

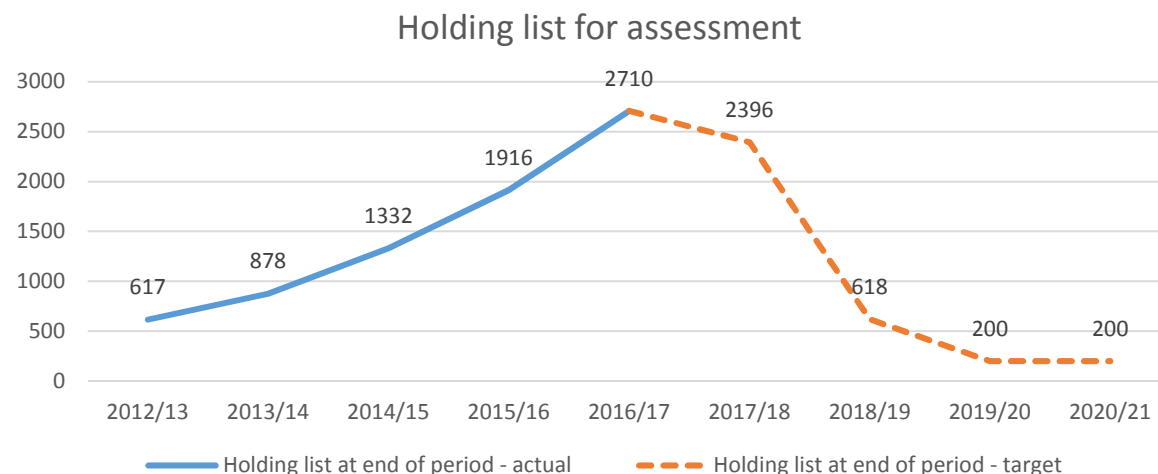
Indicator:	Holding List	
Brief definition	Good =	Factors likely to affect performance
The number of unallocated cases awaiting assessment	Low	<ul style="list-style-type: none"> • Delivery of target dependent on recruitment to additional social work posts, and on improvements to productivity delivered through the Promoting Independence programme and through the Three Conversations model • Any failure to recruit to posts, and to fill existing and future vacancies, will compromise the council’s ability to hit this target. Recruitment can be a challenge, so monitoring recruitment progress will be important • Improved ‘upstream’ intervention through conversations 1 and 2 should reduce the number of unallocated assessments – and so reduce ‘new’ cases on the list
	Owner Lorrayne Barrett	

Proposed targets

Year	Result
16/17	2,710

Current performance	
Aug-17	3,109

Year	Target
17/18	2396
18/19	618
19/20	200
20/21	200



What does this mean?

- Given a current 16/17 rate of assessments of around 8,800 a year the holding list targets require an additional 4% of assessments in 2017/18, and the equivalent of 20% more assessments in 2019/20
- Some of this will be off-set by a reduced requirement for new assessments in line with other targets (e.g. reduced rates of requests for support to services)

Rationale for target	Alternatives
<ul style="list-style-type: none"> • Overall target represents a reduction to an acceptable 200 cases unallocated – which is normal and accounts for a usual amount of cases waiting for a short time for allocation (zero is unachievable in practice) • Given the likely challenges in recruiting and in getting new staff up to speed, and the roll-out of the 3 Conversations model, the main reduction is planned for the 2018/19, with proportionally smaller reductions this year, and in 2019/20 	<ul style="list-style-type: none"> • Targets could be more or less challenging • For targets to achieve a reduced holding list sooner, dedicated resources will need to be in place quickly to specifically address unallocated assessments. The profiling of the targets would need to be reassessed to account for the timing of any specific resources being introduced • The reduction to 2,396 remains very challenging given that most new staff will not be embedded in their new teams until 2018, and it may be desirable to reduce the stretch to ensure the targets are achievable in the short term