

EAST AYRSHIRE COUNCIL

PERSONNEL AND PROPERTY SUB-COMMITTEE OF THE POLICY AND RESOURCES COMMITTEE - 28 SEPTEMBER 2000

DEPARTMENT OF EDUCATIONAL AND SOCIAL SERVICES – PROPOSED AMENDMENTS TO STAFFING STRUCTURE

(Remit from Social Work Committee of 14 September 2000)

Joint Report by the Depute Chief Executive/Director of Corporate Resources and Director of Educational and Social Services

1. PURPOSE OF THE REPORT

- 1.1.** Following the approval by the Social Work Committee at their meeting on 14 September 2000 of operational recommendations from the Head of Social Work this report seeks the Sub-Committee's approval of related staffing proposals.

2. BACKGROUND INFORMATION

2.1. 'IT'S A CRIMINAL WASTE: STOP YOUTH CRIME NOW'

- 2.1.1.** In November 1999 the Scottish Executive commissioned a review into youth crime by an Advisory Group. The Scottish Executive have accepted the Advisory Group's report entitled "It's a Criminal Waste; Stop Youth Crime Now" which states that there requires to be an expansion to the range of offence focused community based intervention programmes and acknowledged that new resources require to be made available.
- 2.1.2.** The mechanism by which the Scottish Executive intends to make new resources available to local authorities is through the Children's Service Development Fund. 3.5m is being made available nationally and the indicative sum likely to be received by East Ayrshire is £92,000.
- 2.1.3.** The Scottish Executive require local authorities to respond by the end of September 2000 with proposals on how they intend to take forward the recommendations of the Advisory Group.
- 2.1.4.** It is proposed that the Council seek to develop services to young people who offend in three main areas:
- (a) expand current services offered by the Young People Who Offend Team
 - (b) develop a scheme to allow minor and some first time offenders to be diverted from the Hearing System.
 - (c) contribute to services for young people experiencing mental health problems.
- 2.1.5.** In order for the Council to meet the requirements of the recommendations, it is proposed to create the following additional posts:-

- (i) one Social Worker post graded Qualified Social Worker (£17,322 - £22,083); one Social Work Assistant post graded (£13,650 - £16,770) and one Clerical Assistant post graded GS1/2 (£8,652 - £11,685) pro-rata to be added to the Young People Who Offend Team.
- (ii) to jointly fund with the other two Ayrshire Councils a Social Worker post graded Qualified Social Worker (£17,322 - £22,083) for the proposed Adolescent Mental Health Team for Ayrshire to be developed by Ayrshire and Arran Health Board.

2.1.6. Financial Implications

2.1.6.1 The Staffing costs arising from the above posts amounting to £92,000 will be fully met by the additional funding made available through the Children's Service Development Fund.

2.2. THE BEFRIENDING SERVICE

2.2.1 The Befriending Service is one of a range of community based projects for young people aged between 8 to 16 years who are known to Social Work. With an increasing number of single parent families children often miss a positive adult role model, which can be detrimental to their personal and social development.

2.2.2 In recognition of the increasing demand on the service it is proposed to create a Befriending Co-ordinator graded AP3 (£15,240-£16770) plus 7.5% unsocial hours allowance and a Clerical Assistant post graded GS1/2 (£8,652 -£11,685) pro –rata to provide a service to a range of young people with varied difficulties. The Co-ordinator will assist in selecting and matching children with appropriate befrienders. This is a complex task as the safeguards which require to be in place to protect children cared for by the local authority need to be ensured.

2.2.3. Financial Implications

2.2.3.1 The staffing costs of £29,569 arising from the above posts can be funded from within the current budget available to Social Work through a virement of resources from other Employee Costs in the Befriender Service budget.

2.2.4. The Social Work Committee have agreed to the above virement of resources.

2.3. FOSTER CARE SERVICES

2.3.1. The Foster Care Service has expanded significantly since the inception of East Ayrshire Council in 1996 and currently has 35 active caring families. Since 1996, 18 new caring families and 7 existing families have been approved to care for more difficult and challenging children.

2.3.2. The Council currently has children in external placements and the Council's own scheme is proving very successful and is capable of expansion as there are families within our communities able to provide this service.

2.3.3. It is proposed to create an additional Family Placement Supervisor post graded Qualified Social Worker (£17,322-£22,083) plus 7.5% unsocial hours allowance and one Clerical Assistant post graded GS1/2 (£8,652 -£11,685) pro –rata to facilitate the further development and expansion of the Foster Care Service to meet the current need for family placements.

2.3.4 Financial Implications

2.3.4.1. The appointment of the Family Placement Supervisor will enable the Council to secure appropriate care for accommodated children within their own resources in preference to having recourse to external resources which are significantly more expensive.

2.3.5. The staffing costs arising from the above posts can be funded from within the current budget available to Social Work through a virement of resources of £34,307 from the Childrens Service Employee Development Costs budget.

2.3.6. The Social Work Committee have agreed to the above virement of resources.

3. LEGAL/POLICY IMPLICATIONS

3.1. These additional posts will ensure that the Council continues to meet its duties under the Children (Scotland) Act 1995.

4. FINANCIAL IMPLICATIONS

4.1. The financial implications arising from the proposed additional posts are outlined in paragraphs 2.1.6, 2.2.3 and 2.3.5 of this report.

5. TRADE UNIONS

5.1 The proposals set out within this report have been discussed and agreed with the Trade Unions.

6. RECOMMENDATIONS

6.1 The Sub-Committee is asked to:-

- a) approve the amendments to the staffing arrangements within the Department of Educational and Social Services; and
- b) note the contents of this report.

Fiona Lees
Depute Chief Executive/Director of
Corporate Resources
GP/YC
7 September 2000

John Mulgrew
Director of Educational and Social Services

LIST OF BACKGROUND PAPERS

1. Reports by Director of Educational and Social Services to Social Work Committee meeting of 14 September 2000 on "It's a Criminal Waste: Stop Youth Crime Now";
The Befriending Service and Foster Care Services.

Anyone wishing further information should contact Graham Haugh, Head of Personnel (Telephone 01563 576092)

AGENDA