






BARNESLEY METROPOLITAN BOROUGH COUNCIL

Report of Director of People Directorate

Report Title: Creation of One Personal Advisor Post within Future Directions. Fixed term contract until 31/03/2017

Implementation Date: 05/12/2016

1. Authorisation

<p>Author</p> <p>Author Contact: Nick Barker</p> <p>Date: 02/12/2016</p> <p>Signed by Head of Service:</p>  <p>S. Russell</p>	
<p>Cabinet Spokesperson (for items over £500,000):</p> <p>Date:</p>	<p>Certification by Director:</p>  <p>Rachel Barker</p> <p>Date: 10 January 2017</p>
<p>Comments- Pay and Reward</p> <p>Date: 11/11/16 11.1.17</p> <p>grades checked</p>  <p>D. Conroy</p>	<p>Authorisation by Finance:</p>  <p>Date: 07/12/16</p>
<p>Authorisation by the Director of Human Resources, Performance and Communications:</p>  <p>A. C. C. C. C.</p> <p>Date: 16.1.17</p>	

16-1-17

2. Introduction/Background

The report is seeking permission to create one PA post on a fixed term basis until 31/03/2017 in order to allow the service to provide a needs led, multi-agency bespoke support package, for a very vulnerable looked after young person, whose needs warrant an increased level of staffing for a time limited period.

3. Proposal and Justification

Currently the structure comprises 1 FT Team Manager, 0.5 Advanced Practitioner, 2.5 Social Workers & 3.7 PAs. This report seeks permission to create one PA on a fixed term contract to provide support as above. The post would be time limited until 31/03/2017.

The need to increase capacity is required as a direct response in meeting the needs of a specific young person. Alternative and more costly interventions have been tried previously, but these have not been successful in having a positive impact on the care plan for this young person.

Issues relate to ongoing substance misuse issues, potential criminal activity, and accommodation issues including

numerous placement breakdowns. Due to the vulnerabilities of the young person, and the level of need we are looking at facilitating a designated worker, who would provide a high level of consistency and support. This will involve face to face contact, practical support and telephone contact too. The young person concerned needs to work with staff who she already knows and has a relationship with in order to readily engage with her plan.

Therefore the proposal is to employ someone she already knows, and has worked with previously for a time limited period. This will enable the young person to have the opportunity, whilst working within her support network, to develop self-care and life skills, and maintain her current accommodation.

Due to the need for the young person to work with staff who is already known and has a relationship with, we are wanting to employ a previous BMBC Future Directions Personal Advisor who is available and is willing to take this position. The worker would be employed on scale 6 on 25 hours per week. Additional benefits are that the preferred employee is fully aware of BMBC policies and procedures, and has a working knowledge of the TED recording system, so there will not be a need for additional training.

Other options such as employing agency staff, or use of in house residential staff have been discussed. This would not be cost effective and would not meet the young person's needs. Proposals received from alternative providers range in cost from £3,000 - £8,000 per week, so employing a member of staff at the top of grade 6 will be more cost effective. Current staffing levels within the Future Directions service, other areas and in house residential provision is not viable to assist in delivering a specific care plan for the young person in question. Current demand in these areas also prevents this option. There is no other way of meeting this provision within current staffing levels.

The young person in question is in a very vulnerable position and would be at risk of increased significant harm without this additional staffing input.

Employee Implications

There will be additional capacity within Future Directions to enable the needs of this young person to be met more effectively and efficiently. This will be a preferred option financially, as employment of a PA will be more cost effective than agency staff or residential staffing – there will be no unsocial hours or enhanced payments.

5. Financial Implications (previously Appendix A)

Future Directions - Personal Advisor				Later Years	
	2016/17	2017/18	2018/19	Later Years	
Care Leavers	(£)	(£)	(£)	(£)	
Current placement cost	£361,750				
Forecast placement cost (incl Personal Advisor post)	£371,176				
Cost Variance	£9,426	£0	£0	£0	To be financed from:

The additional cost of employing a temporary Personal Advisor post is estimated at £9,426 (part year till March 2017), resulting in a total projected placement cost of £371,176. This will increase the overall cost pressure on the accommodation placement budget (within the Future Directions service) – an overspend of £262,582 is currently projected for 2016/17. The additional cost of £9,426 and the impact on the reported overspend against the care leavers placement budget need to be considered in the context of the cost of other more expensive placement options (e.g. use of external agency; secured accommodation; etc)

The additional anticipated placement cost (from Dec to Mar) of this young person including the temporary personal advisor is estimated at £10,633. This compares favourably to the total potential cost of £48,000 if a secure accommodation placement is sought from external alternative providers (based on a £3k weekly rate).

6. Consultation

- Mel John-Ross – Service Director
- Jon Banwell – Head of Service
- Pete Howell – Service Manager
- Helen Weldon – HR
- Ben Finley – TYS Service Manager

7. Recommendations: (Previously Appendix b)

Please complete the recommendations excel list and return along with this report.

8. List of Appendices

To include:

1. Current Structure - available from Organisation Management (orgmanagement@barnsley.gov.uk, Ext 3365)

2. Proposed Structures.

3. Recommendations excel list (previously Appendix b

Post Number (if new position write 'new position')	Current Directorate and Service Area	Proposed Directorate and Service Area (if applicable)	Current Post Title	Current Grade	Current Hours	Current Reporting Line Manager	Deletion y/n	Proposed Post Title	Proposed Grade	Proposed Hours	Job Profile Number	Proposed Reporting Line Manager
New		People Children in Care					N	Personal Advisor	Grade 5/6	25	76556 Personal Advisor profile 20150901	Nick Barker

76190 - LV1 - grade 5
76556 - LV2 - grade 6

