

Staff Restructure Consultation FAQs

Question	Response	Question Category
Regarding the Principle Social Worker post. Does this replace the Lead Practitioners Post? Is there any change to Lead Practitioners role? How many Lead Practitioners will there be in the structure?	The Lead Practitioner role remains the same - there will be 14.5 FTE across the Delivery Unit. No changes are currently proposed to the role.	Job Descriptions
Will job descriptions or gradings for Assessment and Enablement Officers change?	No changes are currently proposed	Job Descriptions
Will social workers salary change to reflect supervision requirement	No changes are currently proposed	Job Descriptions
Can only social workers (as opposed to Assessment and Enablement Officers) do Court of Protection, DoLS work?	Yes	Job Descriptions
You are asking social workers to take on supervision of Assessment and Enablement Officers - how will this work?	It is expected that social workers share their knowledge and skills by supervising up to one Assessment and Enablement Officer. Formal line management will remain with Team Leaders or Lead Practitioners.	Changes to Line Management
What is the ratio of registered and qualified social workers / OTs to assessment and enablement officers?	The ratio is currently 73:27 (qualified: Assessment and Enablement Officer). The proposals move to a 59:41.	Skills Mix and Structure

[Type text]

When will the new structure be in place?	It is proposed that implementation will commence in April 2016	Skills Mix and Structure
How is safeguarding going to be managed if you are phasing out qualified staff and what's the vision for the future?	Within the Safeguarding Team some roles have not been filled and will be deleted but a Principal Social Worker post will be created which will sit in the Localities team and lead on quality and practice. The Head of Safeguarding and the DoLS team are remaining and need to be clear around making sure through the consultation that capacity is right.	Skills Mix and Structure
Will posts be employed by Barnet Council?	Yes, this consultation is around changes to posts not about changes in the Delivery Model.	Changes to Reporting Line
Will the cuts continue in the future?	The Council's Medium Term Financial Strategy has an additional workforce saving for Adults and Communities of £213k in 2019/20.	Posts Deleted/ Created
Will all vacant posts be cut?	No, only those detailed in the consultation document	Posts Deleted/ Created
Where it is identified that staff are in a competitive ring-fence in respect to a deleted post will other people be able to apply?	No. Only individuals already in these roles can apply.	Recruitment
Is there any expectation to re-apply for roles?	Where it is identified that staff are in a competitive ring-fence in respect to a deleted post then selection will be through a process based on the principles set out in the Managing Organisational Change Policy. This will include an application, interview and test.	Redundancies

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Would the Council consider volunteers for redundancy as an alternative to a formal selection processes for roles with a competitive ring-fence?	The Council will consider any individuals involved in a competitive ring-fence who wish to volunteer for redundancy. However, an application does not indicate that this would be accepted as the Council will need to retain staff with the right skills and experience going forward. Therefore approval of applications for voluntary redundancy will be at management's discretion.	Redundancies
If I am in a competitively ring-fenced role, will I be made redundant if I don't apply?	To qualify for a redundancy payment the expectation is that all staff will participate in the restructure process which includes applying for posts appropriate to their skills and experience as well as attending interviews	Redundancies
How does this link to Unified Reward?	The Unified Pay and Reward project is running to a later timetable. Consultation will commence in 2016 and any changes would be applied to revised role profiles following conclusion of the staff consultation.	Unified Pay and Rewards
How will the restructure affect/be affected by the ADM?	There are different options being considered for the Alternative Delivery Model project. Whichever is proposed will need to continue to build on other changes already underway including the changes proposed in this consultation.	Other
Can Health colleagues give their views to the consultation?	Yes, health staff seconded into the Council under the section 75 are welcomed to feedback.	Other