

DUNDEE CITY COUNCIL

REPORT TO: SOCIAL WORK AND HEALTH COMMITTEE - 25 FEBRUARY 2013

REPORT ON: MANAGEMENT ARRANGEMENTS IN SOCIAL WORK DEPARTMENT

REPORT BY: DIRECTOR OF SOCIAL WORK (DESIGNATE)

REPORT NO: 90-2013

1.0 PURPOSE OF REPORT

1.1 To seek approval for changes to the management arrangements within the Social Work Department arising from the secondment of the Director of Social Work to the post of Chief Social Work Advisor for the Scottish Government.

2.0 RECOMMENDATIONS

2.1 It is recommended that Committee:

- Agrees to the move of the current Head of Community Care Services, Ms Laura Bannerman, to the post of Head of Strategic Integration, Performance and Support Services, with deputising duties for the Director of Social Work.
- Agrees to arrangements being put in place to appoint an Acting Head of Community Care Services and further steps being taken to cover the post of the successful applicant.

3.0 FINANCIAL IMPLICATIONS

3.1 The financial implications from this report are restricted to the payment of higher duties to the member(s) of staff who take on acting up duties and would be met within the existing revenue budget, and would be cost neutral to the City Council.

4.0 MAIN TEXT

4.1 The Social Work and Health Committee of 28 January 2013 (60-2013) agreed the secondment of the Director of Social Work for an initial period of two years to the post of Chief Social Work Advisor for the Scottish Government.

4.2 Committee Members also agreed that the current manager of Strategy, Performance and Support Services, Mrs Jenni Tocher assume responsibility as Director of Social Work and the Council's Chief Social Work Officer.

4.3 This report provides details of other arrangements it is proposed are put in place within the department in response to the changes already agreed.

4.4 On 15 December 2011 the Scottish Parliament held a debate on the "Integration of Health and Social Care". In the debate the Deputy First Minister and Cabinet Secretary for Health, Wellbeing and Cities Strategy set out the Government's clear commitment to improving health and social care outcomes and outlined the proposals for reform to assist in achieving these outcomes.

The Cabinet Secretary announced the Government's intention to bring about a radical transformation of Community Health Partnerships - currently a sub-committee of NHS Boards, to be replaced by health and social care partnerships that are the joint and equal responsibility of the NHS and local government. Key elements of this change will be:

- a set of nationally agreed outcomes;
- an integrated budget starting with older people "where money comes from, be it health or social care, will no longer be of consequence";
- direct line of accountability via the Chief Executives of the health board and local authorities to Ministers and Council Leaders;
- partnerships will be expected to publish regular progress reports for public scrutiny.

Legislation will be introduced to replace CHPs with Health and Social Care Committees during 2013.

- 4.5 In order to ensure that the Social Work Department is best placed to work with NHS Tayside on developing and delivering health and social care integration, it is proposed that the following changes be made within existing management responsibilities.
- 4.6 Ms Laura Bannerman will move from her post as Head of Community Care Services to the post of Head of Strategic Integration, Performance and Support Services. Within this role Ms Bannerman will assume a strategic lead for health and social care integration of older people and adult services within a health and social care partnership. Ms Bannerman will also deputise for the Director in her absence.
- 4.7 Interest will be invited from the service managers within social work in relation to the Head of Community Care Services post vacated by Ms Bannerman's change of role. Such a move will provide an opportunity for succession planning within an experienced group of middle managers.
- 4.8 These changes will initially be for the 2 year period of the Director's secondment.
- 4.9 The Social Work Department will retain the Council lead for the Protecting People and Integrated Children's Services agendas.

5.0 POLICY IMPLICATIONS

This Report has been screened for any policy implications in respect of Sustainability, Strategic Environmental Assessment, Anti-Poverty, Equality Impact Assessment and Risk Management.

An Equality Impact Assessment is not required.

6.0 CONSULTATIONS

The Chief Executive, Director of Corporate Services and Head of Democratic and Legal services have been consulted in preparation of this report.

7.0 BACKGROUND PAPERS

None.