

NEATH PORT TALBOT COUNTY BOROUGH COUNCIL

Children, Young People and Education Cabinet Board

11th February 2016

Report of the Head of Participation Chris Millis

Matter for Decision

Wards Affected:

All Wards

Contract Variation for NPT Works

Purpose of the Report

1. To seek Member approval to vary the Contract with Rehab Jobfit for the NPT Works programme in Neath Port Talbot and Bridgend.

Executive Summary

The Council is a delivery partner of Rehab Jobfit, that delivers the UK wide Work Programme in Neath Port Talbot and Bridgend. This Paper seeks approval to vary the Contract with Rehab Jobfit from an open ended Contract to a defined time bound agreement.

Background

The Works Programme is a UK Government welfare-to-work programme introduced in June 2011. Under the Work Programme the task of getting

the long-term unemployed into work was outsourced to a range of public sector, private sector and third sector organisations. The Council contracts with Rehab Jobfit, a third sector led partnership, to deliver the Works Programme in both Neath Port Talbot and Bridgend.

When the original contract was signed, it was open ended with the assumption that it would follow the Department of Work and Pensions Work Programme contract from June 2011 through to March 2020.

This Contract Variation allows the Council to clearly define the Contract end date. The new wording of the Contract states that new referrals will cease on the 31st of March 2017 and, whilst the Council's obligations to existing customer will continue after this date, all of the Council's obligations will come to an end no later than the 31st of March 2019.

The UK Government are currently planning the successor to the Work Programme. It looks likely that the Work and Health Programme will replace the Work Programme and Work Choice programme into a single delivery model. The Department of Work and Pensions are seeking to roll out the Work and Health Programme in 2017, which could mean that the Council will cease delivery of the Work Programme during in 2017.

Financial Impact

Rehab Jobfit have indicated that, upon legal completion of the Contract Variation, the Council will receive an additional payment of £11,000 and also further bonus payments for over performance of £500 per job outcome (this is where a participant stays in employment for 6 months or more) once the performance of the Contract exceeds 120%.

Equality Impact Assessment

2. After consideration this is not applicable.

Workforce Impacts

3. By agreeing to Contract Variation, the current contractual agreements for all NPT Works staff members can be reviewed and revised according to operational need in a time bound manner which hasn't been possible with an open ended Contract. It should be noted that TUPE may apply to

current employees at the end of the Contract period depending on the Contract Provider of the new programme.

Legal Impacts

4. The Legal Department of the Council has been consulted on the Contract Variation and agree that the agreement can be completed subject to Member approval.

Risk Management

This Report seeks to minimise the risk to the Council by defining a Contract end date.

Consultation

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

Recommendations

5. It is recommended that Members agree to delegate responsibility to the Head of Participation to sign the Contract Variation with Rehab Jobfit for the delivery of the NPT Works programme in Neath Port Talbot and Bridgend.

Reasons for Proposed Decision

6. The Contract Variation allows the Council to clearly define the Contract end date.

Implementation of Decision

7. It is proposed for the three day call in period.

Appendices

8. N/A.

Officer Contact

9. Chris Millis Head of Participation, Telephone 01639 763226 email c.d.millis@npt.gov.uk
10. Neil Thomas Participation Co-Ordinator, Telephone 01639 686376 email n.g.thomas@npt.gov.uk