

6 SOCIAL WORK DEPARTMENT - THE ELMS - MANAGEMENT STRUCTURE (AN 355-2003)

Reference is made to Articles II and VIII of the minutes of meetings of the Social Work and Education Committees of 16 June 2003 wherein there was approved a report on an Inspection of the Care Arrangements and Education in the Secure Unit, which included a recommendation that proposals for changes to the social work management structure at The Elms were to be made.

These proposals take into account the recruitment and retention difficulties that The Elms has experienced in relation to its management posts symptomatic of the national trend and in particular the need to attract a high calibre of applicant with the right blend of knowledge, skills and experience in the management of residential child care.

In light of the above, it is recommended that the post of Senior Officer, PO7-10 (£29,313 - £31,536), and the two posts of Residential Resource Manager (Secure), Residential Grade SCP37-40 (£26,250 - £28,578) and Residential Resource Manager (Close Support Unit) Residential Grade SCP37-40 (£26,250 - £28,578) be deleted. It is further recommended that two new posts are created, namely a Manager (The Elms), Residential Grade SCP43-46 (£30,786 - £32,991), to act as Head of Home, and a Depute Manager (The Elms), Residential Grade SCP39-42 (£27,873 - £30,060).

The salary scales proposed better reflect the responsibilities of the posts and the size of the residential unit. Higher salaries may attract wider interest and enable us to fill these posts. The costs arising from this proposal can be met from within the existing Social Work Department budget and the resultant savings of £33,800 in a full financial year at 2003/04 prices will be re-invested within the Residential Child Care Service.

The Chief Executive, Depute Chief Executive (Finance) and Assistant Chief Executive (Management) have been fully consulted on the content of this note.