

ANGUS COUNCIL

ANGUS COUNCIL – 21 MARCH 2024

APPOINTMENT OF DEPUTE CHIEF SOCIAL WORK OFFICER

REPORT BY KIRSTY LEE, INTERIM DIRECTOR OF CHILDREN, FAMILIES & JUSTICE & CHIEF SOCIAL WORK OFFICER

1. ABSTRACT

- 1.1 This report seeks delegated authority to be given to the Chief Social Work Officer (CSWO) to appoint a Depute Chief Social Work Officer. It also seeks approval to remove the requirement within the current Scheme of Delegation that the role of Depute CSWO is automatically designated to the Service Leader Justice, given that this vacant post is not currently being recruited to.

2. ALIGNMENT TO THE COUNCIL PLAN AND COUNCIL POLICIES

- 2.1 A proportionate scheme of delegation contributes to the provision of an effective and efficient management service, and in turn contributes to the following outcomes in the Angus Council Plan 2023-2028:
- Caring for our people
 - Angus Council is efficient and effective.

3. RECOMMENDATIONS

- 3.1 It is recommended that the Council:-
- (i) Notes that a material change of circumstances has occurred making it appropriate for the Scheme of Delegation approved by Council on 14 December 2023 to be reconsidered, only insofar as it relates to the appointment of a Depute CSWO, as detailed in this report;
 - (ii) Agrees to amend the Scheme of Governance Part 3 – Scheme of Delegation to Officers by adding a delegation to the Chief Social Work Officer under Part G Section 1, adding the words “ 1.6 to appoint a Depute Chief Social Work Officer to be selected from the Service Leaders within Children Families & Justice or the Heads of Service from within the Angus Health and Social Care Partnership, following consultation with the Director of Children, Families and Justice.”; and
 - (iii) Agrees to amend the Scheme of Governance Part 3 – Scheme of Delegation to Officers at part A 3.4 by deleting the line: - “The designated Depute Chief Social Work Officer shall be the Service Leader - Justice”.

4. BACKGROUND

- 4.1 The Scheme of Governance Part 3 – Scheme of Delegation to Officers at part A 3.4 provides that the designated Depute Chief Social Work Officer shall be the Service Leader - Justice.
- 4.2 As of 1 January 2024, the post holder of Service Leader – Justice was promoted to Interim Director of Children, Families and Justice and Chief Social Work Officer. The post of Service Leader – Justice is presently vacant, and a decision has been taken not to recruit to the position in the interim.
- 4.3 As the post of Service Leader – Justice is presently vacant, so too is the position of Depute Chief Social Work Officer.

5. PROPOSALS

- 5.1 In order that the Chief Social Work Officer can appoint a depute it is proposed that the Chief Social Work Officer is delegated authority following consultation with the Director of Children, Families and Justice (albeit they are currently the same postholder) to appoint a Depute Chief Social Work Officer and that the Scheme of Governance is amended to reflect that, as set out in recommendations (ii) and (iii).
- 5.2 Whilst the current Scheme of Delegation to Officers was only approved by Council on 14 December ([Report 355/23](#)) as part of the Governance Review, the decision not to recruit to the vacant position of Service Leader – Justice took place thereafter. There has therefore been a material change of circumstances within 6 months of the approval of the Scheme of Delegation and it is appropriate for the Scheme to be reconsidered, but only insofar as it relates to the appointment of a Depute CSWO.
- 5.3 There are a number of Service Leader posts in Children, Families and Justice and a Head of Service post in Angus Health and Social Care Partnership that require to be filled with a qualified Social Worker. The ability of the Chief Social Work Officer to appoint a Depute from any of the Senior posts where they are filled by a qualified social worker, will ensure appropriate coverage across the service and mitigate the current risk of the Council not being able to fulfil the statutory role of the Chief Social Work Officer when the substantive Officer, Director of Children, Families and Justice is absent or the post is vacant.

6. FINANCIAL IMPLICATIONS

- 6.1 There are no financial implications arising from this report.

7. RISK MANAGEMENT

- 7.1 There are no specific risks identified from this proposal. The current risk of not having a Depute Chief Social Worker is mitigated by this proposal as the duty will be appropriately delegated to a social work qualified Service Leader in Children, Families and Justice or a Head of Service in Angus Health and Social Care Partnership.

8. ENVIRONMENTAL IMPLICATIONS

- 8.1 There are no environmental implications arising from this report.

9. EQUALITY IMPACT ASSESSMENT, HUMAN RIGHTS AND FAIRER SCOTLAND DUTY

- 9.1 A screening Equality Impact Assessment has been completed and a full assessment is not required as the report is technical.

10. CONSULTATION

Chief Executive

Director of Legal, Governance and Change

Chief Social Work Officer

Chief Officer Health and Social Care Partnership

NOTE: No background papers, as detailed by Section 50D of the Local Government (Scotland) Act 1973 (other than any containing confidential or exempt information) were relied on to a material extent in preparing the above report.

REPORT AUTHOR: Kirsty Lee, Interim Director of Children, Families & Justice

EMAIL DETAILS: childrenandlearning@angus.gov.uk