

DUNDEE CITY COUNCIL

REPORT TO: Personnel and Management Services Committee - 10 March 2003

REPORT ON: Personnel and Management Services Department - Employment Disability Unit - Changes to Establishment

REPORT BY: Director of Personnel and Management Services

REPORT NO: 194-2003

1 PURPOSE OF REPORT

- 1.1 The purpose of this report is to recommend an increase in the establishment of the Employment Disability Unit funded by the Government's Workstep Programme.

2 RECOMMENDATIONS

It is recommended that the Committee approves the following:-

- 2.1 that the temporary post of Employment Development Officer (Modernisation), grade AP3/4, £16,673 - £20,897, becomes a permanent post of Support Worker, grade AP3, £16,673 - £18,296;
- 2.2 that the temporary post of Clerical Assistant, grade GS1/2, £9,680 - £12,899, becomes a permanent post of Senior Clerical Assistant, grade GS1/3, £9,680 - £13,664;
- 2.3 the establishment of an additional post of Support Worker, grade AP3, £16,673 - £18,296;
- 2.4 the establishment of an additional fixed term post (1 year) of Support Worker, grade AP3, £16,673 - £18,296.

3 FINANCIAL IMPLICATIONS

- 3.1 The additional cost of implementing the above recommendations will be £40,020, inclusive of employer's costs, in a full financial year. This will be funded by the increased income received through the Council's contract with the Jobcentre Plus Workstep Programme.

4 LOCAL AGENDA 21 IMPLICATIONS

- 4.1 The proposals address the following themes:-
- all sectors of the community are empowered to participate in decision making;
 - access to the skills, knowledge and information needed to enable everyone to play a full part in our society;

- the opportunity to undertake satisfying work in a diverse economy. The value of unpaid work is recognised while payments for work are fair and fairly distributed.

5 EQUAL OPPORTUNITIES IMPLICATIONS

- 5.1 The proposals promote equality of opportunity and social inclusion for people with disabilities.

6 BACKGROUND AND PROPOSALS

- 6.1 The Employment Disability Unit receives around 250 referrals of unemployed disabled people each year. The majority of these referrals are people who have been either long term unemployed or have been on incapacity welfare benefits.
- 6.2 The current permanent establishment of one Supported Employment Co-ordinator and one Support Worker cannot deal with the supported employment demands of the clients referred.
- 6.3 The establishment of the additional posts will ensure that clients with disabilities will not have to wait an inordinate length of time to be provided with a supported employment service.
- 6.4 To reflect the increase in the caseloads dealt with by the Employment Disability Unit and, in particular the Support Team, it is recommended that the temporary clerical post be made permanent. It is proposed to appoint the current postholder, who was recruited by competitive interview from clients of the Unit, to this post.

7 CONSULTATION

- 7.1 The Chief Executive, Director of Finance and Director of Support Services have been consulted in the preparation of this report.

8 BACKGROUND PAPERS

- 8.1 No background papers, as defined by Section 50D of the Local Government (Scotland) Act 1973 (other than any containing confidential or exempt information), were relied on to any material extent in preparing this report.

J.C. Petrie
Director of Personnel and Management Services

4 March 2003