

DUNDEE CITY COUNCIL

REPORT TO: Personnel and Management Services Committee - 10 February 2003

REPORT ON: Social Work Department - Review of Senior Management Structure

REPORT BY: Director of Social Work and Director of Personnel and Management Services

REPORT NO: 60-2003

1 PURPOSE OF REPORT

- 1.1 This report seeks approval for changes to the Social Work Department's senior management structure.

2 RECOMMENDATIONS

- 2.1 It is recommended that the Committee approves the following:-
- the establishment of one additional post of Manager, Strategy and Performance, graded SCP69-72, £53,975 - £57,872;
 - the establishment of one additional post of Service Development Manager, Community Care, graded PO15-18, £33,983 - £36,377.
 - the deletion of the post of Section Leader, Contracts, graded PO11-14, £31,004 - £33,224.

3 FINANCIAL IMPLICATIONS

- 3.1 The cost of the recommendations will be £64,600 funded from new monies which have been included within the Social Work Department budget.

4 LOCAL AGENDA 21 IMPLICATIONS

- 4.1 None.

5 EQUAL OPPORTUNITIES IMPLICATIONS

- 5.1 None.

6 BACKGROUND AND PROPOSALS

- 6.1 As members are aware, new policy and legislative demands from the Scottish Executive have placed a considerable additional pressure on senior managers within the Social Work Department. These have impacted on all aspects of the department's services. Appendix 1 highlights some of the changes which have taken place over the last three years, or will require to be implemented in the near future.
- 6.2 The proposal to establish two additional posts will ensure that the Social Work Department continues to develop, change and deliver services to a high standard.
- 6.3 The post of Manager, Strategy and Performance, will be responsible for the Strategy and Performance Team and will directly supervise the Section Leaders in this team who work alongside Community Care and Children's Services. Responsibility for co-ordinating an integrated approach for issues cutting across specialisms and developing effective measures of integrated working with Health, Education, the Voluntary Sector and other Council Departments will be other essential elements of this post. Furthermore, the person appointed to this post will deputise for the Director of Social Work.
- 6.4 The post of Service Development Manager, Community Care, is required to undertake commissioning and project management work, and take a lead role in partnership development by building and maintaining relationships with potential partners.
- 6.5 Service development will also be considered in Children's Services as part of a future review of the duties and responsibilities of the posts of Service Manager in this section.
- 6.6 To offset the additional cost of these proposals the Director of Social Work proposes the deletion of the post of Section Leader, Contracts.

7 CONSULTATION

- 7.1 The Chief Executive, Director of Support Services, Director of Finance and trade unions have been consulted on the preparation of this report.

8 BACKGROUND PAPERS

- 8.1 No background papers, as defined by Section 50D of the Local Government (Scotland) Act 1973 (other than any containing confidential or exempt information), were relied on to any material extent in preparing this report.

A. Baird
Director of Social Work

27 January 2003

J.C. Petrie
Director of Personnel and Management Services

27 January 2003

Appendix 1

Community Care:

- Joint Futures including single management and Single Shared Assessment
- Introduction of Free Personal Care
- Same As You Development of Services for Learning Disability
- Adults and Incapacity Act
- Mental Health Act
- Delayed Discharge Initiatives

Children's Services

- For Scotland's Children - Integration of Services - Health, Education, Social Work
- Youth Crime Review
- Changing Children's Services Fund
- Child Protection Review
- Review of Adoption
- Specialist Children's Hearings

Criminal Justice

- Criminal Justice Partnerships
- Expansion of 'Alternative to Custody' policies
- Drug Testing and Treatment Orders
- Development of Risk Assessment/Management Strategies for violent/sexual offenders
- Criminal Justice Act

Cross Cutting

- Supporting People
- Recruitment and Retention
- Substance Misuse
- Social Services Council
- Health Improvement
- Decentralisation
- Annual Report (SWSI)
- Performance Management and Planning Audit
- Complaints Procedure