

10 PERSONNEL DEPARTMENT - EMPLOYMENT DISABILITY UNIT - CHANGES TO ESTABLISHMENT (AN257-2005)

The Assistant Chief Executive (Management) and Employment Disability Unit Manager have reviewed the current duties and responsibilities and workload of the Employment Disability Unit. Over the past two years referrals to the Employment Disability Unit have increased by 28%. The majority of this increase has been made to the Support Team and, as a result, the team has increased from three to six. In addition, the number of allocations to Workstep have increased by 40%.

In conjunction with the Council's Social Work Department, the Unit has secured funding from the Mental Illness Specific Grant to fund services for that section of the community. Furthermore, in conjunction with the Council's Economic Development Department, the Unit has secured funding from the Working for Families initiative. Furthermore, the Unit is facing increased demands from the local authorities to assist with staff retention issues and to provide disability training.

In light of this, the Committee is requested to approve the following:-

- (i) the regrading of one post of Employment Development Officer (Workstep), graded AP4, £20,808 - £23,034, to AP5, £23,739 - £25,857, to reflect higher level duties and responsibilities;
- (ii) the regrading of one post of Employment Development Officer (Job Clubs), currently AP4, £20,808 - £23,034, to AP5, £23,739 - £25,857, to reflect higher level duties and responsibilities;
- (iii) the regrading of one post of Supported Employment Co-ordinator (Support Team), currently AP4, £20,808 - £23,034, to AP5, £23,739 - £25,857, to reflect higher level duties and responsibilities; and
- (iv) the redesignation of one post of Temporary Support Worker, grade AP3, to Support Worker, with no change of grade, and the confirmation of the current postholder in this post.

The cost of these proposals in the current financial year would be £2,093 and, in due course, £10,586 in a full financial year, both figures being inclusive of employer's costs. These additional costs would be met from funding from the Mental Illness Specific Grant and the Working for Families initiative.