

DUNDEE CITY COUNCIL

REPORT TO: PERSONNEL COMMITTEE – 20 DECEMBER 2004

REPORT ON: PROPOSALS FOR THE FUTURE IMPLEMENTATION AND SUPPORT ARRANGEMENTS FOR THE COMMUNITY REGENERATION FUND IN DUNDEE

REPORT BY: HEAD OF COMMUNITIES AND ASSISTANT CHIEF EXECUTIVE (MANAGEMENT)

REPORT NO: 832-2004

1.0 PURPOSE OF REPORT

- 1.1 This report seeks approval for the future implementation and support arrangements for the Community Regeneration Fund in Dundee.

2.0 RECOMMENDATIONS

The Committee is asked to approve the following recommendation:

- 2.1 The redesignation of the Geographic Social Inclusion Partnership Co-ordinator (PO5-8) to the post of Community Regeneration Fund Co-ordinator (PO5-8) and
- 2.2 The redesignation of the following posts and redeployment of the following Social Inclusion Partnership Workers (CEW) as follows:-
- SIP Worker (Ardler) to be redeployed as Community Regeneration Worker (Dundee North West).
- SIP Worker (Kirkton) to be redeployed as Community Regeneration Worker (Dundee North East).
- SIP Worker (Hilltown) to be redeployed as Community Regeneration Worker (Dundee Central).
- SIP Worker (Mid Craigie/Linlathen) to be redeployed as Community Regeneration Worker (Dundee South East) and
- Voluntary Sector Lead Officer (APV) to be redeployed as Community Regeneration Worker (Dundee West), retaining responsibility for support to the Community and Voluntary Alliance (CAVA).
- 2.3 The establishment of two new fixed term posts for a period of three years:-
- 2.3.1 Administrative Assistant graded AP1 (£14,211 - £15,204).
- 2.3.2 Communications Officer, graded AP3 (£17,340 - £19,029).
- 2.4 The redeployment of the current clerical assistant establishment, graded GS1/2 (£10,086 – £12,789 pro rata), who currently support the geographic SIP and the Senior Clerical Assistant Post graded GS3 (£13,649-£14,211), currently supporting BNSF as per Appendix 1

- 2.5 It is proposed that the clerical posts outlined in Appendix 1 above will be filled by redeploying existing clerical staff who have temporary contracts and have at least 1 year's continuous service with the Council. Where staff require to be redeployed preference sheets will be used with lengths of service determining priority. All promoted posts will be advertised internally in the first instance.
- 2.6 The Community Regeneration Fund is controlled by the Scottish Executive and allocated one year in advance, with indicative allocations for subsequent years. On this basis, all staff will be contracted on a fixed-term – initially to 31 March 2008.
- 2.7 Newly established posts (refer to paragraph 2.3) will be advertised internally in the first instance.
- 2.8 The extension of fixed term contracts for two FTE posts funded from the SIP 2 Empowering Communities Fund (to be known as Community Voices Programme from April 2005) for a further 12 months to 31 March 2006.
At present the Empowering Communities Fund pays for one full time worker and three part time staff 15 hours, 15 hours and 10 hours, all of whom work in SIP 2 Communities. With the announcement of extension funding through the creation of the Community Voices Programme the Dundee Partnership wish to extend these posts initially for a further 12 months to 31 March 2006.

3.0 FINANCIAL IMPLICATIONS

- 3.1 The Policy and Resources Committee have received and approved a report which details the financial allocations for the Community Regeneration Fund 2005-2006 and which sets out indicative allocation for 2006-07 and 2007-08, these proposals have been taken account of in that report and can be contained within the allocations made for implementation.
- 3.2 The Scottish Executive have announced that the Community Voices Programme will replace the Empowering Communities Fund with effect from April 2006. Dundee's allocation from this fund totals:-

£240k (2005/06); £192k (2006/07); £144k (2007/08) these allocations reflect the status quo on the next financial year. The costs of extending posts referred to in paragraph 2.8 account for £55k of the allocation and can be contained.

4.0 LOCAL AGENDA 21 IMPLICATIONS

- 4.1 There is a close relationship between Local Agenda 21 targets and the focus of the Community Regeneration Fund programme. The revenue expenditure proposals contained within this report are intended to meet local needs. The proposals also seek to assist with implementation of the Dundee Partnership's Community Regeneration Strategy. As such, the measures contained in this report will impact on numerous Agenda 21 targets.

5.0 EQUAL OPPORTUNITIES IMPLICATIONS

- 5.1 The resources made available through the Community Regeneration Fund for geographic neighbourhoods are targeted on those areas, which fall within the most disadvantaged 10% of enumeration districts at the time of the 2001 Census. The funding made available is intended to have the effect of equalling opportunities.

6.0 BACKGROUND

- 6.1 Earlier this year the Scottish Executive announced their intention to integrate the Social Inclusion Partnership programme and Better Neighbourhood Services Fund initiatives into Community Regeneration Fund for Scotland.
- 6.2 The Dundee Partnership have considered and agreed the implementation/support arrangements for the geographic element of the programme and these are reflected in recommendations 2.1-2.8 of this Report.
- 6.3 Details of the implementation of the Community Regeneration Fund have been reported separately to the Policy and Resources Committee.
- 6.4 In outline, the staffing requirements involve the redesignation and redeployment of the Social Inclusion Partnership implementation team, and staff employed to implement the geographic BNSF initiative where these staff have at least 1 year's continuous service with the Council.
- 6.5 These proposals involve the establishment of two new fixed term posts.
- 6.5.1 The Communications Officer post outlined in 2.3.2, will be responsible for supporting the production of regular newsletters from each cluster and collating these to enhance programme wide communication. This officer will also support communication across the Dundee Partnership theme groups, and between these groups and the target communities. This role will involve web based and printed media.
- 6.5.2 The Administrative Assistant post outlined in 2.3.1 is required as it is recognised that there will be more contract monitoring responsibilities and this post would ensure contract compliance and will support reporting requirements and work with the Co-ordinator to ensure control of "devolved" budgets.
- 6.6 Other temporary posts associated with implementation of the geographic BNSF will continue until the end of their current funding period, but will remain vacant when the postholder is redeployed or moves to another post.
- 6.7 In discussion with the Trade Unions and staff, agreement has been reached on the process of redeployment.
- 6.8 In the case of new posts in point 2.3, there will be an internal selection process. These posts would only go to external advert if they cannot be filled internally.
- 6.9 The Community Regeneration implementation posts will work under the direct line management of the Communities Officers and will take their direction from the Neighbourhood Partnership Networks and local forums who have been given the authority to make recommendations on the future allocation of Community Regeneration Funds.
- 6.10 The Geographic Social Inclusion Partnership is currently supported by two complementary initiatives. The first is the Community Capacity Building Initiative and the second is the Empowering Communities Fund. These programmes will continue in parallel with the implementation arrangements set out in this report and will be integrated on a cluster by cluster basis under the management of the Communities Officers.
- 6.11 At present the Empowering Communities Fund pays for one full time worker and three part time staff 15 hours, 15 hours and 10 hours, all of whom work in SIP 2 Communities. With the announcement of extension funding through the creation of the Community Voices Programme the Dundee Partnership wish to extend these posts initially for a further 12 months to 31 March 2006.
- 6.12 Later, in 2005, a report will be brought back to Committee making recommendations on the future of these complementary initiatives.

7.0 CONSULTATION

7.1 The Dundee Partnership Co-ordinating Group, Chief Executive, Depute Chief Executive (Finance), Depute Chief Executive (Support Services), Assistant Chief Executive (Community Planning) have been consulted in the preparation of this report. The trade unions have also been consulted.

8.0 BACKGROUND PAPERS

8.1 None.

S. Murdoch
Head of Communities

13 December 2004

J.C. Petrie
Assistant Chief Executive (Management)

13 December 2004

CLERICAL POSTS TO BE REDEPLOYED

Current				Proposed			
Location	Designation	Grade	Hours per week	Location	Designation	Grade	Hours of work
SIP	Clerical Assistant	GS1/2	37	Dundee North West	Clerical Assistant	GS1/2	18.5
				Dundee West	Clerical Assistant	GS1/2	18.5
SIP	Clerical Assistant	GS1/2	18.5	Dundee Central	Clerical Assistant	GS1/2	37
SIP	Clerical Assistant	GS1/2	18.5				
SIP	Clerical Assistant	GS1/2	37	Dundee North East	Clerical Assistant	GS1/2	18.5
				Dundee South East	Clerical Assistant	GS1/2	18.5
BNSF City House	Senior Clerical Assistant	GS3	37	Community Regeneration Mitchell St.	Senior Clerical Assistant	GS3	37