

**REPORT TO: PERSONNEL AND MANAGEMENT SERVICES COMMITTEE  
- 10 SEPTEMBER 2001**

**REPORT ON: REDEPLOYMENT OF STAFFING RESOURCES – CHILDREN  
AND YOUTH WORK**

**REPORT BY: DIRECTOR OF NEIGHBOURHOOD RESOURCES & DEVELOPMENT  
AND DIRECTOR OF PERSONNEL & MANAGEMENT SERVICES**

**REPORT NO: 467-2001**

**1.0 PURPOSE OF REPORT**

1.1 This Report seeks approval to adjust existing staffing resources and deployment to meet future operational work priorities.

**2.0 RECOMMENDATIONS**

The Committee is asked to approve the following:

2.1 Neighbourhood Development Worker (St Mary's), CEW (£16,173 - £21,036), post 267 be deleted;

2.2 Senior Equality Action Youth Worker, PO1-4 (£23,430 - £25,476), post 247 be deleted;

2.3 Project Leader Youth Team, PO1-4 (£23,430 - £25,476), post 158 be deleted;

2.4 Neighbourhood Development Worker, CEW (£16,173 - £21,036), post 218 be deleted;

2.5 Youth Worker Accreditation, CEW (£16,173 - £21,036), be established;

2.6 Three posts of Senior Youth Worker, PO1-4 (£23,430 - £25,476), be established.

**3.0 FINANCIAL IMPLICATIONS**

3.1 The financial implications of the Report can be contained within the Neighbourhood Resources and Development Department budget as detailed in Appendix 1.

**4.0 LOCAL AGENDA 21 IMPLICATIONS**

4.1 The Report seeks to ensure that Departmental resources are used as efficiently and effectively as possible to achieve Departmental and Council agreed Service priorities.

**5.0 EQUAL OPPORTUNITIES IMPLICATIONS**

5.1 The proposals will continue to reflect priority to the Council's commitment to equal opportunities.

**6.0 CONTEXT**

**6.1 Children & Youth Work Services**

As a result of a current Best Value Review the Department requires to make adjustments to improve the support of children and youth work services across the City, and strengthen support for the provision of youth work accreditation opportunities. It is proposed that the above will be operationally enhanced by the following:

- 6.1.1 Transfer of 1 FTE post to concentrate on the leadership and direction of the existing youth accreditation specialist team of volunteer/sessional workers. The prime objective is to secure long term support for volunteers and increase opportunities for young people to formally accredit their learning.

At present this Team is supported by a seconded staff member from Tayside Police, the secondment finishing in September 2001.

Developments over the past 18 months have seen the levels of activity and numbers involved in accredited youth work rise considerably.

- 6.1.2 Establish a senior youth worker within each of the three Departmental areas to deliver increased field workers support, assist with evaluation and monitoring, standardise quality assurance and training opportunities and provide specialist children and youth work technical support to each Unit Leader (Integration).

By redeploying 2 existing posts, and upgrading 1 post, it is possible to achieve this deployment of 3 posts.

- 6.2 Each redeployment of personnel has been evaluated to ensure existing service priorities and sessional staffing resources allocated accordingly.

- 6.3 The proposals will enhance the Department’s capabilities to provide greater fieldwork support and tutorial support which will enhance localised services across all Sector areas.

**7.0 CONSULTATION**

- 7.1 The Chief Executive, Directors of Finance, Support Services and the appropriate Trade Unions have been consulted in the preparation of this Report.

**8.0 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 the above Report.

**Director, Neighbourhood Resources and Development .....**

**Date .....**

**Director, Personnel & Management Services .....**

**Date .....**

FRP/ADB/AHPH (redeploystaff(b))

## REDEPLOYMENT OF STAFFING RESOURCES – CHILDREN &amp; YOUNG PEOPLE

## 1 EXISTING DEPLOYMENT

Location	Designation	No of Posts FTE	Grade	Current Budget
Accreditation (All Areas)	Neighbourhood Development Worker (part funded by Tayside Police 0.5 FTE)	1.0	CEW SCP 31	14,500
West Area Post 267	Neighbourhood Development Worker	1.0	CEW SCP 31	26,449
Equality Action Post 247	Senior Equality Action Youth Worker	1.0	PO1-4 SCP 38	29,847
East Area Post 218	Neighbourhood Development Worker	1.0	CEW SCP 30	25,631
Central Area Post 158	Project Leader Youth Team	1.0	PO1-4 SCP 38	29,847
Accreditation (All Areas)	Sessional Youth Accreditation Team (Duke of Edinburgh's Award)			
<b>Totals</b>				<b>126,274</b>

## 2 PROPOSED DEPLOYMENT\*

Location	Designation	Committee & Para Recomm.	No of Posts FTE	Grade	Current Budget
Accreditation (All Areas)	Youth Worker Accreditation	(2.5)	1.0	CEW SCP 31	26,449
West Area	Senior Youth Worker	(2.6)	1.0	PO1-4 SCP 38	29,847
East Area	Senior Youth Worker	(2.6)	1.0	PO1-4 SCP 38	29,847
Central Area	Senior Youth Worker	(2.6)	1.0	PO1-4 SCP 35	27,566
West	Sessional Worker Youth Work/ Accreditation			CEW SCP 31	6,279
East	Sessional Worker Youth Work/ Accreditation				6,279
<b>Totals</b>					<b>126,266</b>
				<b>Saving</b>	<b>(8)</b>

\* The proposed budgets include a deduction for slippage as is the current position with staff budgets in the Department.