

To: SOCIAL WORK COMMITTEE	Subject: REDESIGNATION OF POSTS WITHIN THE SOCIAL WORK DEPARTMENT	
From: DIRECTOR OF SOCIAL WORK		
Date: 15 JANUARY 2004	Ref: JD/MHW	

## 1. PURPOSE OF REPORT / INTRODUCTION

- 1.1. To seek committee approval for the re-designation of posts within the Social Work Department.

## 2. BACKGROUND

- 2.1. Following a management re-structuring within the Social Work Department in May 2001, changes in the nature of the tasks of some posts have necessitated a continuous review of operational responsibilities. As a result a number of posts have currently been identified where the designation no longer accurately reflects the duties undertaken with two posts also requiring re-grading in order to reflect the operational responsibility of the post consistent with other posts of a similar designation within the Department.
- 2.2. A further report will be submitted by the Department in respect of other posts which are also currently subject to a review which is not yet concluded.
- 2.3. The following posts have been identified for re-designation at the present time.

## 3. PROPOSALS / CONSIDERATIONS

- 3.1. Re-designate the post of Resource Worker (Mental Health) AP4/5/QSW located within Community Care (Adults), Headquarters to Social Worker (Mental Health) QSW.
- 3.2. Re-designate 2 posts of Care Co-ordinator AP4/5/QSW located within Community Care (Adults) to Care Manager.
- 3.3. Re-designate the post of Senior Officer (IT) PO2, Senior Officer (Performance) PO2, and Senior Officer (Information) PO2 located within Resources (Information, Management and Technology) Headquarters to 3 posts of Senior Information and Performance Officer.
- 3.4. Re-designate 2 posts of SWIS Trainers, AP V, located within Resources (Information, Management and Technology), Headquarters to Information Systems Officer.
- 3.5. Re-designate 3 posts of Resource Worker (Transition Planning), AP4/5/QSW, located within Children and Families, Headquarters to Young People's Support Worker (Transition Planning).
- 3.6. Re-designate 2 posts of Resource Worker (Shared Care) AP4/5/QSW located within Children and Families, Headquarters to Young People's Support Worker (Shared Care).

3.7. Re-designate and re-grade 2 posts of Senior Child Care Officer PO2 located within Children and Families, Headquarters which have front line service delivery responsibilities to Senior Social Worker - Family Support and Senior Social Worker (Shared Care) PO2/5.

#### 4. FINANCIAL / PERSONNEL / LEGAL / POLICY IMPLICATIONS

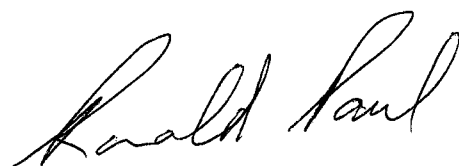
4.1. The additional cost to the Department will be met from existing budgets:

Difference in PO2 and PO2/5 mid point	£1,440 x 2	£2,880
Plus 22% oncost (Superann and NI)	£ 316 x 3	£ 632
Total Cost		<b>£3,512</b>

#### 5. RECOMMENDATIONS

5.1. Committee is asked to:

- i) approve the re-designation of the posts detailed within Section 3 above.
- ii) approve the re-grading of the two posts as detailed in Section 3.7 above.
- iii) remit the report to the Policy & Resources (Personnel) Sub Committee for consideration.
- iv) note the contents of the report.



PP **Jim Dickie**  
**Director of Social Work**  
**15 January 2004**

For further information on this report please contact J Scott, Manager of Resources and Information  
TEL: (01698 332037)