

**3 July 2012****Agenda Item: 9****REPORT OF THE SERVICE DIRECTOR, YOUTH, FAMILIES & CULTURE****OFFICER STAFFING DECISIONS****Purpose of the Report**

1. The purpose of this report is to inform the Sub-Committee of three delegated staffing decisions taken by officers under the governance arrangements in place prior to 18 May 2012.

**Information and Advice****Changes to staffing within Notts Performing Arts provision**

2. Approval was sought to reduce the number of Workshop Manager posts at the four Saturday morning Notts Performing Arts Centres from nine (1.28 fte) to four (0.57 fte) with effect from 1 September 2012.
3. The responsibilities of Workshop Managers in Notts Performing Arts relate to the management of a Centre, its staff and the children and young people who access the provision at the Centre.
4. The request was approved on 15 May 2012 and details are contained in delegated decision report CF/2012/00042, which is available as a background paper.

**Changes to staffing and contractual arrangements for Instrumental Music Teachers and Coordinators**

5. Approval was sought to make changes to staffing and contractual arrangements for instrumental music teachers, team leaders and coordinators employed by Nottinghamshire County Council as follows:
  - reduce the number of unused teaching hours within the instrumental music teaching service and revise the contractual arrangements for instrumental music teachers and team leaders to include up to 25% flexible time
  - increase by 1.2 fte the number of instrumental music coordinator posts from 3.0 fte to 4.2 fte to provide better local support to teachers and schools
  - implement revised job descriptions for instrumental music teachers, team leaders and coordinators.

6. The recommendations offer an effective means of providing a service that is cost-neutral to the Council and allows the provision of a high quality service to all schools in the County to continue.
7. The request was approved on 15 May 2012 and details are contained in delegated decision report CF/2012/00043, which is available as a background paper.

### **Changes to the management structure of the Early Years and Early Intervention Service**

8. Approval was sought to make changes at Tiers 6/7 to the operational management structure of the Early Years and Early Intervention Service with effect from 1 April 2012.
9. The proposed changes were based around the establishment of two new post categories of Integrated Service Manager and Children and Family Support Lead to manage Children's Centre provision in those areas of the County where the County Council currently directly operates it.
10. The proposed structure results in an overall reduction of 9 fte posts as follows:
  - a reduction from 28.1 fte relevant posts to 13 fte posts (15.1 fte reduction) in the case of the Integrated Service Manager role
  - an increase from 7.4 fte relevant posts to 13.5 fte posts (6.1 fte increase) in the case of the Children and Family Support Lead role.
11. The proposals support the Early Years and Early Intervention Service to provide:
  - a revised core offer to children and young people and their families in Nottinghamshire
  - improved outcomes for children and young people and their families leading to reduced demand for specialist services including Children's Social Care
  - a fit for purpose senior and middle management structure that supports the delivery of non-commissioned and commissioned services
  - a significant part of the management savings identified in the business case CYP014 as part of the County Council's Improvement Programme.
12. The request was approved on 16 May 2012 and details are contained in delegated decision report CF/2012/00046, which is available as a background paper.

### **Other Options Considered**

13. As this is a report for noting only, it is not necessary to consider other options.

## **Statutory and Policy Implications**

14. This report has been compiled after consideration of implications in respect of finance, equal opportunities, 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.

### **RECOMMENDATION/S**

- 1) That the report be noted.

**Derek Higton**

**Service Director, Youth, Families & Cultural Services**

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

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### **Constitutional Comments**

15. As the report is for noting only, no Constitutional Comments are required.

### **Financial Comments (NDR 13/06/12)**

16. There are no financial implications arising directly from this report.

### **Background Papers**

Delegate Decision Report CF/2012/00042  
Delegate Decision Report CF/2012/00043  
Delegate Decision Report CF/2012/00046

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.