

## CABINET – 13 FEBRUARY 2012

### 309 DEPARTMENT OF ADULT SOCIAL SERVICES - SENIOR MANAGEMENT STRUCTURE

The Cabinet at its meeting on 22 September 2011 had agreed a restructure of the Department of Adult Social Services based on the recommendations of the Interim Director at that time (Minute No. 116 refers). Since September the process of Self Evaluation and Peer Challenge had been undertaken and a new permanent Director of Adult Social Services had taken up his post following a recruitment exercise.

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 by AKA Ltd. It is, therefore, apposite that further consideration of the management structure of the Department should be undertaken.

A report by the Director of Adult Social Services set out a revised senior management structure for his Department that addressed a number of issues that had been highlighted in the recent Self Evaluation and Peer Challenge of the Department. In addition the report responded to weaknesses highlighted recently in The Independent Review of Wirral Metropolitan Borough Council's Response to Claims Made by Mr Martin Morton (and Others) [Final Report] prepared by Anna Klonowski on 9 January 2012.

The Director reported that the new structure embedded safeguarding and Care Governance as critical elements of a modern social care directorate. In addition, the Deputy Director Post and business improvement focus would enable improved working methods as well as building capacity in the business and performance section. Accountancy would be managed directly by the Deputy Chief Executive/Director of Finance in order to ensure full compliance with corporate financial guidelines. The aim was to build on the previous structure and the report recommended changes to senior management posts in the Department of Adult Social Services in the light of recent developments.

The staffing implications were set out in detail in the report. The Cabinet was requested to recommend for approval the following four posts above spinal column point 49 at a cost of £348,200 to Employment and Appointments Committee:

- Head of Safeguarding and Care Governance
- Deputy Chief Accountant (re-designation)
- Head of Performance, Business and Planning
- Deputy Director

#### **RESOLVED: That**

- (1) the revised senior management structure for the Department of Adult Social Services be approved;**
- (2) the net resource requirement of £107,300 for the additional posts identified in the revised structure be funded from the efficiency investment budget as the new structure will improve both quality in the short term and deliver more efficient working methods in the medium term; and**
- (3) the detail of the structure and establishment of the posts above spinal column point 49, as detailed above, be recommended for approval by the Employment and Appointments Committee.**