

Budget Option 2018/19 – 2019/20

Cumulative Net Savings

Reference:	CYPS 1
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2017/18 £'000	2018/19 £'000	2019/20 £'000
0	175	350

Director Responsible for Delivery	Ian Thomas
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Cabinet Portfolio Holder	Councillor Watson
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Finance Business Partner	Mick Wildman
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Proposal Description	Early Help Phase 2. Whole Service Review
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Details of Proposal (including implications on service delivery)	<p>To implement Phase 2 of the Early Help Strategy. This is a whole service delivery redesign to develop new job roles and more efficient and effective ways of working to embed a shared responsibility across the partnership for meeting the needs of families earlier.</p> <p>In order to deliver proposed savings of £350K there is a proposed reduction in the total number of Early Help FTE from 249.84 to 239.28. There will also be a consultation on the number of Children Centres and Youth Centres as part of the review.</p> <p>There will be the development of locality Family Hubs, Early Help Team bases with staff co-located alongside RMBC services, social care and health partners and provide delivery points for the 0-19 Offer, alongside the introduction of a borough wide Intervention Hub which will expand upon the current evidenced based programmes used by Early Help Practitioners across the borough to ensure that children and families receive high quality, cost effective interventions.</p>
Implications on other Services (identify which services and possible impact)	<p>The overriding risks are not following statutory processes, the potential negative impact on performance and quality during the review period and implementation stage and reputational damage as a result of a reduction in buildings and services across the borough. Officers will need to work closely with HR and the communications team to mitigate any risks normally associated with a Whole Service Review and restructure through Legal, Financial and HR compliance.</p>

Appendix 4 - CYPS

Support required from Corporate Services – Finance, HR, Legal, ICT (please specify)	Support will be required from Finance, HR, Legal and Trade Unions. A full 90 day consultation with staff/public is to run from 12 th Sept to 12 th Dec 2017 with the new structure to be implemented from 1 st April 2018.
Reduction in Staffing Posts (FTEs)	10.56 FTE across various grades.
Reduction in Head Count	To be determined – subject to confirmation

Decision Maker: Either Cabinet, Commissioner or Officer/Management Action	Commissioner Bradwell
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