



Employment and Appointments Committee

Date:	Thursday, 11 August 2011
Time:	5.30 pm
Venue:	Committee Room 3 - Wallasey Town Hall

Contact Officer: Andrew Mossop
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AGENDA

1. MEMBERS' CODE OF CONDUCT - DECLARATIONS OF INTEREST

Members are asked to consider whether they have personal or prejudicial interests in connection with any item(s) on this agenda and, if so, to declare them and state what they are.

2. DEPARTMENT OF FINANCE - STAFFING OF IT SERVICES (Pages 1 - 14)

3. DEPARTMENT OF CHILDREN AND YOUNG PEOPLE - RESTRUCTURE (Pages 15 - 38)

4. ANY OTHER URGENT BUSINESS APPROVED BY THE CHAIR

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WIRRAL COUNCIL

EMPLOYMENT AND APPOINTMENTS COMMITTEE

11 AUGUST 2011

SUBJECT:	STAFFING OF IT SERVICES
WARD/S AFFECTED:	ALL
REPORT OF:	DIRECTOR OF FINANCE
RESPONSIBLE PORTFOLIO HOLDER:	COUNCILLOR ADRIAN JONES
KEY DECISION?	YES

1.0 EXECUTIVE SUMMARY

1.1 This report informs Members of changes to the establishment of the IT Services Division following the release of employees through the Early Voluntary Retirement and Voluntary Severance (EVR/VS) scheme. Due to these staff leaving, some of which were at senior management level, it has been necessary to restructure IT Services (ITS) to continue to provide essential services. As part of this restructure it is proposed to create the post of IT Services Manager at grade EPO 14 (£67,400).

2.0 RECOMMENDATION

2.1 Members are requested to approve the creation of the above post within the Division. The post is to be filled by ring-fencing applications to the remaining senior managers within IT Services. It will be partly funded by deleting the post of the successful candidate, EPO9 (£62,000) or EPO2 (£54,500); the balance being realised by deleting posts further down the structure as part of the overall restructure of ITS.

3.0 REASONS FOR RECOMMENDATION

3.1 The structure of the IT Service is shown at the appendices:

- Appendix One: ITS structure as at December 2010
- Appendix Two: ITS structure post EVR/VS
- Appendix Three: Proposed IT restructure
- Appendix Four: IT Services Manager Job Description and Person Specification

3.2 Following the EVR/VS exercise the number of senior managers responsible for ICT fell from five to three, realising a saving of £124,100 with another due to move out of IT Services to provide the division of duties recommended by SOCITM following the review of IT Services. The review was carried out during 2010 with the recommendations approved by Cabinet on 14 October 2010.

3.3 Members approved the retention of the Head of Service post which was filled by the Head of Infrastructure, following a selection process ring-fenced to the three remaining managers, with the Head of Infrastructure post deleted. This realised

a saving of £124,100 but leaves an ICT management structure comprising the Head of Service (DCO3a) and Head of Customer Services and Quality (EPO9), whose specific responsibility is for the Service Desk, Business Support Unit, Scheduling Team and schools account managers. This is not practical.

3.4 IT Services is currently divided into twelve distinct specialist areas:

- Project management
- Applications development & support
- Business Architecture
- Telecommunications
- Printing
- Service Desk and end user support
- Schools Support
- Scheduling
- Database Support
- Office Computer Systems (Windows based)
- Corporate Systems (Unix based)
- Business Support

3.5 The make-up of the teams is flexible, with staff moving to meet the changing demands of the organisation, but subject to the limitation of the skills they possess.

3.6 Each team manager is responsible for the line management of the team. They also acts as the lead technologist for their specialist area; ensuring solutions are effectively implemented, meet the business requirements of the Council, are compatible with the overall ICT infrastructure, are secure and meet legislative requirements. Additionally they assist in strategic planning, disaster recovery planning and business continuity. Some staff within these teams are recognised as experts in their field by other organisations and systems suppliers.

3.7 The structure outlined above was largely endorsed by SOCITM and has proved to be effective in maintaining overall service levels, consequently there are no plans to fundamentally change it. What the proposed structural changes within ITS will do is implement the recommendations made by SOCITM and approved by Cabinet.

3.8 The diversity of services delivered, and number of team managers involved, puts the overall management of the services outside the span of control capable of being exercised by a single individual. It is therefore proposed that the Head of Service will take overall responsibility but with specific focus on; developing a vision for the service and aligning this to the departmental and corporate visions; defining the objectives to deliver the vision, strategic planning to ensure the ICT infrastructure is developed in line with Council business requirements and the emerging requirements of the Government ICT strategy and overall resource planning. Reporting to the Head of Service, the proposed IT Services manager will; deputise for the Head of Service, concentrate on day to day service delivery; develop processes and services to support service users, ensure continuous service improvement and oversee the implementation of corporate policies within the Division. Line management of the various teams will be split between the Head of Service and the IT Services Manager.

4.0 BACKGROUND AND KEY ISSUES

- 4.1 The proposed structure recognises the need for cost savings and has achieved this where possible. However the Division continues to provide ICT infrastructure and computer applications that underpin all areas of Council service delivery. It is also heavily involved in enabling the current programme of cost saving measures by implementing technologies that make the reduction in office accommodation and introduction of agile / home working achievable.
- 4.2 The introduction of Universal Credit and implementation of the Government ICT Strategy will further increase the workload of the Division, although the timescales and full implications of these are still unclear. The Government does however have a stated objective of having the revised Public Sector Network, which will provide telecommunications links between all public sector organisations, in place by February 2012. This is to be followed by a rationalisation of Government computer applications and data centres which, if successful, will be extended to local government.

5.0 RELEVANT RISKS

- 5.1 The proposed changes to the structure recognise the need to make savings whilst maintaining services to all departments, business partners and stakeholders. The success of this could be impacted on by unforeseen changes in legislation, organisational changes within the Council, departmental plans to introduce additional ICT systems as a means to reduce cost and changes in the Government ICT Strategy, most of which have yet to be identified.

6.0 OTHER OPTIONS CONSIDERED

- 6.1 Partnership working with other local councils, the NHS and public sector organisations remains under active consideration.

7.0 CONSULTATION

- 7.1 The proposals have been discussed with HR, Trade Unions and staff within IT Services.

8.0 IMPLICATIONS FOR VOLUNTARY, COMMUNITY AND FAITH GROUPS

- 8.1 None

9.0 RESOURCE IMPLICATIONS: FINANCIAL; IT; STAFFING; AND ASSETS

- 9.1 The full year financial implications, including salary oncosts, of the recommendations contained within this report are as follows:-

- (a) Deleting two EPO9 posts as part of the EVS/VS exercise saved £124,100
- (b) Introduction of an IT Services Manager post at EPO14 costs £67,400.
- (c) Deleting the successful candidate's post will save an additional £54,500 or £62,000.

Resulting in an overall saving in excess of £111,000.

10.0 LEGAL IMPLICATIONS

10.1 None

11.0 EQUALITIES IMPLICATIONS

11.1 None

11.2 Equality Impact Assessment (EIA)

(a) Is an EIA required? No

(b) If 'yes', has one been completed? No

12.0 CARBON REDUCTION IMPLICATIONS

12.1 The carbon reduction implications from this restructure are limited to the benefits gained by reducing the number of employees by eight full time equivalents.

13.0 PLANNING AND COMMUNITY SAFETY IMPLICATIONS

13.1 None

FNCE/171/11

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APPENDICES

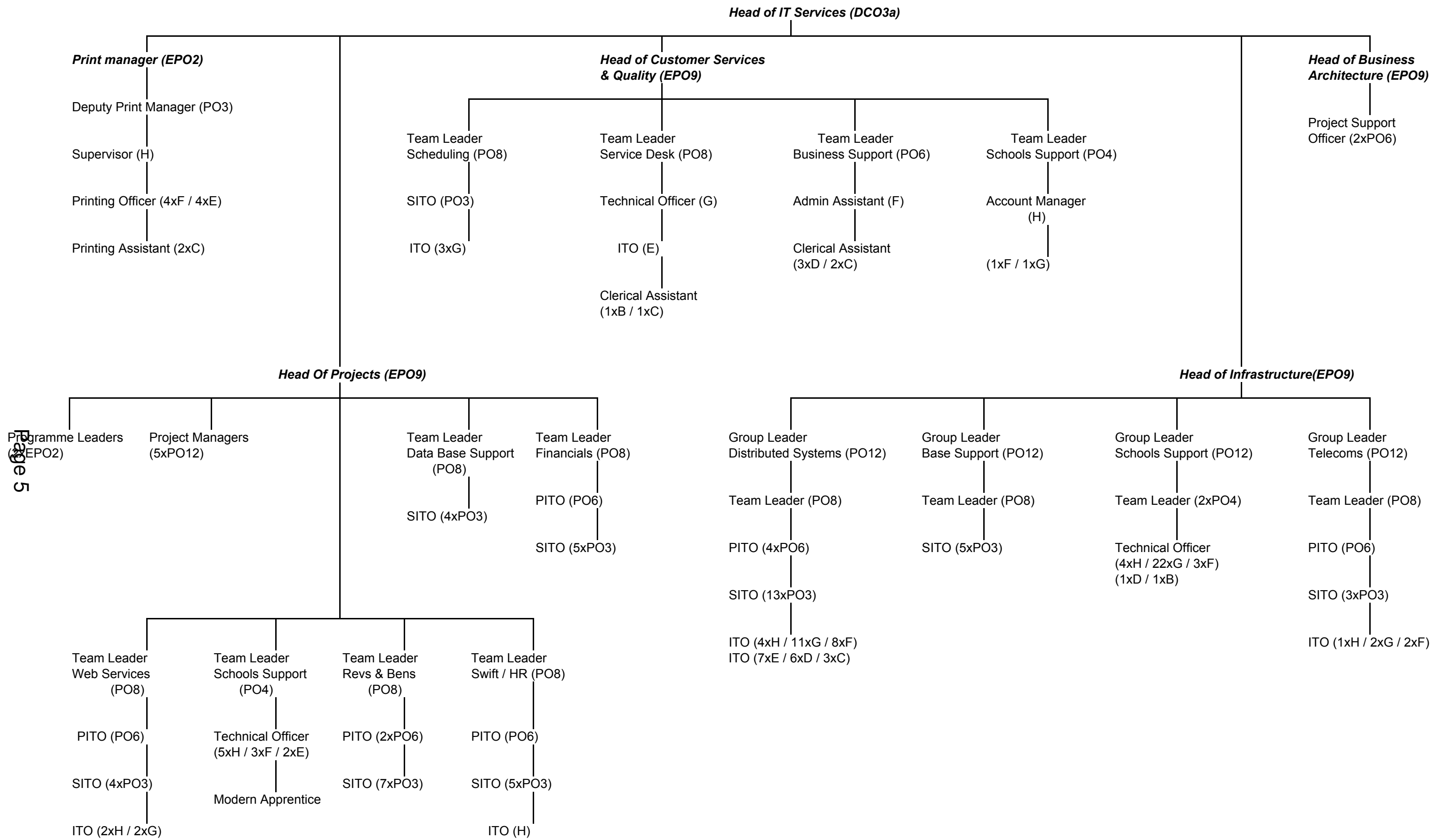
Current and revised organisational structures will be available at the Committee

REFERENCE MATERIAL

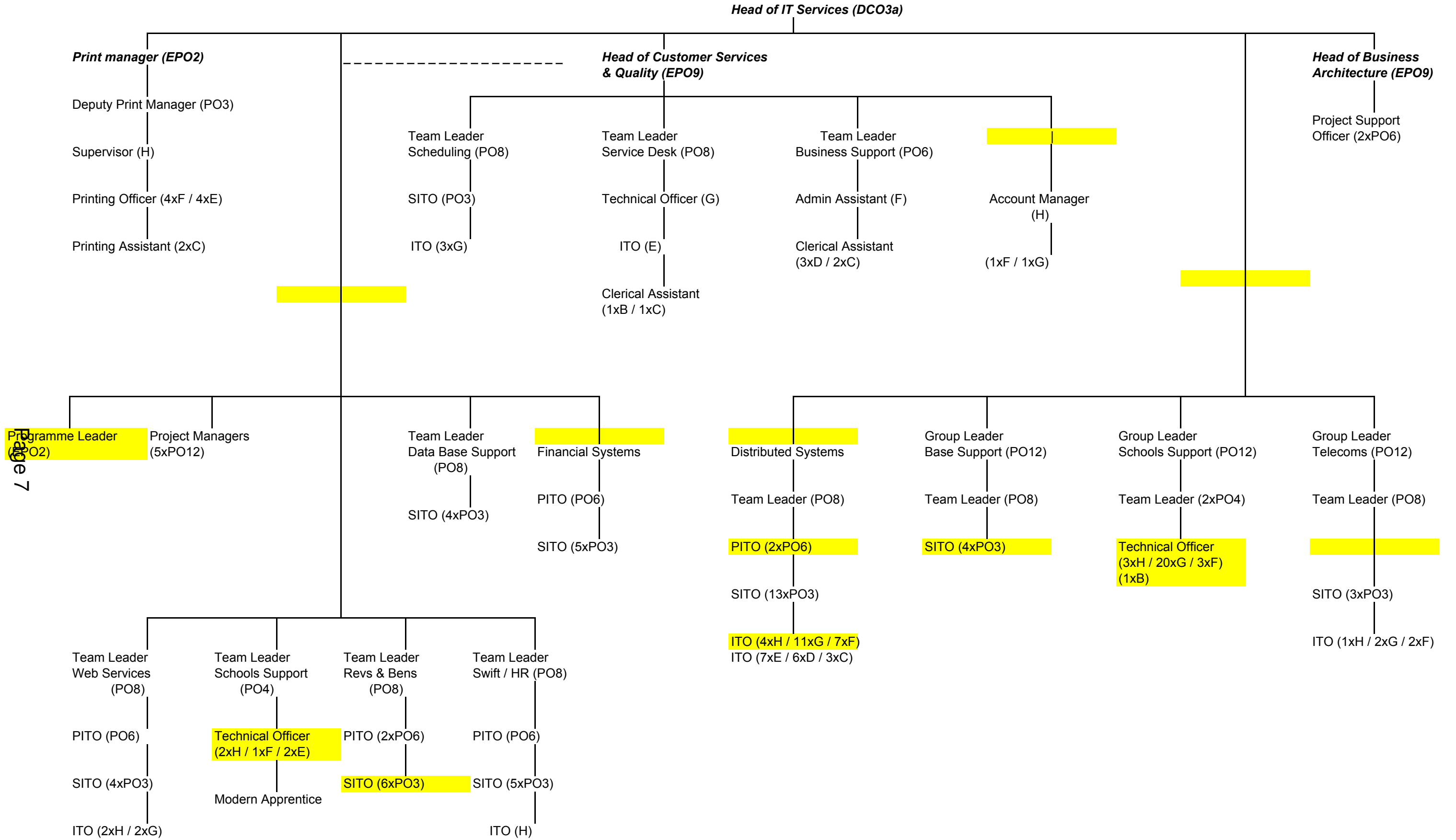
None

SUBJECT HISTORY (last 3 years)

Council Meeting	Date
Cabinet ~ ICT Strategic Review	14 October 2010



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Head of IT Services (DCO3a)

Print manager (EPO2)

Deputy Print Manager (PO3)
Supervisor (H)
Printing Officer (4xF / 4xE)
Printing Assistant (2xC)

IT Services Manager (EPO 14)

Team Leader Scheduling (PO8) | Team Leader Service Desk (PO8) | Team Leader Business Support (PO6) | Team Leader Data Base Support (PO8) | Team Leader School Accounts (PO4)

SITO (2x PO3) | PITO (PO6) | Admin Assistant (F) | SITO (4xPO3)

ITO (G) | Technical Officer (G) | Clerical Assistant (3xD / 2xC)

ITO (16xA-H) | Clerical Assistant (1xB / 1xC)

Transfer to ICT Client Unit

Head of Business Architecture (EPO9)

Project Support Officer (2xPO6)
ITO (G)

Programme Manager (EPO2)

Project Managers (2xPO12)

Team Leader Revs & Bens (PO8) | Team Leader Financials (PO8)

PITO (2x PO6) | PITO (PO6)

SITO (5xPO3) | SITO (4xPO3)

ITO (G)

Programme Manager (EPO2)

Project Managers (2xPO12)

Team Leader Swift / HR (PO8) | Team Leader Web Services (PO8) | Team Leader Schools Support (PO4)

PITO (PO6) | PITO (PO6) | Technical Officer (2xH / 2xG / 2xF / E / 3xD)

SITO (5xPO3) | SITO (5xPO3)

ITO (2xH)

Group Leader Distributed Systems (PO12)

Team Leader (PO8)

PITO (3xPO6)

SITO (15xPO3)

ITO (15x A-H)

Group Leader Base Support (PO12)

Team Leader (PO8)

SITO (4xPO3)

Group Leader Schools Support (PO12)

Team Leader (2xPO4)

Technical Officer (4xH / 22xG / 3xF) (1xB)

Group Leader Telecoms (PO12)

Team Leader (PO8)

PITO (PO6)

SITO (3xPO3)

ITO (1xH / 2xG / 2xF)

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Department	Finance	Division	Wirral IT Services
Designation of Post	IT Services Manager		
Responsible to	Assistant Director		
Immediate Subordinates	Programme Managers Service Desk Team Leader Scheduling Team Leader Database Support Team Leader Schools Account Manager Business Support Team Leader		

Description of Duties:

The primary functions of the IT Services Manager are, to ensuring the effective day to day running of all ICT services. Ensuring service levels are consistently high, agreed SLAs are adhered to and quality standards are maintained. To take a lead role in the effective implementation of corporate policies within the division and assist the Head of IT Services in the development of a vision for the service that supports the Council's business objectives and ensures the effective use of ICT budget and resources.

Service Specific Responsibilities:

- To be responsible for the day to day management of senior managers within the division including disciplinary, grievance, capability issues, development etc
- To assist the Head of Service in the production and monitoring budgets.
- To develop recharging policies for services delivered and to be responsible for ensuring quarterly recharge statements are produced for service users and the resolution of any subsequent queries.
- To support the Head of Service in the production of systems specifications and tenders for the supply of ICT related goods and services; ensuring that contracts meet the business needs of the organisation.
- To take a lead with national and multi-national ICT service providers (e.g. BT, Oracle etc) to ensure projects are effectively delivered and to negotiate associated support packages that deliver best advantage to the Council.
- Follow the appropriate procurement procedures in the purchasing of IT equipment/systems etc and ensure compliance with council Standing Orders as necessary.
- Report to committee as necessary on the work of the IT section, and liaise with members as required.
- Overall responsibility for the effective day to day running of all ICT applications, systems and services.

- To support the Head of IT services in the development of the division and management of ICT related programmes of work.
- To be responsible for the governance of ICT, ensuring resources are effectively managed and utilised.
- To be responsible for the development and implementation of Service Level Agreements across the Council
- To be responsible for the development, management and operation of the corporate ICT Service Desk to deliver 1st and 2nd line ICT support within the terms of the agreed SLAs. Ensuring that support calls, incidents and problems are accurately logged, appropriately prioritised and professionally resolved in a timely manner. The automation of support and development of user self service will be given a high priority.
- To ensure appropriate ICT asset management takes place
- To be responsible for IT audits to ensure the Council is effectively utilising IT and reporting any issues to the Head of IT Services
- To identify common problems and repetitive failures in ICT systems and services and to work with staff, suppliers and users in the resolution of these issues.
- To act as a final escalation point for all customer complaints and to be able to manage these situations appropriately
- To implement and monitor an effective Quality Management System, underpinned by sound business processes, which is beneficial to all stakeholders
- To implement a continuous improvement methodology within IT Services that ensures expectations are managed and standards are high at all time.
- To comply with the conditions of the Data Protection Act 1992, the Freedom of Information Act and any other legislation or policies currently in force or introduced from time to time.
- To participate in internal advertising and marketing of IT Services and IT awareness promotion as directed.
- To take a lead responsibility for specific area of work or portfolios as dictated by the Head of IT Services.
- To deputise for the Head of IT Services as required.
- To ensure the health, safety and welfare of employees and the public by complying with the appropriate Health and Safety Policies, Organisations and Arrangements and by the employment of Safe Working Practices and Risk Assessment and Management.
- To undertake such other duties as may be appropriate to achieve the objectives of the post or assist the Service in the fulfilment of its objectives and commensurate with the post holder's salary, grade, abilities and aptitudes.

Person Specification - IT Services Manager

Criteria	Essential	Desirable
Qualifications		
A formal IT qualification		✓
Degree educated or relevant Management qualification	✓	
Required Experience		
Experience of working at a senior level within an operational ICT environment.	✓	
Demonstrable record of delivering agreed objectives	✓	
A proven track record of providing an operational IT service, whilst managing both staff and budgets effectively	✓	
Experience of managing escalated problems, ensuring that corrective action is taken in a timely manner	✓	
Negotiating, preparing and delivering SLA's	✓	
Monitoring SLA's to ensure relevance and consistent service delivery standards	✓	
Development, management & operation of ICT Service Desk function delivering 1 st & 2 nd line support to users.	✓	
Knowledge and Skills		
Awareness of national initiatives within the Local Government or other government agencies	✓	
Knowledge of quality/service management standards such as ISO9000 and ITIL		✓
Team management /empowering staff to deliver effectively	✓	
Business and political awareness	✓	
Ability to lead and motivate a team of professional staff	✓	
Strong influencing and negotiating skills	✓	
An ability to plan, initiate and implement change and quality improvements in service delivery	✓	
Personnel Competencies		
Analytical and strong problem solving ability	✓	
Highly motivated and capable of motivating/leading others	✓	
Ability to build committed teams and develop the full potential of staff	✓	
Ability to deal with and respond to working demands		✓
Ability to think corporately and understand the "bigger picture"	✓	
A customer focus with a passion for excellence and continuous improvement in service delivery.		✓
Special Requirements		
A willingness to work outside normal hours as	✓	

required		
To be seconded from time to time, into varying roles and responsibilities anywhere within the Council depending in the needs and demands of the Service.	✓	
To work or be based at any location at which support is provided by the Department	✓	

Issued by: Chief Officer.....

Date.....

EMPLOYMENT AND APPOINTMENTS COMMITTEE

11 AUGUST 2011

SUBJECT:	<i>RESTRUCTURE OF THE CHILDREN AND YOUNG PEOPLE'S DEPARTMENT</i>
WARD/S AFFECTED:	ALL
REPORT OF:	INTERIM DIRECTOR OF CHILDREN'S SERVICES
RESPONSIBLE PORTFOLIO HOLDER:	COUNCILLOR ADRIAN JONES
KEY DECISION?	YES

1.0 EXECUTIVE SUMMARY

1.1 This purpose of this report is to inform Members of the changes within the Department following the Early Voluntary Retirement and Voluntary Severance exercise (EVR/VS), and the proposed restructure of the Department. The changes also take account of the transfer of the Transport Service that was previously provided by the Department for Adult Social Services and the Technical Services Department.

1..2 Members approval is sought to re-grade/establish posts that are above spinal column point 49.

2.0 RECOMMENDATION/S

Members are requested to:

2.1 Approve the re-structuring of the department from four Branch Service Areas to three Branch Service areas.

Current Branch Service Areas	Proposed Branch Service Areas
Resources and Planning	Resources and Planning
Learning and Achievement	Learning and Achievement
Social Care	Social Care
Participation and Inclusion	Responsibilities re-allocated across the three remaining branches as follows: <ul style="list-style-type: none"> • Admissions – Resources and Planning • WASP, ESW, SES – Learning and Achievement • Integrated Youth Service – Social Care

- 2.2 Approve the overarching Children's and Young People's Departmental restructure. The current structure is attached at appendix one, and the proposed structure is attached at appendix two.
- 2.3 To approve the following regrade/redesignation/establishment of posts above SCP 49 as set out in the report.
- 2.4 Note the transfer of the various Transport related services across the Council, including Technical Services and the Department for Adult Social Services, and approve the new Integrated Transport Unit structure within the Children's and Young People's Department.

2.4.1 Planning & Resources Branch

The current and proposed structures for the Planning and Resources Branch are attached at appendix three.

- 2.4.1.1 Re-designate and regrade the Head of Planning and Performance from EP06 (£43,900 - £46,423) to Strategic Service Manager – Infrastructure – EPO21 (£56,591 - £59,130).
- 2.4.1.2 Regrade the Head of Financial Services from PO14 (£38,961 - £41,616) to EPO4 (£42,320 - £44,752).
- 2.4.1.3 Regrade the Head of Facilities Management from EPO4 (£42,320 - £44,752) to EPO10 (£47,297 - £49,827)
- 2.4.1.4 New post of HR/OD Business Partner – Schools – EPO6 (£43,900 - £46,423) to be established.
- 2.4.1.5 New post of HR/OD Business Partner – CYPD – EPO6 (£43,900 - £46,423) to be established.

2.4.2 Children's Social Care Branch

The current and proposed structures for the Children's Social Care Branch are attached at appendix four.

- 2.4.2.1 Regrade the Service Manager (Looked After Children) from PO14 (£38,961 - £41,616) to EPO6 (£43,900 - £46,423)
- 2.4.2.2 Regrade the Service Manager (Children with Disabilities) from PO14 (£38,961 - £41,616) to EPO6 (£43,900 - £46,423)
- 2.4.2.3 Regrade the Business and Performance Manager from EPO3 (£41,616 - £43,900) to EPO6 (£43,900 - £46,423)

2.4.3 Learning and Achievement Branch

The current and proposed structures for the Learning and Achievement Branch are attached at appendix five.

2.4.3.1 Re-grade the Children's Centre Team Leader from EPO4 (£42,320 - £44,752) to EPO6 (£43,900 - £46,423)

2.4.3.2 Regrade the Quality Assurance, Early Years and Childcare Manager from EPO4 (£42,320 -£44,752) to EPO6 (£43,900 - £46,423)

3.0 REASON/S FOR RECOMMENDATION/S

3.1 Following the completion of the Council's EVR/Severance exercise the Department has reduced costs by nearly £6,000,000 and reduced the total establishment by 327. To facilitate these reductions the Department has reviewed how its services are provided and produced a revised structure (see appendix 1).

3.2 The Cabinet agreed on 23 June 2011 that the Transport function in the Department of Adult Social Services and the Technical Services Department should be transferred to the Children and Young People's Department to create an Integrated Transport Service. To accommodate this change it has also been necessary to restructure this service (see appendix 2).

3.3 Change in the Department is also necessary in response to the publication of the Coalition Government's White Paper "The Importance of Teaching", the general reduction in grant to the Council, the cessation of the National Strategies and the increased delegation of resources and responsibilities to schools.

3.4 The specific reasons for the restructure of The Children and Young People's Department and for each service area are outlined below.

3.5 The Children and Young People's Department

The Department currently has four branches:

Planning and Resources
Children's Social Care
Learning and Achievement
Participation and Inclusion

3.5.1 It is proposed that the services provided by the Participation and Inclusion Branch be transferred into the remaining three branches as follows:

3.5.2 Learning and Achievement - Educational Psychological Service
Education Social Welfare Service
Physical and Medical Needs
WASP and Hospital School

Sensory Needs Service
Social and Communication Needs
Statementing Team and SESS Administration

- 3.5.3 Children's Social Care - Anti-Social Behaviour Team
Youth Service
Youth Offending Service
- 3.5.4 Planning and Resources - School Admissions Place Planning
PEC Administration and Support
Commissioning
- 3.5.5 In addition to the above it is proposed that the Transport Service be incorporated into the Planning and Resources Branch.

3.6 The Planning and Resources Branch

To facilitate the proposals it is proposed to make the following changes in posts that are above spinal column point 49:

3.6.1 Head of Planning and Performance

This post currently manages the Planning and Performance Team and it is proposed that the Team will be expanded to include Admissions and School Place Planning. This is a critical business process for the Council affecting all Wirral residents with families and Wirral Schools. Ensuring that all children, young people and families have access to an effective school admissions process is a priority for the Council. The Team will also include the transport function from the Technical Service Department and the Department of Adult Social Services, this also includes the School Escort Service. It is proposed that this post is re-designated and re-graded to Strategic Service Manager – Infrastructure – EPO21 (£56,591 - £59,130).

3.6.2 Head of Facilities Management

This post is responsible for the Department's Facilities Management function including the monitoring of Capital projects, DfE initiatives, Council PPM schemes and general repairs and maintenance of the Department's premises. It is also responsible for the maintenance of contracts for Facilities Management. Following a review of the service provision this post will undertake the additional responsibility for the sole management of the Department's Capital Programme. It is proposed that this post is re-graded to EPO10 (£47,297 - £49,827).

3.6.3 Head of Financial Services

This post is responsible for the management of the Financial Services Team. Additional duties have been given to the post for financial planning and budget monitoring across the Department. This has arisen from the vacant

Principal Manager – Finance post EPO10. It is proposed that this post be re-graded to EPO4 (£42,320 - £44,752).

3.6.4 HR/OD Business Partner – Schools

This new post is required to strategically support the Schools HR Service Level Agreement. The post will develop future capacity for the organisation to meet local, regional and national requirements through strategies which are developed and delivered in conjunction with partners such as Headteachers and School Governors; this will enable them to lead and manage their people in the delivery of the service.

3.6.5 HR/OD Business Partner – CYPD

This new post is required to provide strategic operational HR/OD support to the Department and the Council. The post will also develop future capacity for the organisation to meet local, regional and national requirements through workforce planning and strategies which are developed and delivered in conjunction with partners.

3.7 The Children's Social Care Branch

To facilitate the proposals it is proposed to make the following changes in posts that are above spinal column point 49:

3.7.1 Service Manager (Looked After Children)

This post will be required to carry out the additional duties of service managing the therapeutic and treatment fostering scheme, Fostering Futures. This entails managing personnel issues, ensuring the Fostering Service supports Fostering Futures, gate keeping and performance management. It will also service manage the Child and Adolescent Mental Health Service (CAMHS) for looked after children and the enhanced Family Group Meetings Service. It is proposed that this post be re-graded to EPO6 (£43,900 - £45,552).

3.7.2 Service Manager (Children with Disabilities)

This post will be required to carry out the CAMHS: Children in Needs Service and the Complex Communication Service (providing specialist support for young people with Aspergers Syndrome and Autism). It is proposed that this post be re-graded to EPO6 (£43,900 - £45,552).

3.7.3 Business and Performance Manager

This post has incrementally acquired additional duties and leads on delivering improved underpinning systems and processes to support service improvement and efficiencies within Children's Social Care e.g co-location project. The post is pivotal in service improvement and inspection preparation. The post has also been assigned additional duties in respect of

the Integrated Children's System, including the project development of the Electronic Social Care Record (ESCR), which aims to move to a paperless based system of client records. It is proposed that this post is re-graded to EPO6 (£43,900 - £45,552).

3.8 The Learning and Achievement Branch

To facilitate the proposals it is proposed to make the following changes in posts that are above spinal column point 49:

3.8.1 Children's Centre Team Leader

This post is responsible for the co-ordination, monitoring and support of Children's Centres, ensuring their ongoing developments through the delivery of strategic plans and line management of the team of Children's Centre Managers. Analysing the data for Children's Centres and their impact is essential to improve service delivery for children and families and one additional responsibility this post is taking on is line management of the Early Years and Sure Start Data Officer. This post is also taking on responsibility for the LA's duty to deliver a Family Information Service; this includes its management, implementation and ensuring there is an effective marketing and publicity strategy for Early Years service. The FIS is essential to improve access to information for families, carers and children including through community based provision. Within the responsibilities and duties of the FIS there is also the requirement to annually develop and publish the Childcare Sufficiency Assessment (CSA) and use the assessment to target resources on areas of need. This post is also picking the additional responsibilities for managing the 2-year-old funding project to increase the free offer by 20% and build capacity within early years and childcare settings to support two-year olds effectively. It is proposed that this post is re-graded to EPO6 (£43,900 - £45,552).

3.8.2 Quality Assurance, Early Years and Childcare Manager

This post is responsible for the development and implementation of quality assured early year education/childcare, including the Early Years Foundation Stage and the wide range and number of early education/childcare providers (especially a wide range of PVI settings). This post is responsible for identifying and meeting the workforce development needs of providers and supporting the development of provider networks. As part of this role, this post has had oversight of the team of Foundation Consultants and also the Training and Recruitment Co-ordinator. In addition, this post will also additionally lead the team on the development and maintenance of integrated pre- and post-OFSTED registration and inspection support arrangements for early education and childcare settings. The post is also picking up responsibility for ensuring that Local Authority retained functions are met through a single improvement model for all pre-school and day care providers, school clubs and childminders – thereby increasing the proportion of good/outstanding provision in Wirral. The post will additionally oversee the management of the childminder network and the co-ordination of the Nursery Managers Meetings. Given the amount of private provision, the delivery of provider support and network development, oversight of childminders, home

carers, pre-schools, day nurseries and out-of-school providers all of which are now subsumed into this post, is essential for the maintenance of effective network service agreements. The post is also taking on responsibility for chairing the “Better Communication group” which has a particular focus on early language and literacy development and this is a key priority in the Children and Young People’s Plan, the KS2 Scrutiny Report on Literacy undertaken by the Overview and Scrutiny Committee, the Anti-social Behaviour commission and the Child Poverty Strategy. It is proposed that this post is re-graded to EPO6 (£43,900 - £45,532).

4.0 BACKGROUND AND KEY ISSUES

Information on the rationale regarding the proposals is contained within relevant appendices as below:

Appendix 1 – Current Structure of Children and young People’s Department

Appendix 2 – Proposed Restructure of Children and Young People’s Department

Appendix 3 – Current and Proposed Structure of Planning and Resources

Appendix 4 – Current and Proposed Structure of Children’s Social Care

Appendix 5 – Current and Proposed Structure of Learning and Achievement

5.0 RELEVANT RISKS

5.1 Failure to fully implement the recommendations may result in the Department not having a structure that is suitable for the demands placed upon it.

6.0 OTHER OPTIONS CONSIDERED

6.1 Not applicable.

7.0 CONSULTATION

7.1 Consultation with recognised trade unions has taken place.

8.0 IMPLICATIONS FOR VOLUNTARY, COMMUNITY AND FAITH GROUPS

8.1 There are no specific implications arising from this report.

9.0 RESOURCE IMPLICATIONS: FINANCIAL; IT; STAFFING; AND ASSETS

9.1 The financial implications are as follows:

The net savings following the EVR/VS exercise for all employees at spinal column point 49 and above are £499,019. The cost of regarding posts within the Department are £46,370. The cost of new posts within the Department are £85,488. This brings the net savings at a senior level to £367,161.

10.0 LEGAL IMPLICATIONS

10.1 There are no specific implications arising from this report.

11.0 EQUALITIES IMPLICATIONS

11.1 There are no specific implications arising from this report.

11.2 Equality Impact Assessment (EIA)

- (a) Is an EIA required? Yes
(b) If 'yes', has one been completed? Yes (24.5.11)

12.0 CARBON REDUCTION IMPLICATIONS

12.1 There are no implications arising from this report.

13.0 PLANNING AND COMMUNITY SAFETY IMPLICATIONS

13.1 There are no implications arising from this report.

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APPENDICES

Appendix 1 – Structure of Department and Rationale

Appendix 2 – Structure of Planning & Resources and Rationale

Appendix 3 – Structure of Social Care and Rationale

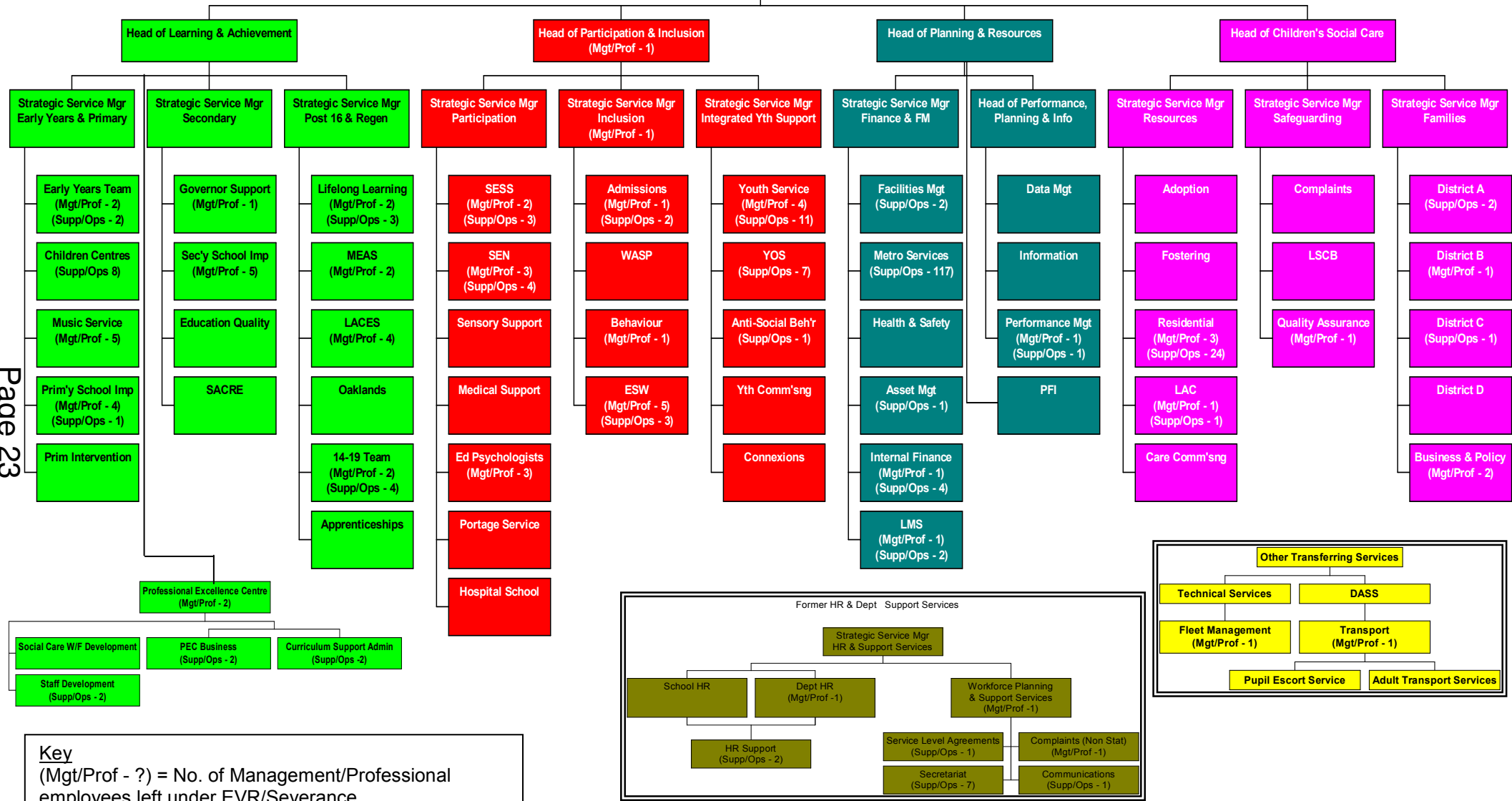
Appendix 4 – Structure of Learning & Achievement and Rationale

SUBJECT HISTORY (last 3 years)

Council Meeting	Date
Cabinet	23 June 2011

Children & Young People's Departmental Structure as at 31 December 2010

Director of Children's Services

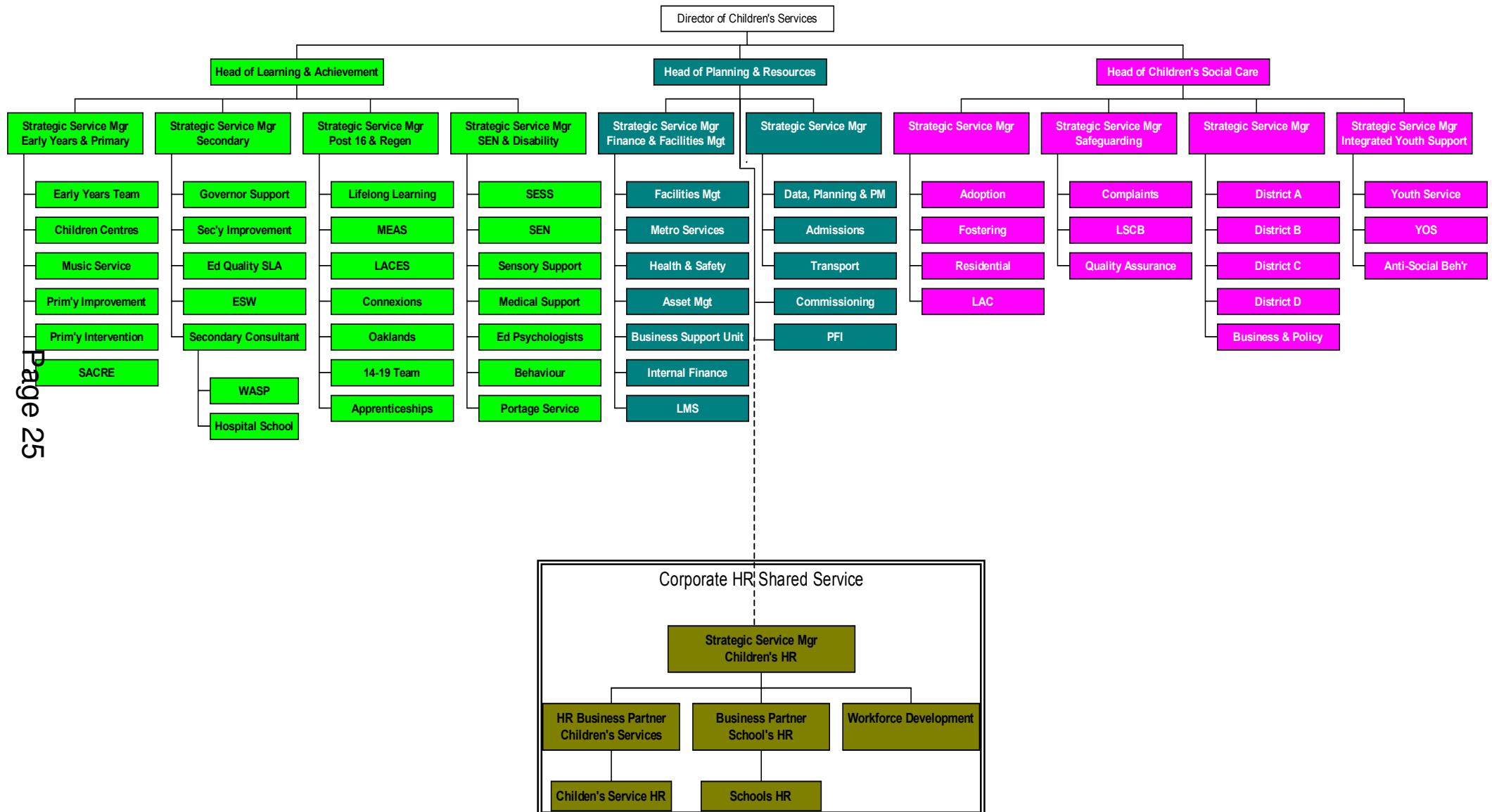


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Key
 (Mgt/Prof - ?) = No. of Management/Professional employees left under EVR/Severance
 (Supp/Ops - ?) = No. of Support/Operations employees left under EVR/Severance

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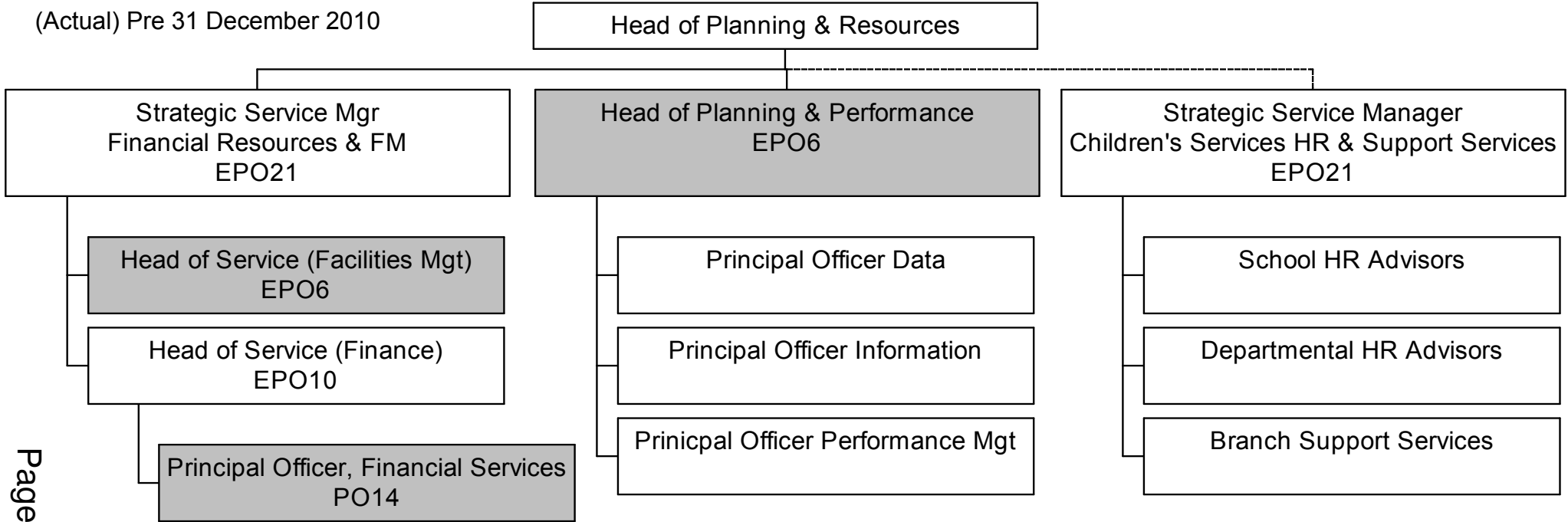
Children & Young People's Departmental Structure as at 1 July 2011 – Proposed Restructure complete



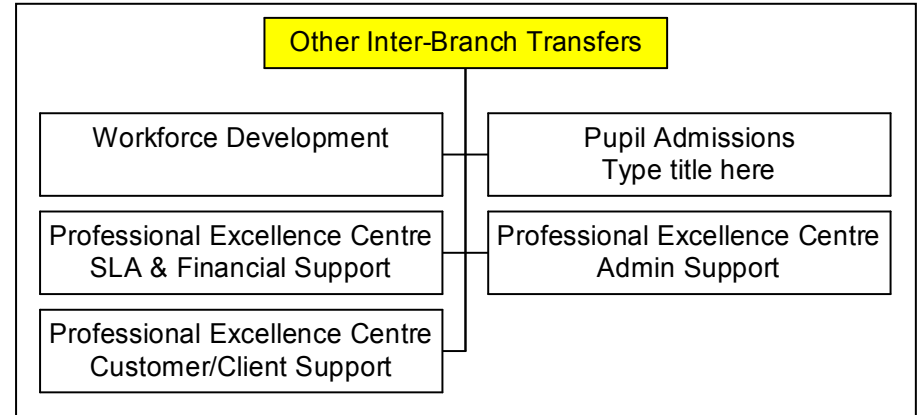
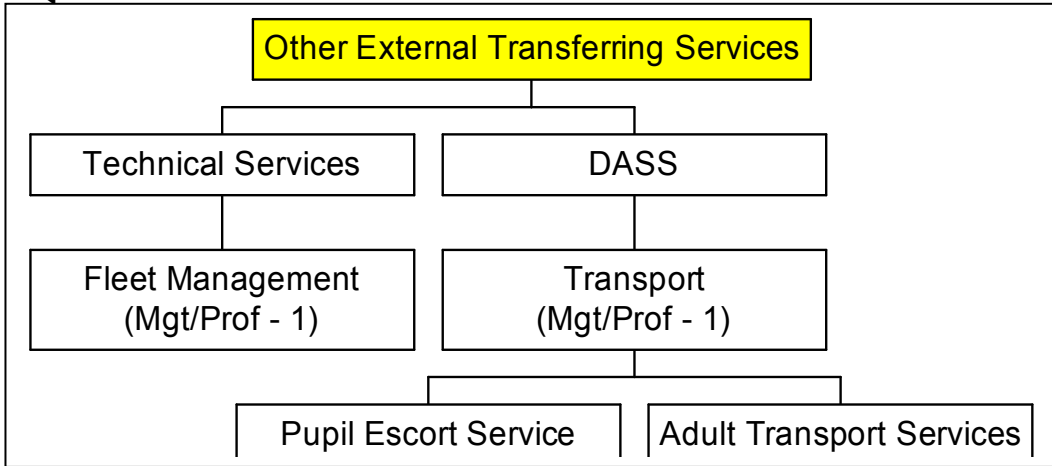
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Planning & Resources – Structures and Rationale

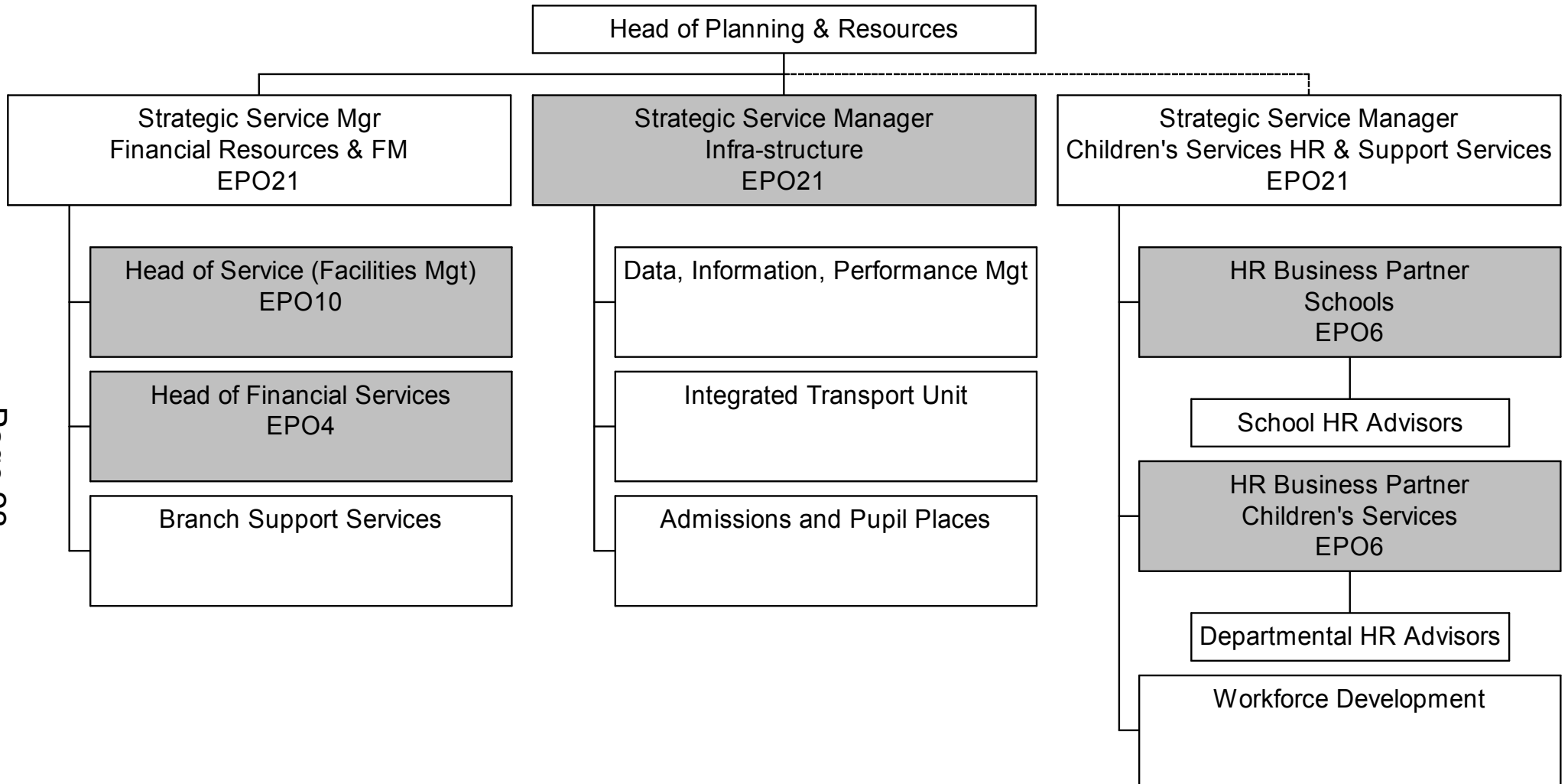
(Actual) Pre 31 December 2010



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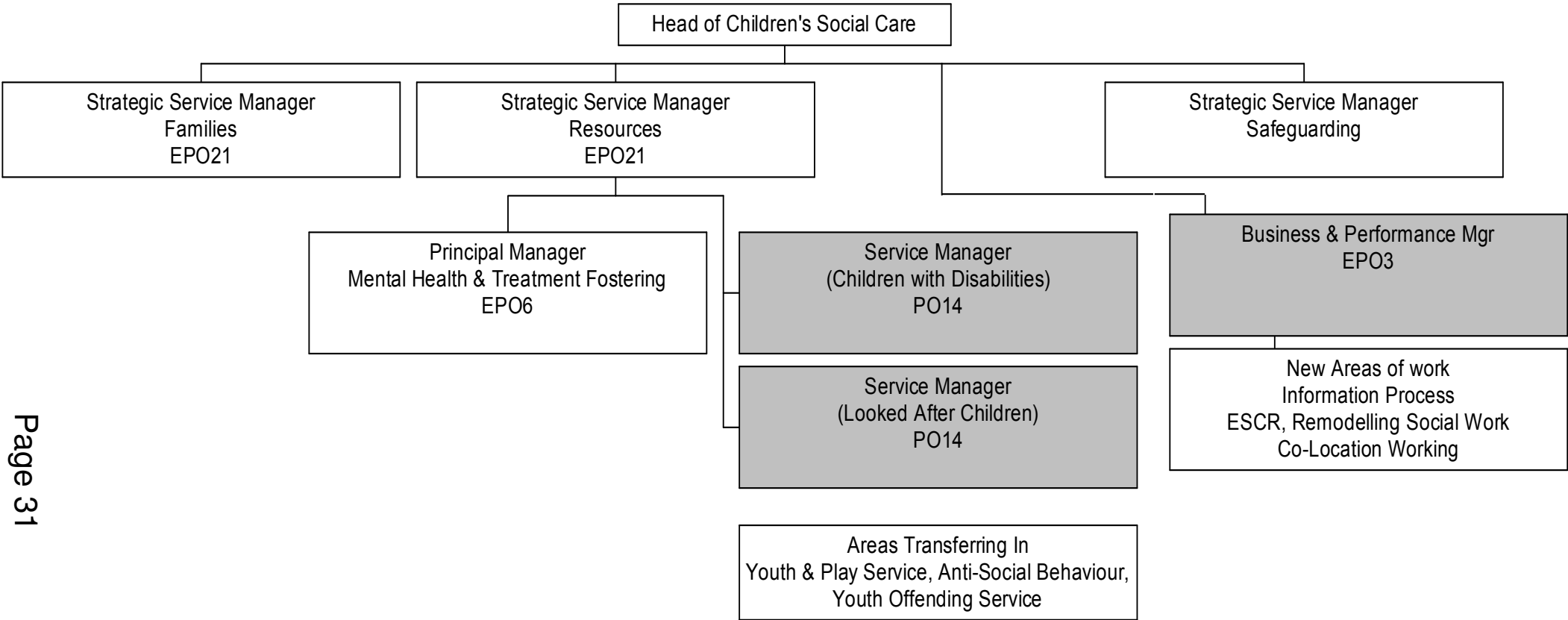
Planning & Resources – Structures and Rationale



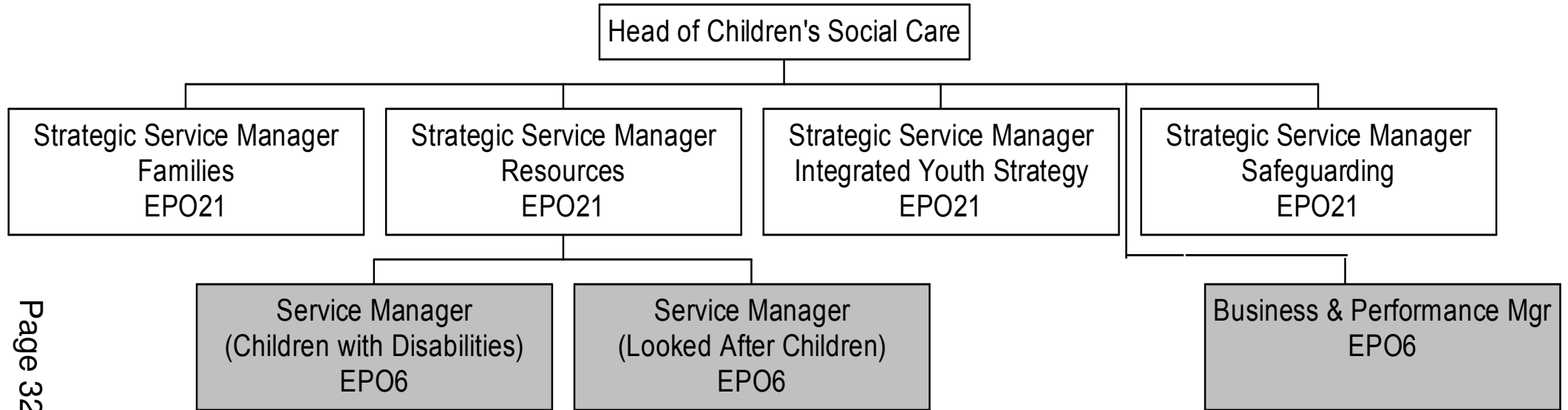
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Children's Social Care – Structures and Rationale

Actual 31 December 2011



Children's Social Care – Structures and Rationale

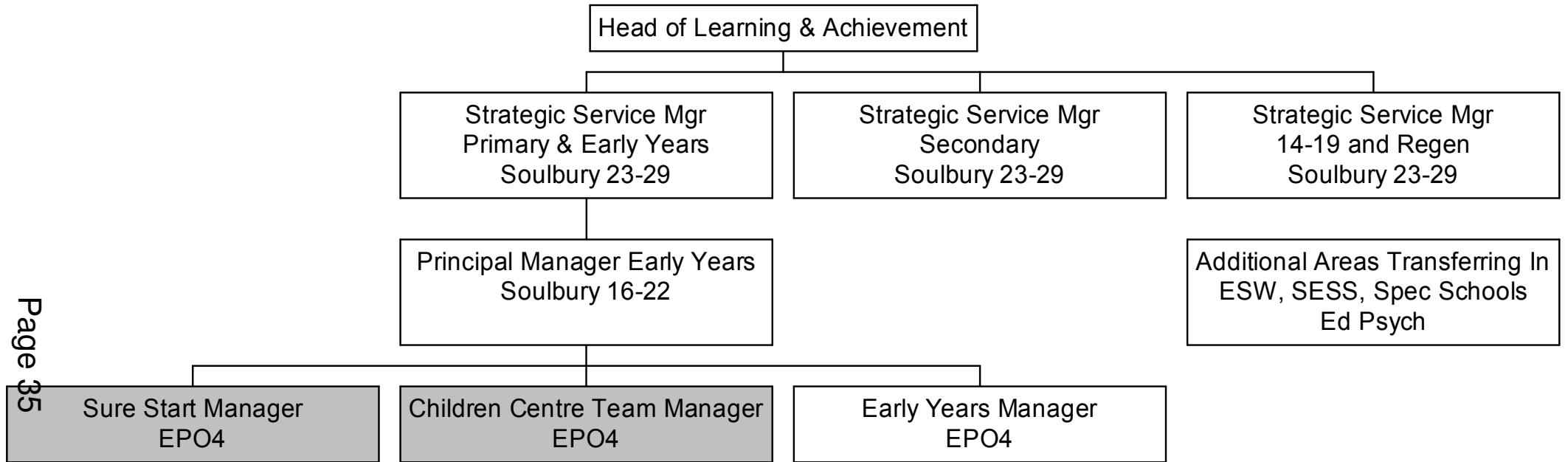


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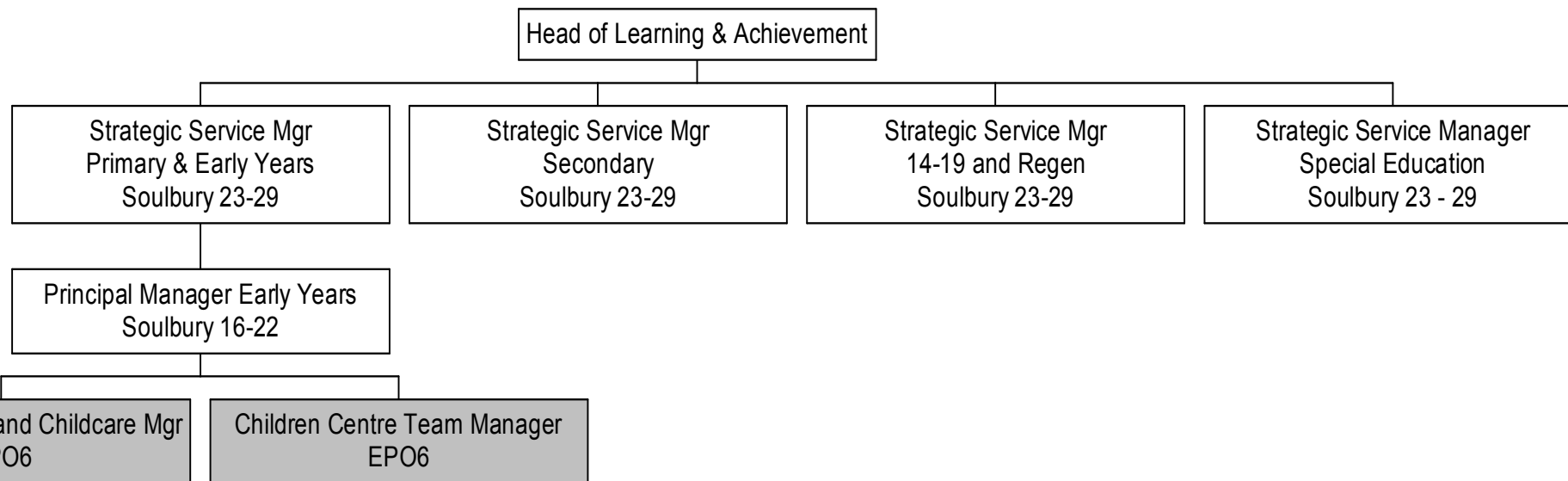
Learning & Achievement – Structures and Rationale

Actual 31 December 2011

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Learning & Achievement – Structures and Rationale



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