

DUNDEE CITY COUNCIL

REPORT TO: Personnel Committee - 13 December 2004

REPORT ON: Social Work Department - Establishment of Community Reparation Order Scheme

REPORT BY: Director of Social Work and Assistant Chief Executive (Management)

REPORT NO: 684-2004

1 PURPOSE OF REPORT

- 1.1 The purpose of this report is to seek approval to establish posts which will allow the Council to establish a pilot scheme for the introduction of Community Reparation Orders in Dundee.

2 RECOMMENDATIONS

It is recommended that the Personnel Committee approves the establishment of the following posts:

- 2.1 The establishment of one post of Senior Criminal Justice Assistant graded AP3, £17,340 - £19,029;
- 2.2 The establishment of three posts of Criminal Justice Assistant graded AP2, (£15,582 - £16,866);
- 2.3 The establishment of three posts of Community Service Supervisor graded AP2, (£15,582 - £16,866) for a temporary period of six months;
- 2.4 The establishment of one post of Clerical Assistant graded GS1/2, (£10,068 - £13,416).

3 FINANCIAL IMPLICATIONS

- 3.1 The cost of these posts amounts to £130,458 and these, in addition to the start up costs of the scheme and ongoing revenue costs, would be met in full by the Scottish Executive's 100% funding arrangement for Criminal Justice Social Work services.

4 LOCAL AGENDA 21 IMPLICATIONS

- 4.1 The proposed development of a Community Reparation Order scheme would contribute to the policy objectives of meeting local needs locally and living without fear of personal violence from crime.

5 EQUAL OPPORTUNITIES IMPLICATIONS

5.1 None.

6 BACKGROUND

6.1 At its meeting on 23 August 2004 the Social Work Committee agreed to the establishment of a pilot scheme for the introduction of Community Reparation Orders to Dundee courts. These Orders were introduced in the Anti-social Behaviour Scotland Act 2004 and constitute new court disposal which will be able to be used by the Sheriff and District Courts where an offender is convicted of an offence which involves anti social behaviour. The disposal will involve offenders undertaking between 10 and 100 hours of activity which is focussed in “putting something back” into the communities they have offended against.

6.2 Initial consultation with the Sheriff and District courts has suggested that we may need to plan for a scheme with a substantial capacity however, this will not be entirely clear until the disposal begins to be used by local courts. It has therefore been agreed with the Scottish Executive that an incremental approach will be taken to the introduction of the scheme. The staffing complement outlined in the recommendations will be sufficient to enable the scheme to begin to accept orders from the court and will enable the Criminal Justice Service to test out the likely demand for replacements. In the event of demand increasing rapidly, the scheme will require to expand and a further report will be presented outlining the case for any additional posts that are considered to be required.

6.3 The staffing complement in the scheme requires to have the capacity to monitor compliance with the orders, to generate sufficient work activity for offenders and to supervise offenders whilst undertaking work activity. The task of monitoring compliance with orders requires to be undertaken by criminal justice staff and this would be the role of the Criminal Justice Assistant posts, with the Senior Criminal Justice Assistant having supervisory responsibility for the smooth running of the scheme. The generation of work activity and subsequent supervision of offenders undertaking this activity could either be undertaken directly, or through a service level agreement with a voluntary sector partner with relevant experience of this area of work. Discussions are taking place with a range of potential voluntary sector partners to ensure that we achieve best value in the services we choose to provide or commission. For this reason, we are proposing the establishment of Community Service Supervisor posts on temporary fixed term contracts for six months. During this time we will have reached a conclusion on whether to continue to provide this element of service in house or whether to contract with a voluntary sector partner.

7 CONSULTATION

7.1 The Chief Executive, Depute Chief Executive (Support Services), Depute Chief Executive (Finance) and Assistant Chief Executive (Corporate Planning) were consulted in the preparation of this report. The relevant Trade Unions have also been consulted.

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.

Alan G Baird
Director of Social Work

7 December 2004

J.C. Petrie
Assistant Chief Executive (Management)

7 December 2004

FINANCIAL APPENDIX

POST	FTE	SCP	FULL YEAR COSTS(£)
Senior Criminal Justice Assistant	1	AP3(23-26)	18,985
Criminal Justice Assistant	3	AP2(19-22)	50,802
Community Service Supervisor	3	AP2(19-22)	25,401
Clerical Assistant	1	GS 1/2(3-12)	13,166
Salaries Costs			108,354
National Insurance and Superannuation			22,104
FULL YEAR COSTS(2004/05 Prices - 2.95% inflation)			130,458