

# Report

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Report to:	<b>Enterprise Resources Committee</b>
Date of Meeting:	<b>20 January 2010</b>
Report by:	<b>Executive Director (Enterprise Resources)</b> <b>Executive Director (Corporate Resources)</b>

Subject:	<b>Regeneration Services – Restructuring Proposals and Extension of Temporary Contracts</b>
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## 1. Purpose of Report

1.1. The purpose of the report is to:-

- ◆ To seek approval to changes to the current 'Changing Places' staff structure, and to the extension of temporary contracts for employees funded through Fairer Scotland Fund to 2010/2011

## 2. Recommendation(s)

2.1. The Committee is asked to approve the following recommendation(s):-

- (1) that the revised 'Changing Places' staff structure as outlined at Appendix 1 be approved, involving savings of £98,000, and
- (2) that extensions to temporary contracts for posts funded through the Fairer Scotland Fund to 31 March 2011 as set out in Section 5 be approved

## 3. Background

3.1 The current staff structure for the Regeneration and Inclusion Team within Regeneration Services has been in place for several years. The service has three distinct elements:

- Routes to Inclusion – delivering the Council's employability service for adults and young people
- Voluntary Sector Support – providing a corporate function in relation to the strategic development of the wider voluntary sector, and
- Community Regeneration branded as 'Changing Places' – leading the broad Tackling Poverty agenda on behalf of the Council and partnership at both strategic and locality levels.

3.2 A significant element of resource to support these functions and the staffing involved has come from external funding streams, such as Fairer Scotland Fund and EU funding.

## 4. Proposed Structural Changes

4.1 The third year (2010/2011) of the current regeneration programme, which was agreed by the Executive Committee in August 2008, will see a significant reduction in Fairer Scotland Fund resources provided by the Scottish Government to support the Council and Partnership's work to deliver a range of services. This reduction will affect a number of Council Resources, as well as a number of external public and voluntary sector partner agencies. With regard to Enterprise Resources, it will affect

the funding available to support Community Regeneration and the 'Changing Places' area based activity.

- 4.2 To ensure a continued level of support for tackling poverty at a local area level, it is necessary to revise current structures for 2010/2011. It is proposed that this should be achieved through a reduction in the number of locality teams from three to two by amalgamating the Larkhall and Blantyre/Hamilton teams whilst retaining a separate team for Cambuslang/ Rutherglen.
- 4.3 Although this reduction is driven by the reduced budget available through the Fairer Scotland Fund, it would still provide an effective structure to continue important local anti-poverty work in all of the Council's priority areas.
- 4.4 This proposed restructure recognises the continuing concentration of datazones in the worst 15% in Cambuslang/Rutherglen and enables local support for Clyde Gateway to be maintained. The revised arrangements for Hamilton/Blantyre and Larkhall will enable a service to be sustained in these locations through a review of current priorities reflecting the relatively improving conditions within Hamilton and Blantyre datazones but the developing issues within Larkhall.
- 4.5 This proposal would result in the deletion of three posts, a Local Partnership Manager, a Development Officer and a part-time Admin Assistant post. The relevant existing and proposed structure charts are attached at Appendix 1.
- 4.6 Savings achieved as a result of the restructure would amount to £98,000 per annum in line with reduced budgets available.

## **5. Proposed Extensions to Temporary Contracts**

- 5.1 In tandem with the restructuring noted above it is proposed that the contracts of the post-holders be extended to 31<sup>st</sup> March 2011. In addition there is another group of staff who have existing temporary contracts until June 2010 within the Routes to Inclusion and Voluntary Sector functions in the Regeneration and Inclusion Team, although there are no proposed changes to this structure.
- 5.2 These posts are, in the main, funded by Fairer Scotland Fund but are also supported by mainstream Enterprise Resources funds and the European Social Fund.
- 5.3 It should be noted that formal approval by the Scottish Government for EU funding for 2010/2011 has yet to be announced. Contract extensions will therefore be subject to confirmation of approval of European Social Fund support for next year, where applicable.
- 5.4 It is proposed that the post-holders of the following Regeneration and Inclusion and Community Regeneration Team posts are provided with contract extensions until March 2011.
  - ◆ Local Partnership Manager – Blantyre/Hamilton/Larkhall
  - ◆ Local Partnership Manager – Cambuslang/Rutherglen
  - ◆ 3 'Changing Places' Development Officers
  - ◆ 2 Part time Administrative Assistants
  - ◆ Administrator, 'Changing Places' HQ
  - ◆ Assistant Development Officer, 'Changing Places' HQ
  - ◆ Development Officer - CPP EU Programme
  - ◆ Development Officer – Working for Families
  - ◆ Development Officer – Youth Initiatives

- ◆ Development Officer – Voluntary Sector Support
- ◆ Development Officer – Financial Inclusion
- ◆ Development Officer – Connect 2
- ◆ Assistant Development Officer – More Choices, More Chances

## **6. Employee Implications**

6.1 Employee implications are as outlined above.

## **7. Financial Implications**

7.1 Anticipated full year costs (based on 2009/2010 costs) of the contract extensions to 2010/2011 for the posts listed above amount to £591,568, which would be met from a combination of Fairer Scotland Fund, Regeneration Services budget and CPP European Funding. This will also include specific Scottish Government grant supporting the More Choices, More Chances post.

## **8. Other Implications**

8.1 There are no other implications.

## **9. Equality Impact Assessment and Consultation Arrangements**

9.1 An impact assessment has been undertaken and there is no adverse effect.

9.2. The Trades Union have been consulted in terms of the content of this report.

**Colin McDowall**

**Executive Director (Enterprise Resources)**

**Robert McIlwain**

**Executive Director (Corporate Resources)**

10 December 2009

## **Link(s) to Council Objectives and Values**

- Tackling disadvantage and deprivation
- Supporting the local economy by providing the right conditions for growth, improving skills and employability

## **Previous References**

Enterprise Resources Committee Report – Regeneration and Inclusion Staffing May 2008

Executive Committee Report - Fairer Scotland Fund August 2008

## **List of Background Papers**

## **Contact for Further Information**

If you would like further information, please contact:-

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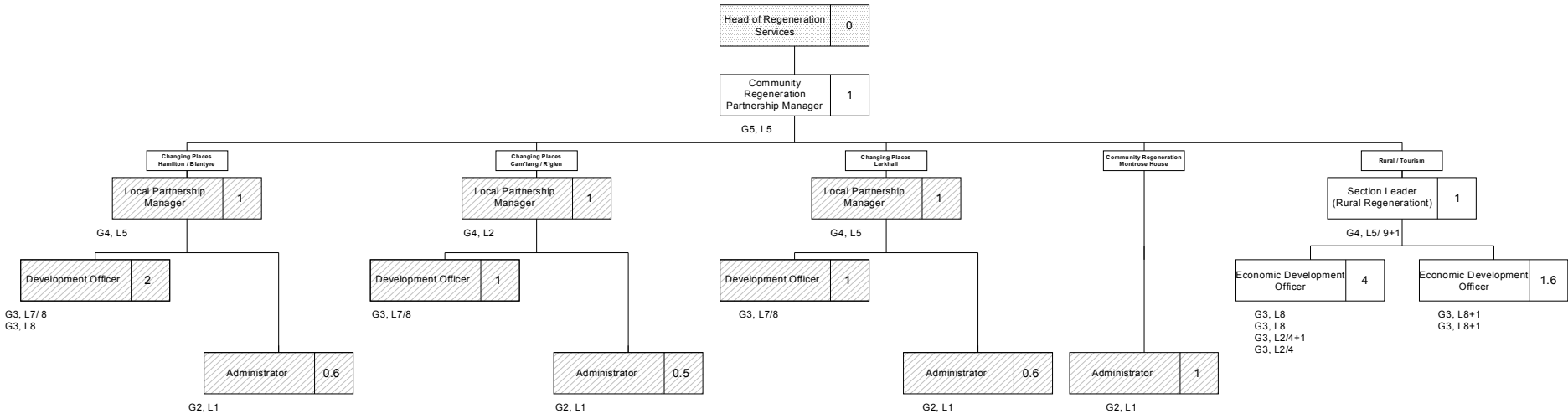
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Regeneration Services  
Community Regeneration (Current Structure)

**Notes:**  
Total Number of Posts: 17.3



**Notes:**

Total Number of Posts: 14.7

Enterprise  
Resources

Regeneration Services  
Community Regeneration (Proposed Structure)

Updated:  
9-Dec-09

