

Shop and Café opening	Clarity requested around proposed opening times.	Weekdays 9-5pm, Saturday 9-5pm, Sunday 10-4pm. It has been proposed that in addition to the current Saturday workers, posts are added to the structure to cover the weekend in both areas.
Weekend Working	Would Employment Development Workers be expected to work across 7 days.	There is no plan to change Employment Development Workers Terms and Conditions to include weekend working. The cover rota which is currently agreed and operated will remain for Saturday and Sunday.
Extended Shop Opening Hours	What are the expectations in relation to Supported Employees working longer hours and for Sunday working.	There is no plan to extend current Supported Employees hours. Saturday hours would be adjusted to cover the requirements of the shop opening times but those using public transport will continue to be supported around the new hours as we do now.
Job Descriptions - Employment Development Worker	Distinction requested in terminology to reflect different user groups within the Hub.	The JD has been amended to clarify the two user groups.
	Key Responsibilities 1. Working one to one is unrealistic, unachievable and not practical.	It is the responsibility of staff to distinguish the required support, as happens currently. The addition of as required has been added to clarify. It is proposed that the words Learning Disability and or Asperger's is removed to widen the field of training available to other people.

CONSULTATION THEMES FEEDBACK

APPENDIX 3

	Key Responsibilities 6. Maximise individual's quality of life is difficult to achieve as one worker.	The JD has been amended to read contribute to.
	Role Dimensions 3,4. Clarification requested on meaning of work placement supported.	Work placement supported refers to the area that the person is placed within the Hub and not offsite.
	Education and Knowledge 7. Concerns raised as to the size of the Welfare Benefits topic.	The point does not assume extensive knowledge but an awareness of relevant benefits affecting the user group, and so the wording has been changed in the JD to reflect this
	Vocational Training. There is no requirement to hold or demonstrate an appropriate teaching qualification in the new JD. Staff should be able to train others in relevant vocational training.	Staff responsibility is to offer work training, the experience section reflects requirements going forward. Within the Hub vocational training can be undertaken in conjunction with a college, but wouldn't require staff to have a teaching qualification.
	NVQ 3 Care. The new JD has moved away from vocational training and has more reference to Care needs.	NVQ 3 Care is within the current JD, and so there is no change to this requirement. The new JD reflects the requirements of the service going forward and so Care remains included in the new JD.
	Key Responsibility 7 Keeping detailed and accurate records for people attending. It will be difficult to achieve, during a working day, taking into account other Key Responsibilities.	Keeping a log of your work is a requirement of your current role and is within current JD's so this is no change.
Senior Retail Assistant	Has the requirement for watering and livestock feeding at weekend been taken into account in the new JD.	These tasks are incorporated at Key Responsibilities 9 and Role Dimensions 26. All JD's have considered role requirements going forward.

Team Structure	How will Team Leader tasks be carried out in the new structure. In the absence of both the Team Manager and the Retail Manager who will be responsible.	It is proposed that some of the Team Leader tasks will no longer be required and the remainder will be picked up by the remaining management posts in the structure. The Service Manager still has overarching responsibility for the service, this has not changed.
	Where will the two additional posts of Employment Development Worker be placed.	It is envisaged that all Employment Development Workers will be expected to cover all areas of the farm as and when requested. Existing skill sets will be maintained as far as is practicable.
Relationships with other Teams	Is the team to have a closer association with I Work and the Futures teams.	It is proposed we will continue to partnership work as and when required to support people attending.
General	It was generally felt that the proposal was a positive move for Brooke Farm with more opportunities for both those attending the Employment Hub and those who attend for a therapeutic service. Other issues raised have been acknowledged as operational.	It is proposed that Operational Issues will be addressed as we move forward.