly budget monitoring cycle, Finance and Budget holders within the CMHT team will track the expenditure linked to the posts referenced in this report, ensuring that all expenditure aligns to the funding provided. Any financial risks/pressures identified will be highlighted to the Director of Adult Social Services as part of the monthly budget monitoring cycle whereby an action plan will be deployed to mitigate any financial risks/ pressures.

Wards affected: All


Consultations: Informal engagement with the Union has taken place re issues raised.

Scrutiny & Review Committee Interest: n/a

Options considered: Leave management structure as is, this is not fit for purpose and does not support retention and progression of health staff within CMHT.

Decision *[with reasons]*

To agree changes to CMHT management structure as identified above. Once established then permanent recruitment to all vacant posts can be progressed.

Decision made by:	Signature:	Date:
Executive Director – Health and Adult Care		05/08/2024
Deputy S151 Officer		29 July 2024
Director of People and Inclusion		07/08/2024
Members Consulted <i>[see note 1 below]</i>		
Lead Member		15 August 2024
Cabinet Member - HR		07/08/2024
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.