

17 July 2017**Agenda Item: 7****REPORT OF THE SERVICE DIRECTOR, YOUTH, FAMILIES AND SOCIAL
WORK****EARLY HELP – CHANGES TO THE YOUTH JUSTICE STAFFING
ESTABLISHMENT****Purpose of the Report**

1. To seek approval to convert 1 FTE (full-time equivalent) Youth Justice Support Officer post (NJE Grade 5) to 1 FTE Youth Justice Case Manager post (Hay Band A) from 1st August 2017.

Information and Advice

2. The recent restructure of Youth Justice Services saw Youth Justice South retain two Youth Justice Support Officer (YJSO) posts and reduce 2 FTE Case Manager posts. This was contrary to West and North teams where only one YJSO post was retained and fewer case managers lost. This decision was based on the demand in the south of the County for court duty work and crime prevention which can be undertaken by unqualified YJSOs.
3. Since the introduction of the new structure in February 2017 it has been noted by management in the south of the County that there is a demand for qualified Case Managers to hold complex statutory cases with less demand for work that can be undertaken by the unqualified Youth Justice Support Officers. When allocated to an YJSO, young people on statutory orders are secondary allocated to a case manager for quality assurance purposes.
4. The caseloads for the Youth Justice Team South over the last year have remained stable whilst the number of qualified case managers in the team has decreased.
5. Committee is therefore asked to consider converting a YJSO post to a Case Manager post in order to meet demand and effectively deploy resources. The Youth Justice Support Officer post is currently vacant so there will be no impact on existing employees and no redundancy risk.

Other Options Considered

6. Consideration was given to moving Case Management posts between different locality teams to readdress the staffing balance, however this was assessed to be likely to have

an adverse impact on capacity across the other localities where demand for managing complex cases is also high.

Reason/s for Recommendation/s

7. The recommendation is made in order that the service can meet the needs of complex young people receiving statutory court orders for youth offending in Nottinghamshire.

Statutory and Policy Implications

8. This report has been compiled after consideration of implications in respect of crime and disorder, finance, human resources, human rights, the NHS Constitution (Public Health only), the public sector equality duty, safeguarding of children and vulnerable adults, service users, sustainability and the environment and ways of working and where such implications are material they are described below. Appropriate consultation has been undertaken and advice sought on these issues as required.

Financial Implications

9. Conversion of the post from NJE Grade 5 to Hay Band A, with on-costs, has a budget implication of up to £6,745 per annum which will be contained within the Youth Justice Service budget. In line with the Council's recruitment policy, the service would seek to recruit into the bottom of the band which would represent an increased cost of £850 this financial year which is found from within a forecasted underspend.

RECOMMENDATION/S

- 1) That the conversion from 1 FTE Youth Justice Support Officer post (NJE Grade 5) to 1 FTE Youth Justice Case Manager post (Hay Band A) from 1st August 2017 be approved.

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Constitutional Comments (LM 19/06/17)

10. The recommendations in the report fall with the Terms of Reference of the Children and Young People's Committee.

Financial Comments (SAS 20/06/17)

11. The financial implications of the report are contained within paragraph 9 above.

Background Papers and Published Documents

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.

Job Description for posts of Youth Justice Support Officer and Case Manager

Youth Justice Workload Report 2016/17

Changes to the staffing establishment in the Family Service – reports to Children and Young People’s Committee on 18 July 2016 and 19 December 2017

Electoral Division(s) and Member(s) Affected

All.

C0999