

**17 March 2014****Agenda Item: 15****REPORT OF THE SERVICE DIRECTOR, YOUTH, FAMILIES AND CULTURE****CHANGES TO THE STAFFING ESTABLISHMENT IN EARLY HELP  
SERVICES****Purpose of the Report**

1. To seek approval for changes to the staffing establishment of the Early Help Services in light of the budget and business cases for change approved by Full Council on 27 February 2014.

**Information and Advice**

2. Early Help Services delivered by Nottinghamshire County Council include the Young People's Service, the Early Years and Early Intervention Service and the Targeted Support and Youth Justice Service. All three services areas have conducted service reviews to ensure that they are well placed to deliver on the Council's strategic vision and to continue to deliver high quality services at a time of reducing funding. The wider business cases for each service, which include the staffing changes within this report, were agreed at the meeting of Full Council on 27 February 2014. Overall, the County Council is facing a three year £154 million budget shortfall caused by reductions in Government funding, rising demand for social care services and inflation adding to overall costs.

**The Young People's Service**

3. The Young People's Service is required to make savings of £1,350,000 as part of the budget reductions across the Council. The service's role in delivering Nottinghamshire's Youth Offer of access to high quality, safe and enjoyable positive social education activities in the communities of highest need and to facilitate a structure for young people to voice their opinions and to shape the services provided for them by the Council and other organisations remain a high priority for the Council.
4. As part of a package of wider measures the service reviewed its delivery and staffing structure through a formal consultation with partners, staff, service users and recognised trade unions during November and December 2013 and January 2014. These changes to staffing aim to reduce management and to ensure that there is the right skill mix, expertise and capacity in front line teams. In summary, Committee is asked to consider:
  - disestablishing 3 full time equivalent (fte) Senior Youth Work Practitioner posts from 1/10/2014

- disestablishing 37 fte Youth Worker posts from 1/10/2014
- disestablishing 11.91 fte Youth Support Worker in Charge posts from 1/10/2014
- disestablishing 51.86 fte Youth Support Worker posts from 1/10/2014
- disestablishing 0.5 fte Technical Specialist C Card post from 1/10/2014
- disestablishing 3 fte Locality Manager posts from 1/4/2015
- establishing 1 fte Senior Practitioner C Card post from 1/4/2014
- establishing 33.54 fte Youth Worker (Equated Weeks) posts from 1/10/2014
- establishing 26.54 fte Youth Support Worker (Equated Weeks) posts from 1/10/2014
- establishing 1 fte Voluntary Sector Technical Specialist post from 1/10/2014.

### **The Early Years and Early Intervention Service**

5. The Early Years and Early Intervention Service is required to make savings of £4million as part of budget reductions across the Council. These savings will be achieved through management restructure and a review of existing contracts arrangements. The service will continue to deliver Children's Centre services via its contractual arrangements with Nottinghamshire Children & Families Partnership (NCFP) and has a role in contributing to the Council's Early Help offer. A review of current staffing structures has been undertaken and consultation with staff and recognised trade unions is now complete. The changes to the staffing structure reflect the children's services department new operating model and support the developing locality management arrangements. In summary, Committee is asked to consider:

- disestablishing 3 fte of Locality Team Manager posts from 1/4/2014

### **The Targeted Support and Youth Justice Service**

6. The Targeted Support and Youth Justice Service is required to make savings of £800,000 as part of the budget reductions across the Council and is also subject to variations in levels of grant from central government and the contributions of local partners. The service's role in protecting communities from youth crime and anti-social behaviour and assisting the most vulnerable children and families remain a high priority for the Council. As part of a package of wider measures the service reviewed its delivery and staffing structure through a formal consultation with partners, staff, service users and recognised trade unions during November and December 2014. The changes to staffing aim to reduce management and back office functions and to ensure that there is the right skill mix, expertise and capacity in front line teams. In summary, Committee is asked to consider:

- disestablishing 1 fte Programme Officer (Troubled Families) post from 1/4/2014
- disestablishing 1 fte Crime Prevention and Parenting Manager post from 1/4/2014
- disestablishing 1fte Commissioning and Partnerships Manager post from 1/4/2014
- disestablishing 1fte Case Manager (Homelessness) post from 1/4/2014
- disestablishing 0.8 fte Specialist Services Team Manager post from 1/4/2014
- disestablishing 1 fte Information Systems Officer post from 1/4/2014
- disestablishing 2 fte Information Assistant posts from 1/4/2014
- disestablishing 2.54 fte Teaching Assistant (Achievement and Equality) posts from 1/4/2014
- disestablishing 2.5 fte Senior Case Manager (Youth Offending) posts from 1/4/2014

- disestablishing 3 fte Community Link Worker (Achievement and Equality) posts from 1/4/2014
- disestablishing 0.84 fte Education Welfare Officer – Travellers (Achievement and Equality) post from 1/4/2014
- disestablishing 3 fte Youth Worker Level 1 posts from 1/4/2014
- disestablishing 8.33 fte Youth Support Worker posts from 1/4/2014
- establishing 1fte Senior Case Manager (Homelessness) post from 1/4/2014
- establishing 0.8 fte Homelessness Team Manager post from 1/4/2014
- establishing 2.5 fte Youth Justice Service Officer posts from 1/4/2014
- establishing 2 fte Systems Technical Officer posts from 1/4/2014
- establishing 3.5 fte Targeted Support Officer posts from 1/4/2014
- establishing 2.84 fte Targeted Support Case Manager posts from 1/4/2014
- establishing 3.07 fte Targeted Senior Professional Practitioner posts from 1/4/2014
- establishing 4 fte Youth Work Senior Practitioner posts from 1/4/2014
- establishing 4.54 fte Youth Work Technical Specialist posts from 1/4/2014

### **Other Options Considered**

7. The business cases for the three service areas were subject to significant consultation with staff, recognised trade unions, service users and the public. Consideration has been given to a wide range of options but the business cases approved by Full Council represent the best option in making the savings required.

### **Reason/s for Recommendation/s**

8. The recommendation supports the decision made by Full Council on 27 February 2014.

## **Statutory and Policy Implications**

### **Implications for Service Users**

9. Implications for service users have been fully explored through the business cases presented to Full Council. Equality Impact Assessments have been completed for each services proposal.

### **HR Implications**

10. The Council published a Section 188 Notice on 6 November 2013 listing 758 posts potentially at risk as part of the 2014/15 budget savings. The publication of the Notice marked the start of a minimum 45-day consultation period with employees and the trade unions on the proposals.
11. Within the Young People's Service there will be a total reduction of 49.69 fte posts; through requests for voluntary redundancy and the recent use of temporary appointments the number of compulsory redundancies of permanent staff can be kept to a minimum.
12. The Early Years and Early Intervention Service had two vacancies and also received one request for voluntary redundancy. This means there will be no disadvantage to any existing post holder.

13. It is anticipated that after requests for voluntary redundancy and vacancies are taken in to account one post-holder will be at risk of compulsory redundancy within the Targeted Support and Youth Justice Service. No post holder will be financially disadvantaged through the changes to posts as a result of the restructure.

### **Financial Implications**

14. The Changes to the Young People's Service will contribute £675,000 in 2014/15 and a further £675,000 towards the 2015/16 business case making a total of £1,350,000.
15. The changes to the structure in Early Years & Early Intervention will contribute £152,838 towards the overall business case.
16. The changes to the Targeted Support and Youth Justice Service will accrue a saving of £141,890 towards business case and other grant reductions.

### **RECOMMENDATIONS**

- 1) That the changes to the staffing establishment of the Early Help Services, as detailed in the report, be approved.

**Derek Higton**  
**Service Director, Youth, Families and Culture**

### **For any enquiries about this report please contact:**

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### **Constitutional Comments (LM 04/03/14)**

17. The Children and Young People's Committee has delegated authority within the Constitution to approve the recommendations in the report.

### **Financial Comments (KLA 04/03/14)**

18. The financial implications of the report are set out in paragraphs 14-16 above.

### **Background Papers and Published Documents**

Annual Budget 2014/15 – report to Full Council on 27 February 2014  
Equality Impact Assessments

Early Years and Early Intervention – Current and Proposed Structure Charts  
Young People's Service – Current and Proposed Structure Charts  
Targeted Support and Youth Justice – Current and Proposed Structure Charts  
Achievement and Equality Service – Current Structure Charts

Except for previously published documents, which will be available elsewhere, the documents listed here will be available for inspection in accordance with Section 100D of the Local Government Act 1972.

**Electoral Division(s) and Member(s) Affected**

All.

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