

Childrens Improvement Capacity				
Recommendation on Improvement Plan	Desired Outcome	Description	Number of FTE	2018/19 one off & on going
15, C20	Officers (WBO) in localities and Children With Disabilities teams.	Re-Grading of Community Support Officer/Wellbeing Officers from 6 to 7	28	£83,160
15, C20	In line with above	Re-Evaluation of Personal Assistants Job Description	7	£20,790
1,4,9 & 24	the caseloads of staff to ensure they have manageable caseloads and reduce the likelihood of staff leaving and avoiding the turbulence that that leads to for children and families.	Social Worker Posts - Assessments (5 temporary, 5 permanent)	10	£472,300
1,4,9 & 24	This workforce capacity is to manage the high risk caseloads and ensure children are seen, assessed and plans put in place to progress their plans. Also to help stabilise the workforce through reducing the caseloads across a number of teams.	Agency Social Workers over establishment due to capacity, excludes agency covering vacant substantive posts and sickness.		£230,336
1 and 2 B2/C2	role to ensure all allegation against people in a position of trust, for example teachers, scout leaders, foster carers are investigated appropriately and ensuring a level of independence and focus to resolve matters as quickly as possible.	Local Authority Designated Officer (LADO)/ Principal Social Worker & Child Co-ordinator	1	£56,460
?	Senior Manager Capacity to Lead on Development of Integrated Youth Service, to include Youth Justice, 16+ and Youth Services	Lead of Youth	1	£84,750
7	The increase in the Looked After Children population by approximately 30% and the recent rise in Child Protection registrations these posts are required to manage the workload safely.	Independent Reviewing Officer	2	£112,920
1,9,10 & 26	To address issues identified in the Care Inspectorate Wales (CIW) Inspection report and to ensure that the team has the capacity to meet demand appropriately at the single point of access.	Social Workers Powys People Direct (PPD) - 2 area model	4	£188,920
1,9,10 & 26	As above but also to consider the options in the medium term for Powys People Direct (PPD) by placing the team in 2 locations as has proved challenging to recruit permanent staff in Radnorshire.	Team Manager Powys People Direct (PPD) - 2 area model	1.5	£92,550

4	To increase capacity in the edge of care services, preventing some children from becoming looked after as part of a Looked After Children (LAC) strategy and reducing the numbers of challenging children entering Looked After Children (LAC) and expensive placements. This equates to one agency residential placement for 6 months . If we avoid just 2 placements in a year this will be a positive step to reducing costs. This will increase the permanent staffing within the team from 3 to 5.	Integrated Family Support Team	2	£102,640
4	To increase capacity for the edge of care services and to support children to remain at home and avoiding Looked After Children (LAC) costs and improved outcomes for the children. This post would be used to target the re-habilitation of children to their birth families.	Integrated Family Support Team	1	£51,320
8, 11 & 13	valuable edge of care service and to reduce the numbers of children becoming Looked After Children (LAC) and avoid further costs.	Family Group Conference (FGC)		£200,000
4, C12	To replace the management/co-ordination post for care leavers and 16+ to ensure we meet our statutory duties.	16+ Management Post	1	£56,460
12	Looked After Children (LAC) in placement to help manage their needs and To support foster carers and looked after children to create stability and prepare them for their long term future. To reduce placement breakdown and the impact on children's development and subsequent costs and disruption. This is also part of the longer term Looked After Children (LAC) strategy and will be a helpful element in recruiting and retaining foster carers.	Psychology		£54,000
7	demands of the service and provide capacity to develop joint working with key partner agencies, Schools, Police, Health etc.	Safeguarding Manager	0.5	£42,000
12	To increase the capacity of the Fostering Service to support carers, stabilise placements and retain carers through being more responsive. These post will contribute to the development of the "Powys Intensive Placement Support	Wellbeing Officer Fostering	2	£66,440
12	To provide capacity for placement funding for looked after children.	Placement Officer - Fostering	1	£30,260
12	To provide capacity to assess prospective cares to increase the numbers of available carers for Powys and avoiding costs of Independent Fostering Agencies (IFA).	Independent Assessments - Fostering		£55,760

12	To increase the capacity of the Fostering Service to recruit carers and develop the capacity to meet emerging needs of children in Powys. A temporary increase would allow for significant increase in recruitment during the next 12 months to begin to meet current demand and to allow for greater placement choice and matching the needs of the child with the skills of the carers.	Marketing & Recruitment Officer Fostering	1	£33,220
12	To increase capacity to recruit, support and retain foster carers for Powys and avoiding further Independent Fostering Agencies (IFA) costs which have grown significantly over the past year. These additional posts would also allow the service to meet the additional demand and court directed timescales to undertake Assessments of Related Person's.	Fostering Social Workers	2	£94,460
12	To increase capacity to recruit and support adopters providing permanent homes for looked after children.	Social Worker - Adoption	0.5	£23,620
12	To support adopters to retain them and to support placement stability	Well Being Officer - Adoption	1	£33,220
12	families to maintain indirect contact with family members for children adopted through Powys County Council . To ensure there is sufficient capacity within the Adoption Service to recruit and assess Adoptive Parents to provide homes to children with diverse and complex needs and for sibling groups. Each Adoptive placement the Local Authority has to purchase from another Adoption Service (for a single child) costs £27,000.	Post Adoption/letterbox	2	£94,460
7 & 8	To improve the quality of practice and quality assurance in respect of casework improving outcomes for children, Children's services requires a higher level of assurance improving the timeliness of assessments and plans and the overall quality of practice.	Quality Assurance Manager (Auditor)	2	£105,240
7 & 9	To ensure the authorities policies regarding children's social care are compliant with current legislation, national policy and guidance. Many of our policies are not currently compliant.	Policy Development Officer	0.4	£21,050
	To develop capacity for commissioning of key services such as edge of care, placements and accommodation and Violence against Women, Domestic Abuse and Sexual Violence (VAWDASV) (Welsh Government (WG) funding to be lost in 2018 due to regionalisation)	Strategic Commission Manager (Children and Young People Partnership CYPP), £80k on Financial Resource Model (FRM)	2	£43,400

	To develop capacity for supporting commissioning projects and strengthening contract monitoring arrangements	Commission Support Officer (Children and Young People Partnership CYPP)	1	£43,520
	To develop much needed capacity within the Team Around the Family (TAF) to improve interface with Statutory provision and help manage effective step up/down of cases	TAFF-North (Children and Young People Partnership CYPP)	0.5	£28,230
	To establish Information Advise and Assistance (IAA) and Family Information Service Outreach in line with both the Social Services & Well-being Act and the Childcare Act 2010.	Family Information Service Outreach Event Worker (Children and Young People Partnership CYPP)	1	£32,190
28	To ensure that the Service runs more efficiently, proving timely reports and ensuring timelines are met.	Business Manager (Childrens)	1	£57,760
9,20,22 & 28	To increase capacity to ensure reports are accurate and senior managers are supported to ensure the teams have access to information and they are supported in preparation for Legal Proceedings.	Data Quality Clerk	2	£57,960
5,6,16,17,18,19 & 29	To support the Improvement Plan and Improvement Board	Specialist advice		£128,700
All	To support the Improvement Plan and Improvement Board	Programme Manager	1	£63,000
All	To support the Improvement Plan and Improvement Board	Project Improvement Officer	1	£43,520
All	To support the Improvement Plan and Improvement Board	Project Improvement Officer	1	£43,520
	To support the Improvement Plan and Improvement Board	Interim Lead for Child Placements - 3 mths	1	£48,900
SUPPORT SERVICES				
All	To support the Improvement Plan and Improvement Board	Personal Assistant to Director of Social Services-Permanent	1	£33,220
2,3,4,14 & 15	To support the Improvement Plan and Improvement Board	Workforce and Organisation Development - Honorarium	1	£29,170
All	To support the Improvement Plan and Improvement Board	Increase capacity for systems administration	5	£142,020
25	To investigate all stage one complaints to resolve them quickly and reduce the number of stage 2 complaints which have grown in 2017. There were a total of 9 stage 2 complaints, 2 in the first 6 months and 7 latterly. Early independent resolution of the complaints will increase the public's confidence.	Complaints Officer - Stage 1 complaints	1	£48,530
1,4,9 & 24	To support the Improvement Plan and Improvement Board	Business Services - Administration officers x3	3	£78,459
7	To support the Improvement Plan and Improvement Board	Business Services - Safeguarding officers x3	3	£78,459
1,9,10 &26	To support the Improvement Plan and Improvement Board	Administration - 0.5 Powys People Direct (PPD)	0.5	£13,077
All	To support service	Legal	1	£65,030

9,20,22 & 28	To support the development of reports and provide accurate reporting to the service.	ODPS - Business Intelligence Systems Officer	1	£45,000
		TOTAL		£3,530,000