

RESTRUCTURE REPORT

Report of: Mirjan Dhamo

Director of Anne Stoker

Contact officer and telephone number:

Email: Mirjan Dhamo

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.

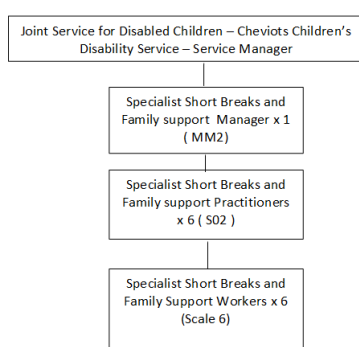
You will also need to detail the estimated redundancy compensation and other associated costs (pensions) as a result of the restructure, including how these costs will be met.

In our listening event with senior workers at the short breaks unit, they shared concerns about the lack of developmental opportunities in the service, particularly in view of increased demands on the service with colleagues dealing with more complex situations, including staffing matters. The team has only one Team Manager and in her absence there is no one to provide cover.

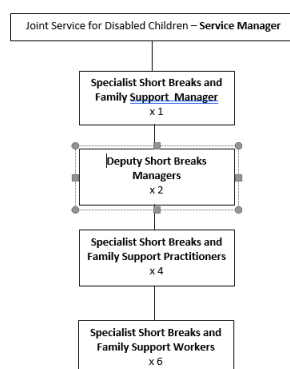
Therefore, we are proposing to create two **Short Breaks Deputy Manager** posts, anticipated grade **PO2**. One of the posts will focus on Family Support, the other will focus on Playscheme. This will have a positive impact as it will increase management capacity in the service and will provide opportunities for staff to progress within the service and help with retention.

Once the posts have been evaluated and authorisation given for the proposals to be implemented, these will be advertised internally within the service and we will hope to appoint by December 2023. These costs will be met internally by the current JSDC budget by reducing the casual staff budget, and no additional funding will be required. Once the appointments have been made two specialist short breaks and family support practitioner posts will be deleted.

Structure before



Proposed Structure



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*

These will have a positive impact on the three council objectives. The posts will be advertised and give an opportunity to all Specialist Short Break and Family workers to apply. This will provide growth and development opportunities to staff, which help with retention of local people and skills and provide savings as we will be able to retain qualified and trained staff and offer the opportunities to further their careers. By children receiving services from local people with the right skills and knowledge will help to make progress and parent and carers will be happier knowing that their children are well looked after and able to contribute to their local communities.

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 TUs in line with current arrangements
- Upon authorisation from both the Director and Executive Director of C&F, the signed report and Job Role Profiles for the new posts to be shared with HR for formal job evaluation to be completed. Once the grade is confirmed, the new posts will be created and the SAP structure updated accordingly.
- The development of the new proposed structure follows a review of the increase in demand and complexity of the work and our current capacity to respond to the demands. It also follows valued feedback from colleagues and concerns about the limited developmental opportunities available to staff. In line with the Principles of Managing Reorganisations, the recruitment to the new posts will be ringfenced to the Short Breaks Team.

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.

Ref: FI23-0092

The current annual cost including overhead costs, of creating two PO2 posts after vacancy factor is £110,498, this will be met by deleting two SO2 posts, £90,912. The remaining difference of £19,586 will be met by reducing the Relief/Casual Staff budget from £264,500 to £244,910.

Redundancy costs may need to be considered, however, it is anticipated that the current Specialist Short Breaks and Family Support Practitioners (SO2) will apply for the newly created PO2 posts, and provided there is successful recruitment internally, this will then result in making two SO2 posts vacant, and if this is the case then no redundancy costs will be incurred.

Signed.....P Yianni..... Date...09/10/2023.....
(Financial Accountant)

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

Signed Date
(Director of Department)