

NEATH PORT TALBOT COUNTY BOROUGH COUNCIL

PERSONNEL COMMITTEE

11th January 2016

HEAD OF PARTICIPATION – C.MILLIS

Matter for Decision

Wards Affected: Bryn and Cwmavon, Cymmer, Glyncorrwg, Gwynfi, Pelenna, Briton Ferry East, Briton Ferry West, Coedffranc Central, Neath East, Neath North, Neath South, Aberavon, Sandfields East, Sandfields West, Glynneath, Godre'rgraig, Onllwyn, Pontardawe, Seven Sisters and ystalyfera

Communities 4 Work Funding

1. Purpose of Report

The purpose of the report is to seek Member approval in relation to the agreement of the use of funding from Welsh Government in order to employ ten staff for the period 2016 - 2018 for the Communities 4 Work national programme. Details of the posts to be established are as follows:-

Adult Mentor x 3 posts	Grade 6	JEID 3562
Youth Mentor x 3posts	Grade 6	JEID 3561
Triage Support Officer x 3 posts	Grade 5	JEID 3559
Claims and Monitoring Officer	Grade 6	JEID 3558

2. Executive Summary

Welsh Government has gained European Funding for an employment initiative from 2016 - 2018, in order to support individuals in Communities First Clusters to return to employment. Welsh Government has asked for Lead Delivery Bodies for Communities First to host the posts and place staff in Communities First Clusters. If funding is agreed by Welsh

Government, the Local Authority will have ten additional staff for two years for the Communities 4 Work programme.

3. Background

Communities First has been utilised in Neath Port Talbot since 2003. Welsh Government fund the programme. The current phase of the programme has three strands namely, Health, Learning and Prosperity.

The prosperity strand helps individuals with budgeting, welfare rights advice and personal development in order to be closer to the job market and be job ready. Communities 4 Work is a new initiative, again with funding from Welsh Government, in order to provide additional support to the prosperity strand of the Communities First programme.

Adult and youth mentors will work with individuals in the community. There will also be joint working with Job Centre Plus who also has workers to support the initiative. Triage support workers will be employed and based in the cluster to ensure individuals are signposted to the appropriate worker for support and the process is streamlined. A claims and monitoring officer will be employed centrally also.

It is proposed to have ten Communities 4 Work workers for the programme employed by Neath Port Talbot County Borough Council from 2016 - 2018. The award of funding will be £1,017,926.55 with the majority of this funding for staff resource.

4. Financial Impact

Financially the Local Authority will have ten new positions that can be advertised within the organisation.

The total cost of the funding is £1,017,926.55. This will have a positive financial impact to the organisation.

With regard to redundancies in the future Welsh Government has stated they will pay the statutory redundancy for periods that people are on the Communities 4 Work programme i.e two year period.

Communities First is currently awaiting funding agreement which it is anticipated will be less than current funding, if funded next year. The above posts could ensure new opportunities for staff if less funding is received going forward.

5. Equality Impact Assessment

An Equality Impact Assessment Screening Form has been undertaken to assist the Council in discharging its Public Sector Equality Duty under the Equality Act 2010. After completing the assessment it has been determined that this proposal does not require an Equality Impact Assessment.

The project is a positive for the organisation and the communities of Neath Port Talbot.

6. Workforce Impacts

By agreeing to accept the funding from Welsh Government, this should be a positive for staff in the organisation. Staff will be able to have greater recruitment opportunities within the organisation.

7. Legal Impacts

A draft letter of intent from Welsh Government has been sent to the authority's Legal Services for their consideration..

8. Risk Management

The cost of the project will be paid by the award of funding from Welsh Government. The 15% indirect cost given will cover premises costs. Statutory redundancy costs will be paid for by Welsh Government for service accrued for the duration of the project. Potentially there will be surplus costs for the Directorate for the period of the grant from Welsh Government. IT, travel and subsistence for staff will also be part of the award of funding. Therefore the risk is managed for the organisation.

If the project was not to be delivered by the organisation there would be less support available to the deprived communities and therefore less economically active communities over time.

9. Consultation

There is no requirement under the Constitution for external consultation on this item.

10. Recommendation

It is **RECOMMENDED** that Members **APPROVE** the use of the funding and the resource that is available for Communities 4 Work for the Education Directorate - three Youth Mentors, three Adult Mentors, three Triage Support Officers and a Claims and Monitoring Officer. The Head of Service can then arrange for recruitment to take place.

FOR DECISION

11. Implementation of Decision

The decision is proposed for immediate implementation..

12. Appendices

Appendix 1 - Financial Appraisal

Appendix 2 - Organisational Charts current and new

13. List of Background Papers

Equality Impact Assessment Screening Form.

14. Officer Contact

Chris Millis - Head of Participation, E mail - c.d.millis@npt.gov.uk or tel. 01639 763226

Neil Thomas - Participation Co-ordinator, E mail - n.g.thomas@npt.gov.uk or tel. 01639 68637

Appendix 1

POST / POSTHOLDER	PROPOSED CHANGE (New Post / Delete / Regrade)	PAY SCALES		ANNUAL COSTS	
		Current	Proposed	This Year	Max
Adult Mentor Post x3	New post Grade 6		24-27	£11,849	£72,523
Youth Mentor post x 3	New Post Grade 6		24-27	£11,849	£72,523
Triage support officer x 3	New post Grade 5		20-24	£10,765	£65,890
Claims and monitoring officer	New post Grade 6		24-27	£3,950	£24,174
On costs				£11,328	£79,066
Total				£49,741	£314,176

SET UP COSTS:

	This Year	Maximum
Costs	£	£
Recruitment Costs		0
Accommodation Costs		
Office Costs		
I.T	10,000	
Other (Specify)		
Total Set Up Costs	<u>10,000</u>	<u>0</u>
Funding of Set Up Costs		
Revenue Budget		
Reserves		
Special Grant: Communities First	(10,000)	
Other (Specify)		
Total Funding of Set Up Costs	<u>0</u>	<u>0</u>

RECURRING COSTS:

	This Year	Maximum
Costs	£	£
Employee Costs (Financial Appraisal Statement)		
> Starting Salary	£49,741	
> Additional cost at Maximum Salary		£314,176
Employee Training & Seminars		
Accommodation Running Costs		
Travel & Subsistence	£1,667	£10,000
Other Running Costs	£13,711	£84,626
Total Recurring Costs	<u>£65,119</u>	<u>£408,802</u>

Public report

Funding of Recurring Costs		
External Sources		
Specific Grant:Communities First	(£65,199)	(£408,802)
Funding from External Agencies		
Service Level Agreement		
Other (Specify)		
Internal Sources		
HRA		
Existing Budget Allocation		
Additional Guideline Allocation		
Other (specify) :		
Total Funds Available	<u>(£65,119)</u>	<u>(£408,802)</u>
Refer to this statement in the report's section on Financial Appraisal.		

Please note there will be general costs such as IT, training and travel added for staff.

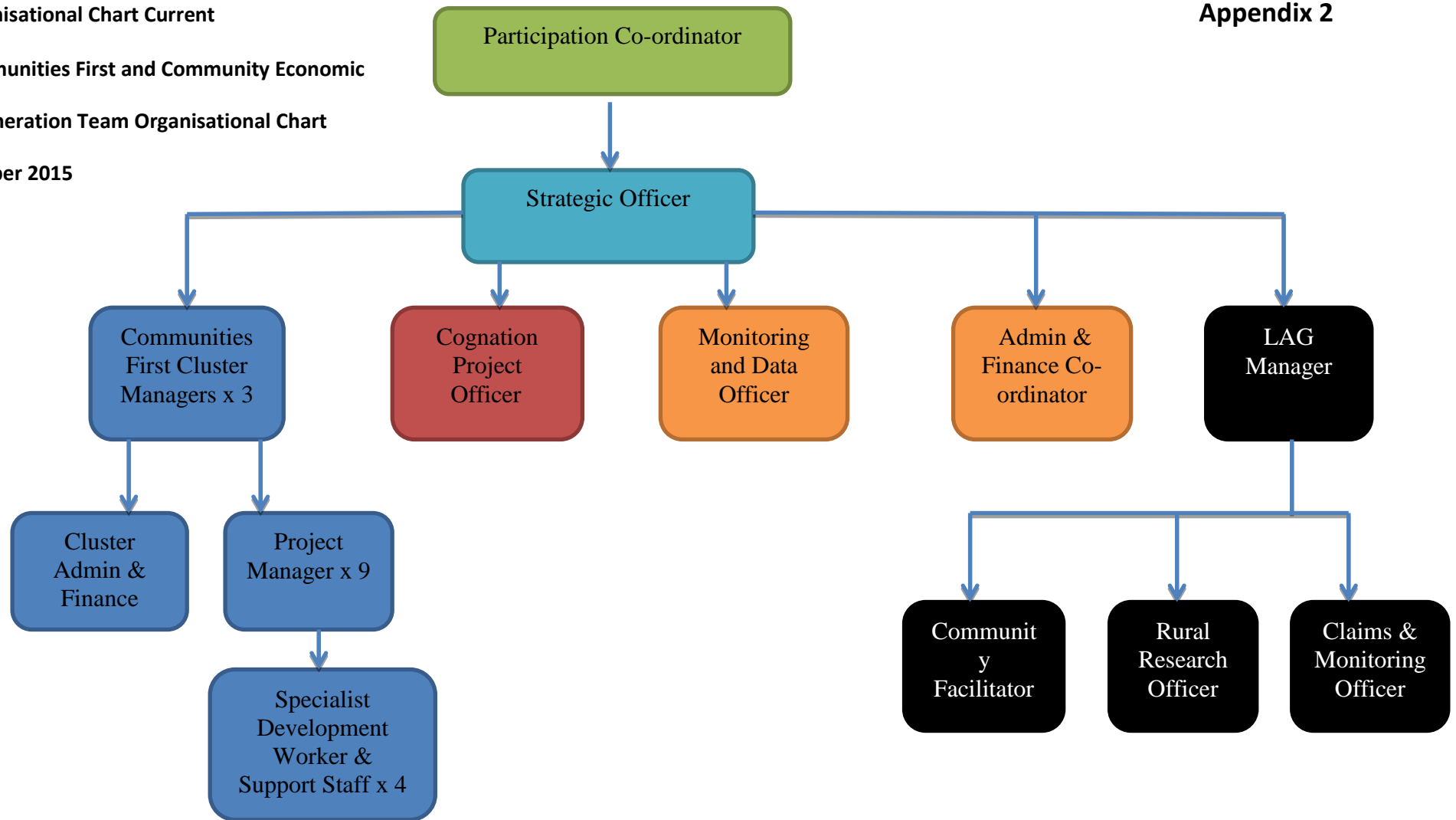
Organisational Chart Current

Communities First and Community Economic

Regeneration Team Organisational Chart

October 2015

Appendix 2



Public report

Organisational Chart New

Communities First and Community Economic

Regeneration Team Organisational Chart

New

