

DUNDEE CITY COUNCIL

REPORT TO: Social Work Committee - 19 June 2000
Personnel and Management Services Committee - 19 June 2000

REPORT ON: Social Work Department - Kirkton Child and Family Centre - Staffing Structure

REPORT BY: Director of Social Work and Director of Personnel and Management Services

REPORT NO: 348-2000

1 PURPOSE OF THE REPORT

- 1.1 The purpose of this report is to outline the staffing implications arising from the decision made at the Policy and Resources Committee meeting on 9 March 2000 to rationalise the staffing establishment at Kirkton Child and Family Centre following a fall in local need and demand for services in the Kirkton area. This rationalisation will ensure the efficient and effective delivery of sessional care and family support services from Kirkton Child and Family Centre's temporary base in Kirkton Nursery School.

2 RECOMMENDATIONS

- 2.1 It is recommended that the Social Work Committee approves the contents of this report.
- 2.2 It is recommended that the Personnel and Management Services Committee approves the deletion of the following posts:-
- 2.2.1 1 post of Centre Manager, graded PO1-4, £22,083 - £24,009;
- 2.2.2 1 post of Centre Worker, graded SCP27-35, £17,322 - £22,083;
- 2.2.3 3 posts of Assistant Centre Worker, graded SCP12-18, £11,685 - £13,305;
- 2.2.4 1 part time post of Cook, MW3, £4.68 per hour;
- 2.2.5 1 full and 1 part time post of Domestic Assistant, MW1, £4.37 per hour.

3 FINANCIAL IMPLICATIONS

- 3.1 The rationalisation of the staffing establishment and the reduction in property costs arising from the continued provision of child and family centre services from Kirkton Nursery School will result in revenue savings to the Social Work Department of £144,000 in 2000/2001. The department's revenue budget has been adjusted accordingly.

4 **PROPERTY IMPLICATIONS**

- 4.1 The demolition of the building at 4A Kirkton Road is now complete and the relocated child and family centre services continue to operate from Kirkton Nursery School. Some minor capital works to the building at Kirkton Nursery School have been undertaken to make provision for sufficient storage facilities to accommodate the needs of both services.

5 **LOCAL AGENDA 21 IMPLICATIONS**

- 5.1 It is anticipated that the integration of early years and family support services in the Kirkton area will strengthen existing services, will better meet the all round needs of children and their families and will promote social inclusion.

6 **EQUAL OPPORTUNITIES IMPLICATIONS**

- 6.1 The relocation of child and family centre services to a more appropriate community access point will improve accessibility to high quality family support services for all children in need and their families in the Kirkton area.

7 **BACKGROUND**

- 7.1 On 3 October 1999, substantial damage was caused by fire to the building at Kirkton Child and Family Centre. The extent of the fire damage was such that the premises were no longer fit for occupation and the decision was taken that the building should be demolished. Work to demolish the building and clear the site at 4A Kirkton Road was completed in April 2000.
- 7.2 Following the fire the staff at Kirkton Child and Family Centre were relocated to Kirkton Nursery School and they have continued since then to work alongside nursery school staff, providing a range of sessional care and family support services to children in need and their families.
- 7.3 Approval has already been given to demolish the building at 4A Kirkton Road following extensive damage by fire, and to continue to provide child and family centre services from Kirkton Nursery School on an interim basis pending permanent relocation of these services to an alternative site. (See Report No. 52/2000)
- 7.4 Close working relationships have been established with staff at Kirkton Nursery School, as both groups have worked together to share the resources of the building. Progress is now being made in developing a more integrated model of service provision for children and families in the Kirkton area.
- 7.5 It is important to note however that the demand for services at Kirkton Child and Family Centre has fallen in recent years with demographic changes in the local area. In January 2000 the number of children receiving a sessional care service from Kirkton Child and Family Centre had fallen to 18. This compared with 34 in January 1999. It is also now clearly recognised that the building at 4A Kirkton Road was not sited at the centre of the Kirkton community and was not conveniently located for local access.

- 7.6 Over the past year there has been a reduction in the size of the staff team providing child and family centre services in the Kirkton area. This has arisen firstly because there has not been a need to fill vacant posts, due to the fall in demand for services. Following the relocation of the service to Kirkton Nursery School, it was also recognised that the level of demand did not just justify the maintenance of existing staffing levels and it was decided to temporarily redeploy 4.2 FTE members of staff to vacant posts in other child and family centres. The redeployed group of staff include 1.7 FTE Domestic Assistants, as domestic services for the building at Kirkton Nursery School are already in place.
- 7.7 Since January 2000 the sessional care and family support services in Kirkton have been provided by a team of 1 Centre Worker and 3 Assistant Centre Workers. Kirkton Child and Family Centre has been 'twinned' with Linlathen Child and Family Centre and the current manager of Kirkton Child and Family Centre also now manages services and resources at Linlathen Child and Family Centre (and Fintry Community Nursery until August 2000). The existing arrangements are working effectively and have ensured continuity of service provision to the children and families who previously received the service at 4A Kirkton Road.

8 **IMPLICATIONS FOR STAFF**

- 8.1 The current and proposed staffing establishment at Kirkton Child and Family Centre is shown in the attached staffing appendix.
- 8.2 2 FTE Assistant Centre Worker posts are vacant and no redeployment is necessary.
- 8.3 The existing Centre Manager postholder will be redeployed on a temporary basis, until a suitable permanent vacancy arises, to the Centre Manager post at Linlathen Child and Family Centre. 1 Centre Worker and 1 Assistant Centre Worker will be redeployed to equivalent vacant posts in other child and family centres.
- 8.4 The existing Cook will be redeployed to a vacant Cook 3 post in the Social Work Department or similar, and the existing Domestic Assistants will also be redeployed to vacant Domestic Assistant posts in the Social Work Department or similar.

9 **PROPOSALS**

- 9.1 It is proposed that the staffing establishment for Kirkton Child and Family Centre be rationalised to take into account the fall in demand for services in the Kirkton area. It is also proposed that Kirkton Child and Family Centre services be twinned with Linlathen Child and Family Centre and that one manager is responsible for the operational management of both centres. These arrangements will ensure that there continues to be a close match between child and family centre staffing resources and local need and level of demand for services in the Kirkton area.

10 CONSULTATION

10.1 This report has been the subject of consultation with the Director of Education. Full consultation has also taken place with the staff group at Kirkton Child and Family Centre and Kirkton Nursery School on the implications of this proposal. The trade unions have also been consulted.

11 BACKGROUND PAPERS

11.1 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 the above report.

12 SIGNATURE

J Roberts
Director of Social Work

Date

J.C. Petrie
Director of Personnel and Management Services

Date

Staffing Appendix

KIRKTON CHILD AND FAMILY CENTRE

(MANAGEMENT LINKED TO LINLATHEN CHILD AND FAMILY CENTRE)

FTE	Current		Proposed	
1	Centre Manager	PO1-4	-	
2	Centre Worker	SCP27-35	1	Centre Worker
6	Assistant Centre Worker	SCP12-18	3	Assistant Centre Worker
0.5	Cook 3	MW3	-	-
<u>1.7</u>	Domestic Assistant	MW1	-	-
<u>11.2</u>			<u>4</u>	