

STOCKTON-ON-TEES BOROUGH COUNCIL

CABINET RECOMMENDATIONS

PROFORMA

Cabinet Meeting12th April 2007

1. Title of Item/Report

Integrated Services/Integrated Service Areas

2. Record of the Decision

Cabinet considered a report relating to the restructuring and reconfiguration of Children's Services across Stockton on Tees.

Members noted that locally, the development of the Children's Trust Board and the publication of the first Children and Young People's Plan, 2006-09 highlighted the need to continue to improve levels of integration of children's services across the four areas of :

Governance
Strategy
Process
Delivery

These proposals particularly concentrated on the delivery of services and the processes that would be needed to support delivery. The outcome of the annual performance assessment of children's services for 2005/6 was positive and supported the strategic oversight and direction of travel for the Children's Trust Board.

Members noted the planned phases of development.

It was explained that the development of the proposals would see all statutory children's services across the Children, Education and Social Care/Stockton Borough Council and North Tees Primary Care Trust sat under the Children's Trust Management Team. Joint accountability and governance arrangements were presently being developed for reporting to Cabinet and PCT Board.

The existing heads of service (head of children and young people's operational services and head of school effectiveness) would be responsible for the management of Integrated Services and Integrated Service Areas.

Links would be developed with key partner organisations, both statutory and community/voluntary sector, with schools and with GPs.

The existing configuration of services for children and young people were primarily based around service functions. Delivery of services had been around those functions, with the establishment of eligibility criteria being set for each service to identify who could access each individual service. There had been a number of exceptions to this, e.g. Youth Offending Service, SureStart where multi-disciplinary teams or multi-agency structures had been established. Significant changes had continued to take place over the last few years in the way that services were delivered, Education and Social Care had been brought together, Connexions was about to join the local authority family and there was greater alignment of health and local authority services and increased partnership working with voluntary and community organizations.

The consultation report which contained the proposed structures and had been subject to wide consultation were provided to Members.

It was noted that the proposed reconfiguration / restructuring at Phase 1 of third tier posts outlined within the consultation document had workforce implications in the Children Education and Social Care service grouping of the Council, and partners at the North Tees Primary Care Trust, which was itself undergoing substantial restructuring.

The primary recommendations affected a small number of individuals in both organisations in existing third and fourth tier posts(NTPCT).

Both organisations had protocols to deal with the management of change and Members noted the following broad principles which combined the approach of both organisations and would be used for this restructuring through its various phases:

Stage 1. 'Slotting in' where appropriate – where the substantive post in the present structure is broadly the same in terms of job purpose, duties and scope and key competencies. This only applies where there is one person to be considered for one post.

Stage 2·Where the above does not apply in the first instance, and there is more than one eligible candidate, posts will be available for limited competition within an agreed ring-fenced pool within the affected area. The pool of staff identified will be based on role, job content and position in the hierarchy, as well as function and area of work.

Stage 3·Where posts are not filled by this process, vacancies will

proceed to wider competition, including internal / external advertisement.

· Where employees are displaced, there will be 'no slotting in' to the next tier below this if this would result in a displacement of the current postholder.· The Early Retirement / Voluntary Redundancy scheme to apply and applications invited where applicable.

Members were provided with a summary of the proposed staffing changes and slotting in/ring-fencing information.

RESOLVED that:-

1.the outcome of consultation on the proposals be noted.

2.progression to phase 1 of the developments which will see the appointment of third tier posts be approved.

3.the overall proposed developments of Children's Services be approved.

3. Reasons for the Decision

In order to progress the restructuring and reconfiguration of children's services it would be necessary to appoint appropriate third tier managers to post who would be able to lead the later phases of the change programme. The timings were being aligned with restructuring and reconfigurations within North Tees Primary Care Trust.

4. Alternative Options Considered and Rejected

None

5. Declared (Cabinet Member) Conflicts of Interest

None

6. Details of any Dispensations

Not Applicable

7. Date and Time by which Call In must be executed

Midnight Friday 20th April 2007

Proper Officer
13 April 2007