

COMMITTEE: ADMINISTRATION

DATE: 4TH MARCH, 2003

SUBJECT: ADDITIONAL STAFF RESOURCES - LIBRARIES

REPORT BY: HEAD OF LEISURE, LIBRARIES AND CULTURE

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IMPLICATIONS:

LEGAL	COMMUNITY SAFETY
EQUALITIES	ENVIRONMENT
FINANCIAL ✓	CONSULTATIONS
STAFFING	OTHER

WARDS AFFECTED: BRAMINGHAM, SUNDON PARK, PUTTERIDGE, LEAGRAVE

PURPOSE

1. To seek approval for the posts necessary to comply with the Public Service Agreement and New Deal for Community arrangements.

RECOMMENDATION(S)

2. **Committee is recommended to Approve the creation of the posts as listed in paragraph, which will be funded through external grants.**

BACKGROUND

3. Luton Libraries bid for additional funding to increase opening hours through a Public Service Agreement has been accepted and additional funding of £55,000 per annum will be given towards this.
4. The New Deal for Community consortium has requested additional opening hours for Marsh Farm Library, for which they have agreed the necessary funds.

REPORT

5. Following the agreement of the Local Public Service Agreement with the Government (LSPA) to increase weekend library opening hours by opening Leagrave and Wigmore Libraries on Sundays commencing April 6th 2002, 6 Sunday Assistants will be required to enable this to happen, 3 at each library.

Opening hours will be 10.00am - 1.00pm with staff working 3.5 hours per Sunday from 9.45am- 1.15 pm. Salaries are on the scale L1 and will be funded by part of the £55K committed to the LPSA.

6. At Marsh Farm Library, in order to increase library opening hours and provide dedicated children's library services to the area, the Marsh Farm Development Trust using New Deal money is funding 2 library assistants' posts and a children's librarian post. The library assistant posts are each for 12 hours per week on scale L2. The librarian post will be 37 hours per week and be on L5 or L6 depending on whether a qualified or chartered librarian post is appointed.

Additional posts required, therefore, are:

6 x Library Assistants x 3.5 hours @ L1

2 x Library Assistants x 12 hours @ L2

1x Childrens Librarian x 37 hours @ L5/6

7. The posts are for an initial period of three years. Although there is an expectation that the Council will continue to operate the additional hours after this time, this will be subject to a further report towards the end of the 3 year period.

PROPOSAL/OPTION

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

FINANCIAL IMPLICATIONS

9. These posts will be fully funded by external grants for three years and there is no commitment to continue the arrangement after that date. The Finance Manager for Lifelong Learning has seen and cleared this report, 19th February 2003.

RISK IMPLICATION

10. Should the Council not agree to these posts, the commitments entered into for the Local Public Service Agreement and New Deal for Communities will not be fulfilled. As the posts are for longer than 2 years, postholders could be entitled to redundancy payment. Depending on the age of the incumbent, the payment would be a minimum of 1 weeks pay at 19 years of age or 7 weeks pay at 49 years of age. If the person is over 50, the redundancy payment would be 4.5 weeks but there may be pension costs if they have joined the Local Government Scheme.

LIST OF BACKGROUND PAPERS

LOCAL GOVERNMENT ACT 1972, SECTION 100D

There are no background papers relating to this report.