

NORTH LANARKSHIRE COUNCIL REPORT

TO: Social Work Committee	Subject: ESTABLISHMENT OF PERFORMANCE REVIEW TEAM
FROM: Jim Dickie Director of Social Work	
DATE OF COMMITTEE: 8 June 1999	
REPORT AUTHOR: K Somers	
REF: KS/AB	

1 PURPOSE OF REPORT

- 1.1 The purpose of the report is to propose the establishment of a performance review team within Social Work Headquarters.

2 BACKGROUND

- 2.1 In line with new requirements for the Council to establish processes for the systematic review and public reporting of a wide range of its activities, the Social Work Department requires to review its arrangements for the monitoring, evaluation and review of its services and performance, and consultation arrangements with users of social work services, carers and citizens in North Lanarkshire.
- 2.2 The Department's experience in conducting its first Best Value Review of Children's services was that this was a complex and time consuming task which could only be achieved by adopting a project management approach which coordinated the input and efforts of a wide range of staff including information and research staff, headquarters staff responsible for policy and performance monitoring and local operational managers. Future reviews will involve detailed analysis of area team organisation and performance and in some cases will be more complex than the first review.
- 2.3 In the light of its experience, the Department wishes to enhance the resources available to support the systematic monitoring and review of performance through the establishment of a performance review team based at Headquarters.

3 CREATION OF POSTS

- 3.1 It is proposed that three new posts are created as follows:
- Performance Review Manager (PO11)
 - Research Officer (AP1 - PO2)
 - Administrative Assistant (AP1)
- 3.2 The creation of the P011 post would be partially offset by the deletion of a Senior Research Officer PO5 post. The post is currently vacant.

4 COMPOSITION AND RESPONSIBILITIES

- 4.1 The Performance Review Team would be responsible for coordinating service monitoring, performance review and public consultation systems relating to the social work service plan and the achievement of best value in social work services. The Performance Review Manager would have a key role in the production and monitoring of the Social Work Service Plan and the Department's Best Value Reviews.
- 4.2 The post holder would be accountable to the Principal Officers for monitoring and review of activity within their respective areas, with line management accountability to a designated Principal Officer.
- 4.3 The Performance Review Team would comprise:
- Performance Review Manager
 - 2 Research Officers (new post plus existing Research Officer)
 - 1 AP1 Administrative Assistant
- 4.4 The work of the Team would be supported in specific service reviews where necessary by dedicated support from other appropriate staff.

5 COSTS

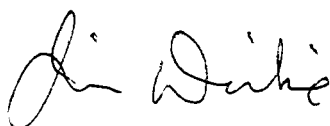
- 5.1 The additional costs, allowing for the deletion of the PO5 Senior Research Officer post would be £26,000. It is proposed that these should be met from funding earmarked for modernising community care and child care services.

6 PERSONNEL IMPLICATIONS

- 6.1 The matter requires referral to Personnel Services Committee for approval.

7 RECOMMENDATIONS

- 7.1 The Committee is invited to approve the terms of the report and remit it to Personnel Services Committee for its consideration and approval.



Jim Dickie
Director of Social Work
1 June 1999

For further information on this report please contact, K Somers, Head of Social Work Development (TEL: 01698 332010)