

**COMMITTEE:** ADMINISTRATION  
**DATE:** 4<sup>TH</sup> MARCH, 2003  
**SUBJECT:** ADDITIONAL STAFF RESOURCES – PUBLIC SERVICE AGREEMENT  
**REPORT BY:** HEAD OF POLICY AND PERFORMANCE  
**CONTACT OFFICER:** JUDITH INGHAM 01582 546496

**IMPLICATIONS:**

LEGAL	COMMUNITY SAFETY
EQUALITIES	ENVIRONMENT
FINANCIAL ✓	CONSULTATIONS
STAFFING ✓	OTHER

**WARDS AFFECTED: ALL**

---

**PURPOSE**

1. To seek approval for the posts necessary to comply with the Public Service Agreement.

**RECOMMENDATION(S)**

2. **Committee is recommended to approve the creation of the posts as listed in paragraph 5.**

**BACKGROUND**

3. Luton Borough Council has signed a Local Public Service Agreement (LPSA) with the Government. The Council has agreed to meet twelve challenging targets in various services. In return, the Government has agreed to pay the Council a grant of £933,097 for the year 2003/04, and then to pay up to £400,000 for each of the targets we meet in full at the deadline of March 2006, when the agreement comes to an end.
4. To meet these LPSA targets, extra staff are required in some services for the next three years, which is the length of time the Council has been given to reach the targets. On the advice of the Head of Human Resources, the posts will be offered as permanent, rather than fixed term contracts, to attract more candidates. Candidates will be informed at the interview stage that funding cannot be guaranteed for longer than three years. Recent legislation and Council human resources policies ensure

that staff on fixed term contracts enjoy similar conditions of service to permanent contract employees. In the case of the employees being at risk of redundancy due to the end of a fixed term contract, the Council will take the same steps to find them alternative posts with the authority as would be taken for a permanent employee.

### **THE POSTS**

5. Below is a table showing the posts and grades and details of the target each will be supporting:

<b>Target subject</b>	<b>Posts</b>	<b>Grades &amp; Total Costs</b>
To increase the percentage of 11 year old pupils at or above the expected standard for literacy and numeracy for their age	One literacy and one numeracy specialist to help teachers raise attainment:  <b>Literacy Specialist</b> <b>Numeracy Specialist</b>	Total estimates: £81,480  <b>M3 (SP42) - £40,740</b> <b>M3 (SP42) - £40,740</b>
To increase employment rate of disabled people	Two more employment support workers in d4 service to help people with physical or learning disabilities into work or training and to support them to continue in work if necessary:  <b>Employment Support Worker</b> <b>Employment support Worker</b>	Total estimates: £52,090  <b>L7 (SP31) - £27,280</b> <b>L6 (SP28) - £24,810</b>
To provide high quality pre-admission and rehabilitation care to older people	Community Support Worker, Social Worker and Physiotherapist to support older people leaving hospital:  <b>Community Support Worker</b> <b>Social Worker (Part-time -18hrs/wk.)</b> <b>Physiotherapist</b>	Total estimates: £55,780  <b>L4 (SP20) - £19,140</b> <b>L6 (SP28) - £11,830</b> <b>L6 (SP28) - £24,810</b>
To maximise the contribution that adoption can make to providing permanent families for children in care	2 social workers to achieve adoptions for hard to place children;  <b>Two Social Workers</b>	Total estimates: £49,620  <b>2xL6 (SP28) - £24,810</b>
To remove abandoned cars faster	2 further abandoned vehicles inspectors 2 abandoned vehicle enforcement officers:  <b>Two Abandoned Vehicle Inspectors</b> <b>2 Abandoned Vehicle Enforcement Officers</b>	Total estimates: £99,240  <b>2xL6 (SP28) - £24,810</b> <b>2xL6 (SP28) - £24,810</b>
To improve the cleanliness of streets	1 driver, 2 operatives to operate a litter hit squad and 1 litter education officer:  <b>Street Cleansing Driver</b> <b>Street Cleansing Operatives (Two Nos.)</b> <b>Litter Education Officer</b>	Total estimates: £61,670  <b>G3 (SP06) - £12,680</b> <b>2xG1(SP04) - £12,090</b> <b>L6 (SP28) - £24,810</b>
To increase the use of libraries	Library assistant posts to support Sunday opening at Leagrave and Wigmore libraries See report by Head of Libraries, Leisure and Culture:  <b>Library Assistants (8hrs/wk.) – Six Nos.</b>	Total estimates: £18,060  <b>6xL1 (SP10) - £3,010</b>

To reduce the number of people killed or injured on Luton's roads	Employ cycling proficiency training officer, cycling officer:  <b>Safer Cycling Promotion Officer Cycling Proficiency Officer – (20hrs/wk)</b>	Total estimates: £40,480  <b>L7 (SP31) - £27,280 L6 (SP28) - £13,200</b>
To improve income for people vulnerable to social exclusion	2 Benefits advisers to help vulnerable people get access to their full benefits entitlement, working from doctors surgeries and doing home visits, and 1 admin. Worker, half-time:  <b>Benefits Advisers (Two Nos.) Administrative Assistant (L2) 18.5hrs/wk.</b>	These will work to supervision of CAB, and on CAB grades. <b>Total Estimates: £57,230</b>  <b>2xL6 (SP28) - £24,810 L2 (SP13) - £7,610</b>
To provide better alternatives to bed and breakfast for people seeking help for homelessness	<b>2 Private Sector Landlord Officers 1 Administrative Officer 1 Housing Benefit Officer</b>	Total Estimates: £100,980  <b>2xL7 (SP31) - £27,280 1xL4 (SP20) - £19,140 1xL7 (SP31) - £27,280</b>

### **PROPOSAL/OPTION**

6. Committee are requested to agree the creation of the above posts.

### **FINANCIAL IMPLICATIONS**

7. The total revenue cost of these posts is approximately £617,000, dependent in some cases on job evaluation. For 2003/04 this will be funded from the pump-priming grant supplied by the Government. For the remaining two years of the agreement the Council would be expected to fund the posts from the revenue budget in the expectation that £400,000 would be received in performance reward grant for meeting each target in March 2006. The Council's medium term financial strategy recognises this expenditure will be required, but as with all services expenditure in future years cannot be guaranteed, though the incentive of obtaining £400,000 in performance reward grant per target is a strong incentive to continue to fund the posts for the remaining two years of the public service agreement.

### **RISK IMPLICATION**

8. The decision to recruit carries the following risks:

- a) That the posts cannot be filled through recruitment, and meeting the targets is therefore jeopardized
- b) That the posts are filled, but the targets are not met, and the Council has therefore paid for extra posts which have not achieved the desired level of performance for the service in question, and £400,000 is not received in performance reward grant.
- c) officers are establishing a corporate quarterly monitoring system to reduce this risk by identifying if there are problems with recruitment or improving performance.

### **LIST OF BACKGROUND PAPERS**

#### **LOCAL GOVERNMENT ACT 1972, SECTION 100D**

There are no background papers relating to this report.