



Classification	Item No.
Open	

Meeting:	Human Resources and Appeals Committee
Meeting date:	25 February 2021
Title of report:	Bury Employment Support and Training (Bury EST) Change to establishment
Report by:	Helen Whittle
Decision Type:	Council
Ward(s) to which report relates	N/A

Executive Summary: Bury EST have a vacant part time (18.5 hrs) Placement Officer post and a vacant part time (24 hrs) Senior Support Worker post. The proposal is to disestablish the Senior Support Worker position and use released funds to increase the hours of the Placement Officer position to full time hours (37 hrs).

Recommendation(s)

That: The Senior Support Worker position is disestablished and the funds used to increase the hours of the Placement Officer position to full time hours.

Key considerations

Background

The rationale behind this proposal is:-

The Senior Support Worker post (Grade 7, 24 hrs) has been vacant for 10 months.

We have not recruited to this post during the last 10 months because there has been no requirement for this extra post.

We have two existing full time Senior Support Workers who currently fulfil the demands of the service, and therefore the service has adequate capacity within these roles.

Bury EST support young people and adults to secure employment and currently we have customers who are not allocated to a member of staff to support them on this journey. This role is fulfilled by Placement Officers (Grade 8) and we therefore require extra resources in this area to ensure that customer's needs are being met, and achieving job outcomes.

The proposal

Posts being deleted

Part time (24 hrs) Senior Support Worker

Post being increased

To increase from a 0.5 (18.5 hrs) Placement Officer to a Full time (37 hrs) Placement Officer

Recruitment proposal

Recruitment will follow the Recruitment and Selection procedures

Finance

Cost of current establishment

The role of Senior Support Worker is a Grade 7, and the role of Placement Officer a Grade 8.

Vacant posts £33,885 (based on the top of scale and including provision for NI and Pension). This is broken down into £15,790 Placement Officer and £18,095 Senior Support Worker.

Cost of new establishment

To recruit into a full time Placement Officer role (again based on the top of the scale and including provision for NI and Pension)

£31,581 therefore meaning a saving of **£2,304**

Other alternative options considered

Leave things as they are – Due to customers not currently being allocated and the need to secure job outcomes for our customers, this is not a viable option.

Disestablish the SSW role and keep the saving - Customers are not allocated and therefore needs are not being met. The demands of the service means that extra resources are required. This would also not be a viable option.

Community impact/links with Community Strategy - Raised aspirations for local residents, increased job outcomes for young people and adults with disabilities in the local area. Increasing diversity within local employers.

Equality Impact and considerations:

Under section 149 of the Equality Act 2010, the 'general duty' on public authorities is set out as follows:

A public authority must, in the exercise of its functions, have due regard to the need to -

- (a) eliminate discrimination, harassment, victimisation and any other conduct that is prohibited by or under this Act;*
- (b) advance equality of opportunity between persons who share a relevant protected characteristic and persons who do not share it;*
- (c) foster good relations between persons who share a relevant protected characteristic and persons who do not share it.*

The public sector equality duty (specific duty) requires us to consider how we can positively contribute to the advancement of equality and good relations, and demonstrate that we are paying 'due regard' in our decision making in the design of policies and in the delivery of services.

Equality Analysis	<i>Please provide a written explanation of the outcome(s) of either conducting an initial or full EA.</i>
By increasing the resources to secure job outcomes for disabled young people and adults, this proposal will help to improve equality and diversity within local employers. By increasing the number of adults and young people securing employment, it will assist in raising awareness of disability, and help with developing the personal skills and qualities of work colleagues who act as support 'mentors' in the workplace.	

**Please note: Approval of a cabinet report is paused when the 'Equality/Diversity implications' section is left blank and approval will only be considered when this section is completed.*

Assessment of Risk:

The following risks apply to the decision:

Risk / opportunity	Mitigation
There is a demand once again for another Senior Support Worker	This position has not been required for 10 months and there is no proposed changes to the team which would suggest extra resources would be required in this area.

Consultation:

This proposal has been discussed with the Trade Union and has been agreed in principal. We have also had soft consultation with the team. It will not have any impact on any staff member, it will only lead to savings for the Council and enhance the efficiency of Bury EST.

Legal Implications:

The proposals must be carried out in accordance with the Council's HR policies and in accordance with its equalities duties.

Financial Implications:

No financial implications.

Report Author and Contact Details:

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Background papers:

Please include a glossary of terms, abbreviations and acronyms used in this report.

Term	Meaning