

# DUNDEE CITY COUNCIL

**REPORT TO:** Social Work Committee - 18 June 2001

**REPORT ON:** Young Persons' Units - Staffing/Training Working Group

**REPORT BY:** Director of Personnel and Management Services

**REPORT NO:** 376-2001

## 1 PURPOSE OF REPORT

- 1.1 To provide the Committee with details of the work undertaken by the Staffing/Training Working Group.

## 2 RECOMMENDATIONS

It is recommended that the Committee agrees:-

- 2.1 that the Young Persons' Units - Staffing/Training Working Group continues its discussions and reports back to this Committee by 31 March 2002; and
- 2.2 that, as an interim measure until 31 March 2002, an additional 4 full time (equivalent) posts be created.

## 3 FINANCIAL IMPLICATIONS

- 3.1 The cost of implementing the recommendations and proposals outlined in this report have been provided for in the Revenue Budget of the Social Work Department.

## 4 LOCAL AGENDA 21 IMPLICATIONS

- 4.1 None.

## 5 EQUAL OPPORTUNITIES IMPLICATIONS

- 5.1 None.

## 6 BACKGROUND

- 6.1 At its meeting of 11 September 2000, the Social Work Committee considered Report No. 606-2000 by the Chief Executive and agreed, among other things, to establish a working group to examine staffing levels, rotas, sickness absence and cover, and training in the young persons' units.
- 6.2 The group comprised representatives from the units, unit managers, trade unions and Social Work management and was chaired by the Director of Personnel and

Management Services. The group's work was due to be completed within 3 calendar months.

- 6.3 At its meeting of 18 December 2000, the Social Work Committee, having considered an interim report by the Director of Personnel and Management Services, agreed to extend the completion date to 31 March 2001.
- 6.4 The group met on 6 occasions (from 26 September 2000 to 23 February 2001). In addition, employees, trade union representatives, unit managers and management spent a considerable time on the issues outwith the formal meetings of the group.

## 7 PROPOSALS

- 7.1 While considerable progress has been made, a number of operational issues remain to be resolved. One of the complications in trying to arrive at consensus views is the wide variation of working hours and arrangements across the units. These have arisen as a result of dedicated employees responding over time to different needs in the units.
- 7.2 For further progress to be made, the Director of Personnel and Management Services is of the view that more time has to be devoted to discuss issues, and that most of these discussions have to take place in the Social Work Department.
- 7.3 Based on discussions in the working group, the Director of Personnel and Management Services recommends that, as an interim measure, in addition to the 4 temporary part time posts agreed by the Social Work Committee on 11 September 2000, a further 4 full time (equivalent) posts should be created until 31 March 2002.
- 7.4 Until that time, the work of the group, which will continue to be chaired by the Director of Personnel and Management Services, will progress. Final recommendations will be made to the Social Work Committee at that time.
- 7.5 It is intended that discussions will cover all of the young persons' units (Balgowan Avenue, Duncan Place, Fairbairn Street, Liff Road, Strathcarron Place and The Elms).
- 7.6 The Director of Personnel and Management Services will seek one nomination from the staff in each of these units to serve on the working group. In addition, the full time officers or branch secretaries of GMB, TGWU and UNISON will be asked to attend. Unit managers and Social Work management will also participate.
- 7.7 The remit of the working group will continue to be that stated in paragraph 6.1 above. In addition, conditions of service, job content, redeployment and any other issue deemed to be appropriate by the group will be discussed.

**8 CONSULTATION**

8.1 The Chief Executive, Director of Social Work, Director of Finance and Director of Support Services have been consulted on this report. The trade unions (GMB, TGWU and UNISON) have also been consulted and are in agreement with the proposals.

**9 BACKGROUND PAPERS**

9.1 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.

**10 SIGNATURE**

J.C. Petrie  
Director of Personnel and Management Services .....

Date .....