

14 October 2013**Agenda Item: 11****REPORT OF THE SERVICE DIRECTOR, YOUTH, FAMILIES AND CULTURE****DELETION OF A SENIOR CASE MANAGER (BAND B) POST AND
ESTABLISHMENT OF A YOUTH OFFENDING SERVICE OFFICER (SCALE 5)
POST WITHIN THE NEWARK AND BASSETLAW YOUTH OFFENDING TEAM****Purpose of the Report**

1. To seek approval to delete a Senior Case Manager (Band B) post and establishment of a Youth Offending Service Officer (Scale 5) post within the Newark and Bassetlaw Youth Offending Team of the Youth Justice Service.

Information and Advice

2. The Youth Justice Service (YJS) works with children and young people between the ages of 10 and 18 years with the aim of preventing offending and re-offending. The Service is multi-agency with representatives from the Local Authority, and a range of agencies such as police, probation service and health. Young people in contact with the YJS are allocated an individual case manager, who will work with that young person to address their offending behaviour and provide one to one support to assist them to make positive changes to their lives.
3. The YJS consists of three locality based teams (South, Mansfield and Ashfield and Newark and Bassetlaw) and a centrally based Operational Support team. Each locality team consists of three grades of case managers – Youth Offending Service Officer (YOSO), Case Manager (Band A) and Senior Case Manager (Band B). The unqualified YOSO post works with children who present with lower levels of risk and vulnerability, lower levels of need and less entrenched patterns of behaviour, allowing the qualified Senior Case Manager time to be focussed upon those young people presenting with complex needs and risks. Teams with a variety of case manager posts allow a more efficient targeting of resources. There is currently only one Youth Offending Service Officer post within the Newark and Bassetlaw team, whereas the Mansfield and Ashfield team have two YOSO posts and the South team four. The Newark and Bassetlaw team is therefore heavily weighted towards senior case manager positions.
4. The YJS receives a large proportion of its finances from the Youth Justice Board in the form of an annual Youth Justice Grant. In line with current budgetary reductions, the Service anticipates a recurrent 8% annual reduction in its grant fund over the next three years.

5. In response to this budgetary reduction and to ensure that the YOT Locality Teams are more evenly staffed in a way that allows a more efficient deployment of resources, it is proposed to delete a Band B Senior Case Manager post (pay scale £27,849 – £32,800) and to establish a YOSO post (pay scale £20,858 – £23,708). When on-costs are taken into account this will provide a saving of approximately £11,000.

Other Options Considered

6. No other options have been considered as it is felt that this option presents the best way to reduce staffing costs in light of anticipated budgetary reductions without impacting upon service delivery or statutory commitments.

Reason/s for Recommendation/s

7. The conversion of a qualified Band B post to an unqualified Scale 5 post will allow a more balanced team of case managers to work with children and young people across the spectrum of risks and needs and will bring it into alignment with the other two locality teams in terms of staffing ratios and grades. The establishment of a second YOSO post will enable children with less complex needs and less entrenched patterns of behaviour to be worked with by those two case managers. This will enable more expensive qualified senior case manager time to be targeted on those children and young people who are causing more damage to communities and themselves as is currently the case with the other two locality teams.

Statutory and Policy Implications

8. This report has been compiled after consideration of implications in respect of finance, the public sector equality duty, human resources, crime and disorder, human rights, the safeguarding of children, sustainability and the environment and those using the service and where such implications are material they are described below. Appropriate consultation has been undertaken and advice sought on these issues as required.

Implications for Service Users

9. The YOSO post is a front line practitioner post, which will strength the ability of the team to respond to the varying levels of risk and need that children and young people at risk of offending or re-offending present, allowing allocation of the most appropriate case manager to the child.

Financial Implications

10. The existing Senior Case Manager post is at the top of salary scale Band B at £32,800 plus 25% on-costs. The proposed YOSO post is a Scale 5 post at £20,858 - £23,708 plus 25% on-costs. The conversion of posts is therefore anticipated to save the service between £9,000 and £12,000 per annum which will assist in addressing the anticipated reduction in grant funding.

Crime and Disorder Implications

11. The statutory aim of the YJS is to prevent the offending and re-offending of children and young people. The front line practitioner posts will work directly with children and young people to address their offending or anti-social behaviour and support them to make positive changes in their lives. Given children and young people will present with differing needs and risks and will have differing offending histories, the conversion of a senior case manager post to a YOSO post will allow the team to respond more effectively to these needs by targeting its resources more appropriately at those children and young people who are more likely to harm local communities as currently occurs within the other two locality teams.

Safeguarding of Children Implications

12. The YJS works with vulnerable children and young people. The front line practitioner posts work directly with children and young people and their families with the aim of reducing any vulnerabilities and strengthening protective factors, either through one to one interventions or referral on to more appropriate agencies.

Human Resources Implications

13. The YOSO post will require the same person specification (qualification levels, skill set and experience) as the current YOSO posts that exist within the service. There are currently requests for voluntary redundancy within the Newark and Bassetlaw Team and therefore no compulsory redundancies are anticipated as a result of this change.

RECOMMENDATION/S

That:

- 1) the post of Senior Case Manager (Band B) in the Newark and Bassetlaw Youth Offending Team be deleted
- 2) the post of Youth Offending Service Officer (Scale 5) in the Newark and Bassetlaw Youth Offending Team be established.

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Constitutional Comments (KK 13/09/13)

14. The proposals in this report are within the remit of the Children and Young People's Committee.

Financial Comments (KLA 13/09/13)

15. The financial implications of the report are set out in paragraph 10 above.

Background Papers and Published Documents

None.

Electoral Division(s) and Member(s) Affected

All.

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