



ORIGINATOR: Gary Cummins, Supplier Relationship Manager, 7F Commercial

DECISION NO. 10/2023

REASON FOR SUBMISSION: FOR DECISION

SUBMITTED TO: POLICE AND CRIME COMMISSIONER

SUBJECT: Norfolk Integrated Domestic Abuse Services - Contract uplift

SUMMARY:

1. This paper seeks approval from the Police and Crime Commissioner for the uplift of the NiDAS contract to cover Family Worker salary uplifts and additional IDVA training – value £82,982
2. Funding of this uplift will be met by current contract underspend – no additional budget will be required from the OPCC/Force for the period of the contract
3. A paper seeking support from NiDAS funding partners including Adult Social Services, Children's Services, Broadland, Norwich and South Norfolk District Councils was presented for consideration and sign off. The decision to support the options presented within the paper was unanimously supported by all partners.
4. This contract commenced in January 2022 for a period of 3 years (with 1 x 24-month extension option)

RECOMMENDATION:

It is recommended that the Police and Crime Commissioner grants approval to vary the contract to reference the Family Worker salary uplifts and additional training requirements

OUTCOME/APPROVAL BY: ~~PCC/CHIEF EXECUTIVE/CHIEF FINANCE OFFICER~~ (Delete as appropriate)

The recommendations as outlined above are approved.

A handwritten signature in blue ink, appearing to read 'G. Am-...'. The signature is written in a cursive style.

Signature

Date: 27/03/2023

DETAIL OF THE SUBMISSION

1. OBJECTIVE:

- 1.1 The Norfolk Integrated Domestic Abuse Contract was contracted to provide a service to support victims of domestic abuse over the age of 16 and the children of victims who are assessed as being at high or medium risk, any gender, and residing in Norfolk. This includes the provision of 7 critical Family Worker roles.
- 1.2 One year into the NiDAS contract, the recruitment to the Family Worker posts is proving extremely difficult and causing operational strain. Despite best efforts by Leeway Domestic Abuse and Violence Services they have been unable to recruit to these posts
- 1.3 The variation of this contract to uplift salaries will support the recruitment of the vacant Family Worker roles which are critical to service delivery. Likewise, investment in training will underpin the ongoing development in these posts.

2. BACKGROUND:

- 2.1 In January 2022, the PCC for Norfolk contracted with Leeway Domestic Violence and Abuse Service to deliver services to support victims of domestic abuse who are assessed as being at high or medium risk.
- 2.2 This contract was awarded to Leeway as the Provider (Tier 1 Provider), who deliver a maximum of 60% of the NIDAS contract directly. The remaining 40% (minimum) of the NIDAS contract is to be delivered through a network of local organisations (Tier 2 Providers).
- 2.3 The original Family Worker posts (4) have been extended by a further three fulltime posts for which the OPCCN secured funding through the Ministry of Justice for a three-year period commencing 2022/23. This resulted in the service having a complement of 7 Family Worker posts. These roles remain vacant.
- 2.4 Commissioning leads have discussed recruitment concerns with Leeway as the Tier 1 provider. The following constraints were noted:
 - the market value of CYP/Family Workers across the sector is out of scope with comparable posts in the county. The current salary offered for a fulltime NIDAS Family Worker (including working with high risk) is £22,422 per annum.
 - the disparity in salary from a Family Worker with an accredited IDVA, making recruitment to other posts in the service more attractive (Family Worker at £22,422 – IDVA at £28,157)

- the cost-of-living crisis
 - difficulties in general with recruitment across the county into social care
 - lack of accredited training and development for these posts
- 2.5 The impact of vacant Family Worker roles results in families/cases being picked up by other NiDAS team members. The service is equipped to do this to manage peaks and troughs however it is not equipped to do this long term.
- 2.6 With regards to the additional funding for the three new posts, this, as per HM Treasury rules will have to be returned for this financial year to Ministry of Justice due to no recruitment.
- 2.7 A paper seeking support from NiDAS funding partners including Adult Social Services, Children's Services, Broadland, Norwich and South Norfolk District Councils was presented for consideration and sign off. The decision to support the options presented within the paper was unanimously supported by all partners.
- 2.8 The Commissioning leads, Stephanie Stearman and Gavin Thompson, have given approval for the addition of these uplifts via variation, on the basis this is funded by underspend (i.e., not additional costs the OPCC/Force.)

3. AREAS FOR CONSIDERATION:

- 3.1 This report recommends that the current contract is varied to reference:
- a) Uplift in Salaries for 7 Family Workers based on 4 Existing posts in the Contract and Uplift of 3 posts (MoJ) for three years
 - b) Delivery of 7 accredited courses for ChiDVA training
- 3.2 The Cost of the proposed variation is £82,982, to be wholly funded from current contract underspend

4. OTHER OPTIONS CONSIDERED:

- 4.1 Do nothing – resulting in a continued strain in building momentum on the service with further returns of funding to the MoJ (3 x Posts cover a three-year period). Thus, this option was deemed non-proceedable.

5. STRATEGIC AIMS/OBJECTIVE SUPPORTED:

- 5.1 The extension of the current contract supports the strategic aims of the Police and Crime Commissioners to support Victims of Crime

6. FINANCIAL AND OTHER RESOURCE IMPLICATIONS:

- 6.1 The original 3-year contract value was £6,605,753 – split funded by the Norfolk OPCC, and MOJ funding. The value of the contract with subsequent contract variations is £7,588,076
- 6.2 The cost of the proposed uplifts and increased training budget is £82,982 (wholly funded through current contract underspend)

ITEM	£
Uplift in Salaries for 7 Family Workers based on 4 Existing posts in the Contract and Uplift of 3 posts (MoJ) for three years.	£61,982
7 Accredited Courses for ChIDVA Training	£21,000
Total	£82,982

- 6.3 The variations requested will:

- Align Family Worker salaries with comparable roles in the county, ensuring competitiveness in market to improve recruitment attraction/retention
- Deliver accredited training to support and upskill Family Workers in role

7. OTHER IMPLICATIONS AND RISKS:

- 7.1 Consultation with Gavin Thompson and Stephanie Stearman on behalf of the Norfolk OPCC. No further risks or issues have been raised.

ORIGINATOR CHECKLIST (MUST BE COMPLETED)

**PLEASE
STATE 'YES'
OR 'NO'**

Has legal advice been sought on this submission?

N/A

Has the PCC's Chief Finance Officer been consulted?

YES

Have equality, diversity and human rights implications been considered including equality analysis, as appropriate?

N/A

Have human resource implications been considered?

YES

Is the recommendation consistent with the objectives in the Police and Crime Plan?

YES

Has consultation been undertaken with people or agencies likely to be affected by the recommendation?

YES

Has communications advice been sought on areas of likely media interest and how they might be managed?

N/A

In relation to the above, have all relevant issues been highlighted in the 'other implications and risks' section of the submission?

YES

Is this report a Confidential Decision?

NO

If Yes, please state reasons below having referred to the [PCC Decision Making Policy](#)

APPROVAL TO SUBMIT TO THE DECISION-MAKER (this approval is required only for submissions to the PCC).

Chief Executive

I am satisfied that relevant advice has been taken into account in the preparation of the report, that the recommendations have been reviewed and that this is an appropriate request to be submitted to the PCC.

Signature: 

Date: 27/03/2023

Chief Finance Officer (Section 151 Officer)

I certify that:

- a) there are no financial consequences as a result of this decision,
OR
- b) the costs identified in this report can be met from existing revenue or capital budgets,
OR
- c) the costs identified in this report can be financed from reserves
AND
- d) the decision can be taken on the basis of my assurance that Financial Regulations have been complied with.

Signature: 

Date: 27/03/2023

PUBLIC ACCESS TO INFORMATION: *Information contained within this submission is subject to the Freedom of Information Act 2000 and wherever possible will be made available on the OPCC website. Submissions should be labelled as 'Not Protectively Marked' unless any of the material is 'restricted' or 'confidential'. Where information contained within the submission is 'restricted' or 'confidential' it should be highlighted, along with the reason why.*