

<b>SUBJECT:</b>	<b>RE-EVALUATION OF YOUTH SERVICE ROLES &amp; SALARIES</b>
<b>MEETING:</b>	<b>INDIVIDUAL CABINET MEMBER</b>
<b>DATE:</b>	<b>25<sup>th</sup> OCTOBER 2017</b>
<b>DIVISION/WARDS AFFECTED:</b>	<b>ALL</b>

**1. PURPOSE:**

This report seeks approval of the job evaluation review which recommends the pay scale of Youth Workers move from Band F (25-29) to Band G (29-33) and Youth Support Workers move from Band E (21-25) to Band F (25-29).

**2. RECOMMENDATIONS:**

- 2.1 The recommendation is that the revaluated roles, responsibilities and pay scales for the Youth Worker and Youth Support Worker are agreed and implemented with effect from 1<sup>st</sup> September 2017

**3. KEY ISSUES:**

- In September 2016 one third of Monmouthshire Youth Service left Tourism, Leisure, Culture and Youth and formed Monmouthshire Youth Enterprise, which now sits under Economy and Enterprise.
- In the Youth Service as remains, there are two types of Youth Work posts: Youth Worker and Youth Support Worker. The current job descriptions for these posts take into account professional qualifications, leadership roles including leading people and projects but there is a large difference in pay scales when compared with Youth Enterprise's Inspire 2 Work Employability Worker and other posts.
- The Youth Worker and Youth Support Worker roles and pay scales have therefore been re-evaluated and arrived at following Monmouthshire's procedures.

**4. REASONS:**

- To offer recompense and recognition for the outstanding performance of the team.
- To ensure fairness in terms of roles, responsibilities and salaries for staff in the Youth Worker and Youth Support Worker roles.
- To ensure that high quality staff are retained and recruited to these roles in the future.

## **5. RESOURCE IMPLICATIONS:**

- The anticipated costs for 2017/18 will be met from within savings within the existing budget from vacancies.
- The anticipated extra cost of £27,824 for 2018/19 will be met from a further review of the existing structure and will be considered as part of medium-term financial planning and savings exercise.

## **6. WELLBEING OF FUTURE GENERATIONS IMPLICATIONS (INCORPORATING EQUALITIES, SUSTAINABILITY, SAFEGUARDING AND CORPORATE PARENTING):**

The significant equality impacts identified in the assessment (Appendix 1) are summarised below for members' consideration:

There are many positive implications around having the right people in post, in turn supporting young people better. Unless we have fair pay for staff then we won't attract the right people. High quality staff will be committed, motivated and empowered and do the best for the young people in our communities.

The actual impacts from this report's recommendations will be reviewed every between March and July 2018. Criteria for monitoring and review will include Check In, Check Outs with all affected staff, informal monitoring throughout the year, monthly supervisions with Youth Work staff and in area and team meetings.

## **7. CONSULTEES:**

- Finance
- People Services
- Head of TLC and Youth
- SLT

## **8. BACKGROUND PAPERS:**

- Appendix 1: Future Generations Evaluation
- Re-evaluated Youth Worker job description
- Re-evaluated Youth Support Worker job description
- Inspire 2 Work Employability Worker job description
- New Pay Structure W.E.F. 1<sup>st</sup> April 2017

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