

SUBJECT:	Language and Play/Engagement Worker Post Deletion Proposal
DIRECTORATE:	Children and Young People
MEETING:	Cabinet
DATE:	7 th September 2016
DIVISION/WARDS AFFECTED:	Abergavenny, Monmouth, Caldicot and Chepstow Flying Start areas

1. PURPOSE:

The purpose of this report is to provide information on the current staffing levels, to highlight the need to delete one post and request approval for redundancy costs as the result of the discontinuation of the Welsh Government Language and Play grant and therefore the cessation of this area of work.

2. RECOMMENDATIONS:

- 2.1 To approve the proposed restructure where a 1.0 FTE Language and Play/Engagement Worker post will be deleted from the structure
- 2.2 To approve up to £18,000 of associated redundancy payments from the Redundancy and Pensions Reserve should staff not be re-deployed and the service budgets be unable to cover these costs.

3. KEY ISSUES:

- 3.1 Monmouthshire has been in receipt of the Language and Play Grant since 2003. In 2006, this became supplementary to the Flying Start grant to enable Language and Play to be delivered in areas not covered by Flying Start.
- 3.2 The Language and Play grant has been discontinued with effect from March 31st 2016.
- 3.3 There has been no increase to the Flying Start grant to allow the absorption of existing staff into the Flying Start budget.

4. REASONS:

- 4.1 The Language and Play Grant (£33,399) has been discontinued resulting in the need to reduce the staff who are partially funded through the grant.
- 4.2 The Flying Start grant £1,167,600, is able to absorb 1 FTE staff currently funded through the Language and Play Grant.

- 4.3 The deletion of one post will have an effect on the delivery of Language and Play/Engagement work within non-Flying Start areas but one specific programme of work will continue to be delivered by Aneurin Bevan University Health Board's Speech and Language Service who will continue the service on our behalf.
- 4.4 Due to the cessation of work in non-Flying Start areas, we will be able to continue to provide Language and Play support and engagement groups to eligible families in Flying Start by retaining one staff member.
- 4.5 To avoid un-necessary staffing costs and therefore wasted resources.

5. RESOURCE IMPLICATIONS:

- 5.1 A staff restructure will enable the authority to continue with the existing early language/engagement work in Flying Start areas.
- 5.2 By offering a voluntary redundancy within the current Language and Play/Engagement staff structure, there will be anticipated redundancy costs of up to £18,000. These costs must be met by the local authority in accordance with the Welsh Government Terms and Conditions of the Flying Start revenue grant.
- 5.3 Due to a secondment within the Flying Start Health team structure, we will be able to fund the full costs on a temporary short term basis only.

5.4

	2015-16
Language and Play Staff Costs (Band D)	£ 45,585.01
Travel & Expenses	£ 2,969.41
TOTAL STAFF COST	£ 48,554.42
Language and Play grant	£ 33,399.00
Flying Start Revenue Contribution	£ 15,155.42

- 5.5 The authority would be liable for any potential redundancy costs of the new structure is approved. The service would comply in full with the Protection of Employment Policy to secure alternative employment for affected staff. However, if this were not possible, there would be potential redundancy costs of up to £18,000. These costs would need to met centrally because the terms of the Flying Start Revenue Grant states that the grant cannot be used to fund redundancy costs.

6 SUSTAINABLE DEVELOPMENT AND EQUALITY IMPLICATIONS:

- 6.1 The Welsh Government reviews the sustainability of the programme including delivery planning and allocation of funding to the core offers of the Flying Start programme. The Future Generations Evaluation for this report is attached.

7. SAFEGUARDING AND CORPORATE PARENTING IMPLICATIONS

N/A

8. CONSULTEES:

People Services
Finance
DMT
Staff
Single Member Decision
Trade Unions

9. BACKGROUND PAPERS:

Appendix A - Flying Start Budget Allocation Letter
Appendix B - Future Generations Evaluation
Appendix C – Current Staff Structure
Appendix D – Proposed Staff Structure

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