

**9        SOCIAL WORK DEPARTMENT - STRATEGY AND PERFORMANCE SERVICE -  
ESTABLISHMENT OF POST OF STRATEGY AND PERFORMANCE ASSISTANT  
(AN48-2007)**

As a result of EFQM self assessment, inspection processes, self-evaluation and other activity it has become clear that process improvement and the management of performance are becoming increasingly important activities within the Social Work Department, both internally and in conjunction with planning and service delivery partners. In addressing this changing and growing need, the Strategy and Performance Service has reviewed its staffing structure and redefined roles and responsibilities. This has resulted in the work of a Senior Officer being refocused on process improvement and performance management across the department. In order to support this growing agenda and the increasing need for regular, relevant and robust performance information for all staff to enable them to continuously improve what they do, it is considered that a new post of Strategy and Performance Assistant should be created.

Accordingly, the Committee is asked to approve the establishment of one post of Strategy and Performance Assistant, graded AP3 (£18,840 - £20,673).

The costs of the above proposal, including employer's costs, will be £23,980 in a full financial year. This will be funded from within the existing Social Work Department Revenue Budget.