

Personnel Committee

Minutes of the meeting held on 22 December 2010

Present: Councillor Priest - In the Chair.
Councillors Ali, Amesbury, Andrews, Ashley, J Battle, Evans,
S. Newman, Ramsbottom, Shannon, Smith and Wheale

Also present: Councillor S. Murphy

PER/10/21 Minutes

Decision

To approve as a correct record the Minutes of the meeting held on 24 November 2010.

PER/10/22 Children's Services Target operating Model – Phase 1 Implementation

A report was submitted outlining the future approach to delivering Children's Services within the City as set out in the Target Operating Model and seeking approval to implement changes scheduled for this financial year incorporating; (a) the further realignment of a number of areas within the Core division of the new Education Services for the purpose of strengthening the principles endorsed by the Executive in October 2010. Subsequent to this, to set out recommendations for the realignment of management capacity; (b) the replacement of the existing administrative service with a new business support function located and managed within districts and service areas to support the customer journey changes; and, (c) the disestablishment of the existing Family Intervention Support Service (FISS) and the establishment of Families First service providing intensive short term support to families at the edge of care, delivering proven interventions to make families sufficient, decrease dependency and ultimately keep families together safely.

Decision

1. To note progress to date in terms of work to transform Children's Services.
 2. To agree the principles for the transformation of Children's Services and approve changes in the way the directorate delivers services in terms of moving to the SRF model, streamlining services and providing services at a local level to meet the targets as set out in the Target Operating Model and in terms of severe budget restrictions and government policy.
 3. To approve the disestablishment of the 18 School Effectiveness Officers, 36 Learning Strategy Officers (£3m), the extended schools manager and advisors, 19.5 family support worker posts and 62 administrative posts (£1.8m) in order to achieve efficiencies of £4.8m, to address budget pressures
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resulting from the loss of standards fund and ABG, to improve the delivery of evidence-based interventions to vulnerable families and to improve the efficiency of business support services across the Directorate.

4. To approve the establishment of two posts (a) Quality Assurance Manager on a salary of £65,000; and (b) Senior Strategy Manager on a salary of £65,000, in order to fulfil key functions in the newly realigned Education Services
5. To grant delegated authority to the Director of Children's Services in consultation with the Assistant Chief Executive - People, to progress the detailed realigned services, implementation of detailed structures for:
 - Education Services
 - Business Support Service
 - Families First Service

including numbers and grades of posts below senior management level (Grade 12 and below) to be determined by Job evaluation and to agree to new role profiles for these roles and appointment arrangements to be progressed in line with M People principles set out in the report.
