

WIRRAL COUNCIL

THE EMPLOYMENT AND APPOINTMENTS COMMITTEE

28 FEBRUARY 2012

SUBJECT:	DASS SENIOR MANAGEMENT STRUCTURE
WARD/S AFFECTED:	ALL
REPORT OF:	DIRECTOR OF LAW, HR AND ASSET MANAGEMENT
RESPONSIBLE PORTFOLIO HOLDER:	COUNCILLOR TOM HARNEY
KEY DECISION?	YES

1.0 EXECUTIVE SUMMARY

- 1.1 The purpose of this report is to bring forward for immediate decision the urgent requirements for the Senior Management capacity structure in the Department of Adult Social Services.
- 1.2 This report addresses the requirement for a Head of Safeguarding and Care Governance.

2.0 BACKGROUND AND KEY ISSUES

- 2.1 Cabinet on 13 February 2012 considered the report on the Department of Adult Social Services management structure.
- 2.2 On working through the specific details there is an immediate and urgent need to review the safeguarding capacity across Adult Social Services and the Children and Young People's services.

3.0 CURRENT POSITION

- 3.1 The Joint Head of Safeguarding is a shared position between the Department of Adult Social Services (DASS) and the Children and Young People's Department (CYPD) at a Head of Service level.
- 3.2 In DASS the role is 0.5 FTE of a Head of Service level.
- 3.3 In CYPD the full time post remains at a senior manager role, Strategic Service Manager, Safeguarding and Review, EPO21.
- 3.4 The CYPD role has been delivered via 0.5 FTE (0.5 shared with DASS) and 0.5 FTE via agency cover.

4.0 FUTURE REQUIREMENTS

- 4.1 The joint role has enabled the sharing of good practice, expertise and stabilised the position in DASS. However, there are significant further improvements to be put in place and the joint arrangements are no longer sustainable.
- 4.2 The proposed role Head of Safeguarding and Care Governance will also pick up the additional duties.
- 4.3 Cabinet agreed a restructure of the Department of Adult Social Services on 22 September 2011 based on the recommendations of the Interim Director at that time. Since September the process of Self Evaluation and Peer Challenge has been undertaken and a new permanent Director of Adult Social Services has been recruited. In January 2012 the Council received the Independent Review of Wirral Metropolitan Borough Council's Response to Claims Made by Mr Martin Morton (and others) [Final Report] prepared for Wirral MBC by Anna Klonowski. It is, therefore, appropriate that further consideration of the management structure should be undertaken.
- 4.4 The recent Self Evaluation and Peer Challenge recognised that progress had been made within the Adults' Safeguarding Service but practice and procedure changes needed to become embedded. This is further reflected in the Klonowski report which highlights a number of significant failings within safeguarding and contract management. As part of the restructure agreed by Cabinet in September 2011 a post of Head of Branch – Safeguarding Adults and Children was created. This effectively creates the capacity of a 0.5 full time equivalent post available to DASS to oversee the delivery of the recommendations from the Klonowski report and to embed the relevant practice and procedures.
- 4.5 It is recommended, therefore, that significantly more capacity and emphasis is concentrated into Safeguarding within the department of Adult Social Services.

5.0 RELEVANT RISKS

- 5.1 Without sufficient resources there is a risk to the Council's safeguarding process and vulnerable people.

6.0 OTHER OPTIONS CONSIDERED

- 6.1 The joint role shared with CYPD has been tested, provided benefits, but is no longer sustainable.

7.0 CONSULTATION

- 7.1 The current post-holder has been consulted.

8.0 IMPLICATIONS FOR VOLUNTARY, COMMUNITY AND FAITH GROUPS

- 8.1 N/A

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

- 9.1 There is an additional resource requirement of £36,676 plus on costs.

10.0 LEGAL IMPLICATIONS

10.1 N/A

11.0 EQUALITIES IMPLICATIONS

11.1 Has the potential impact of your proposal(s) been reviewed with regard to equality?

No because there is no relevance to equality.

12.0 CARBON REDUCTION IMPLICATIONS

12.1 N/A

13.0 PLANNING AND COMMUNITY SAFETY IMPLICATIONS

13.1 N/A

14.0 RECOMMENDATION/S

14.1 The post of Head of Branch – Safeguarding Adults and Children (0.5 in DASS) is deleted and the post of Head of Safeguarding and Care Governance is created as a full time position.

14.2 The Safeguarding and Care Governance Branch will take responsibility not only for safeguarding but also a more cohesive role including Contracts' management and monitoring along with broader Quality Assurance responsibility including the management of the social care provider market.

14.3 The post of Head of Safeguarding and Care Governance is advertised on a permanent basis.

14.4 The Directors of DASS and CYPD backfill the Safeguarding function with interim support to ensure they are resourced appropriately pending permanent full time post-holders in place.

14.5 The current Joint Head of Safeguarding post-holder will return to the full time Head of Safeguarding in CYPD.

15.0 REASON/S FOR RECOMMENDATION/S

15.1 The Department of Adult Social Services requires significant capacity and more emphasis to be concentrated into Safeguarding to meet the requirements of the department.

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APPENDICES

REFERENCE MATERIAL

SUBJECT HISTORY (last 3 years)

Council Meeting	Date
Cabinet	13 February 2012
Employment and Appointments Committee	29 September 2011
Cabinet	22 September 2011