

RESTRUCTURE REPORT

Report of: Mirjan Dhamo

Director of Anne Stoker

Contact officer and telephone number:

Email:

Summary of Restructure

In this section you need to outline the rationale for the restructure, the proposed timescales for the restructure, including the effective date, and the impact on services roles and posts. You should also attach copies of the organisational chart for the existing and proposed structure, which must include current grades and expected grades.

You will also need to detail the estimated redundancy compensation and other associated costs (pensions) as a result of the restructure, including how these costs will be met.

The joint service for disabled children has been chosen as partner local authority in north central London in a pilot project with the integrated care board. The Complex Discharge Project aims to support the safe and speedy discharge of children in north central London back to the community.

As part of the project it is proposed to employ a social worker until 31/08/2024. We are hoping to appoint by end of October 2023. The post will be based at Cheviots as well as at Whittington Health. To ensure the postholder has the requisite skills and experience, the post will be graded at Level 3 SW. There will be no cost to the local authority as this post is funded by Integrated Care Board.

The post will be advertised internally and externally for a period of two weeks. This will be a fixed term contract and the local authority will have no responsibility at the end of the project.

Impact on Council Objectives

In this section you must outline the impact of your proposal on the Council's objectives:

- *Fairness for All*
- *Growth and Sustainability*
- *Strong Communities*

The post will be advertised on the Enfield website and open to all social workers internally and externally to apply. This will have a positive impact on the council objectives as it will provide a rapid response to the discharge project of children with a disability or mental health when they are deemed fit to be discharged from a medical professional. Children and young people will return swiftly to their communities and will relieve pressures on NHS.

When did you consult with the Trade Unions? TBC

Date.....Contact Name.....

Human Resources: HR must be consulted to provide advice on the impact of the proposal, and plan the changes that will need to be made to update SAP and MI Portal,

If this restructure report has been produced for the recruitment to a post(s), report authors should complete the [Authority to recruit](#) form. This should be completed in conjunction with the

restructure report and attached as an appendix/appendices to the report. The Authority to recruit will capture post and contract information. If you have any queries regarding the recruitment to the post(s), please contact recruitmentcentre@enfield.gov.uk

- Proposals to be shared with the TUs in line with current arrangements.
- Upon authorisation from both the Director and Executive Director of C&F, the signed report and Job Role Profile for the new post should be shared with HR. Although HR do not formally evaluate social worker job descriptions, the role is pitched at Level 3 SW.
- Once the service confirms where the post will sit in the Cheviots structure and which cost centre the post will sit against, it will be created and the SAP structure updated accordingly.
- In accordance with both the Council's Secondment and Fixed Term and Temporary Contracts Policies, if the current arrangements for the proposed new post meets the specified criteria, and should the pilot prove successful and more permanent funding be identified going forward, the current post holder may be offered a permanent contract.
- In the case of appointment on a fixed term contract, the business should be mindful that if the appointed candidate has continuous service, or if the term of the fixed term contract exceeds 2 years, the business may be liable for making any relevant payments if/when the fixed term contract comes to an end.

Signed.....O. Philbrook..... Date.....02/10/23.....

Financial Impact: FCR must be consulted in all cases to verify the affordability of the proposed restructure and the redundancy and associated costs. FCR will also need to plan the changes that will need to be made to budgets.

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The current annual cost, including overheads, of a level 3 social worker is £59,887. This figure does not include any pay awards for 2023/24 and 2024/25. The ICB are providing funding of up to £65,000 for this post, for the period of ten months from 1 November 2023 to 31 August 2024. The cost of a post for this period will be £49,906 which will be fully funded by the ICB.

The posts need to be on a fixed term contract or other temporary arrangements reflecting the duration of the funding. If the post holder is in post for more than two years or has local government continuous service of two years or more then redundancy costs must be considered.

Signed...P Yianni..... Date...12/10/2023.....
(Financial Accountant)

This report must be signed by the Director before it is implemented

Signed Date
(Director of Department)