

COMMITTEE: Administration and Regulation

DATE: 18th December 2019

SUBJECT: Stronger Families Team Discontinuation

REPORT BY: Michael Loughran

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IMPLICATIONS:

LEGAL ✓

COMMUNITY SAFETY

EQUALITIES

ENVIRONMENT

FINANCIAL ✓

CONSULTATIONS

STAFFING ✓

OTHER

WARDS AFFECTED: NONE

PURPOSE

1. The report seeks the approval of the Committee to implement the proposals to delete posts due to the cessation of funding.

RECOMMENDATION

2. The report seeks the approval of the Committee to implement the proposals to delete posts due to the cessation of funding.

PROPOSAL

3. The current Stronger Families Team has been grant funded by Ministry for Housing and Local Government [formerly DCLG] since 2014 as part of the wider 'Troubled Families' Central Government initiative. Though MHLG has confirmed some grant monies will be available for 2020/2021 the Children, Families & Education Services has confirmed there is no funding element for the Stronger Families team after the 31st March 2020.
4. No alternative funding or employment has been identified for the two team members affected by the post deletions. With their agreement both team members were

placed on the council's Redeployment List early in November 2019 to maximise the opportunity of finding alternative posts.

5. Details of posts affected:

- One Prevention Service Administrator at L3 has a fixed term contract that will end on 31st March 2020. This post is to be deleted due to no further funding beyond 31st March 2020. As the employee has less than 24 months service, they will not be eligible for redundancy pay should they not secure another post;
- One Stronger Families Case Manager role is a permanent post at M1 and this post is to be deleted due to no further funding beyond 31st March 2020. This team member, a long term serving employee, is under threat of redundancy should they not secure another post.

6. Two other posts in the team are covered by secondees, who can return to their substantive posts. The line manager has responsibility for other teams and is funded differently and is not affected by this OCA

EQUALITIES IMPLICATIONS / INTEGRATED IMPACT ASSESSMENT

7. Due to the small number of employees affected and to protect individual confidentiality and Integrated Impact Assessment has not been attached to this report. Overall there is no noticeable impact on people sharing a characteristic

STAFFING / HR IMPLICATIONS

8. Formal staff consultation commenced on 31st October 2019 and concluded on 29th November 2019.

Affected employees had the opportunity to engage in the process, attend a 1 to 1 meeting, ask questions and make comments on the proposals during the consultation period.

The proposal is to delete two posts. Both post holders will be at risk of redundancy and placed on the redeployment list. The employee with less than 2 years continuous service will not receive a redundancy payment if they are unsuccessful in securing an alternative position

This report has been cleared by Angela Claridge, Service Director of HR Monitoring Officer on *29th November 2019*

FINANCIAL IMPLICATIONS

9. There is a potential redundancy cost of £29,169.00. Children, Families & Education Services have confirmed that there is Government funding to pay for any redundancies associated with the Troubled Families programme closing. This report has been cleared by Atif Iqbal, Finance Business Partner (on behalf of Dev Gopal) on 2nd December 2019

LEGAL IMPLICATIONS

10. The proposals have the potential for two potential dismissals on the grounds of redundancy. In the event that compulsory redundancy is necessary, there is the possibility for an internal appeal to officers and the council would also need to deal with any potential Employment Tribunal proceedings.

Employees who are dismissed by reason of redundancy have the right to pursue claims in an employment tribunal. Providing the council's Organisational Change Procedure is followed the risk of any adverse employment tribunal decision should be low.

This report has been cleared by Jasbir Josen, Senior Solicitor in Legal Services on 29th November 2019

APPENDIX

Appendix A - OCA

LIST OF BACKGROUND PAPERS **LOCAL GOVERNMENT ACT 1972, SECTION 100D**