

Report

Report to:	Social Work Resources Committee
Date of Meeting:	22 August 2007
Report by:	Executive Director (Social Work Resources) and Executive Director (Corporate Resources)

Subject:	Justice Service Staffing
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1. Purpose of Report

1.1. The purpose of the report is to:-

- ◆ Advise the Committee of additional funding made available through the Community Justice Authority to address training and development in the management of high risk offenders in criminal justice
- ◆ Seek approval for the establishment of a post of Staff Development Officer (Criminal Justice)

2. Recommendation(s)

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

- (1) that a post of Staff Development Officer (Criminal Justice) (SCP46 – SCP80) (salary £20,730 - £34,381) be established.

3. Background

- 3.1. There has been significant work over the past period undertaken by the Scottish Executive to address some of the gaps in relation to the funding of Criminal Justice Social Work Services.
- 3.2. In relation to the training agenda, over the past 2 years the Executive has undertaken a number of training initiatives. These relate both to the development of the accredited programmes for working with offenders such as the sex offenders programme and the constructs programme for general offending. It is anticipated that over the next year further accredited programmes will be developed with associated training packages including work on domestic abuse and working with women offenders.
- 3.3. In addition there has been a considerable investment in developing appropriate risk assessment and management tools for working with offenders. These include both a static and dynamic assessment tool for working with high risk offenders and a general risk of re-offending tools. The aim of using these tools is to be able to focus appropriate action plans in work with specific offenders.
- 3.4. The Executive had identified that resources to allow the development of these training packages are inadequate.

4. Current Situation

- 4.1. The Scottish Executive has made available through the Community Justice Authority monies to develop both the training and development and the agenda in relation to the management of high risk offenders.
- 4.2. In relation to the training and development agenda, it has been agreed to create one post of training and development officer to support the development of a comprehensive training programme across the two Lanarkshire Councils. This post will be co-located with Social Work Resources Training Section to ensure that any work developed is integrated with the other work of the Resource.
- 4.3. The Scottish Executive has made funding available for this post.

5. Implications for the Council

- 5.1. This would allow the Council the opportunity in the partnership with our colleagues in North Lanarkshire to improve the quality of work in relation to the training agenda. It helps to take forward some of the issues identified in the recent Social Work Inspection Agency criminal justice inspection that required improvement.

6. Employee Implications

6.1.

Post	No.	Hrs	SCP Range	Rate per Hour	Annual Salary	Gross Cost	Total Cost
Staff Development Officer (Training)	1	35	SCP46-80	£11.36- £18.84	£20,730.86- £34,381.12	£26,534- £44,007	£26,534- £44,007

- 6.2. The costs stated above include the effects of Superannuation and National Insurance, travel and associated costs.

7. Financial Implications

- 7.1. The total cost of the proposal is £40,270 the funding is made available through the Scottish Executive's ringfenced budget for criminal justice.

8. Other Implications

- 8.1. This also helps to move forward the agenda in relation to joint services and ensure better value for money.

9. Consultation

- 9.1. There has been consultation with staff in North Lanarkshire and with the Community Justice Authority.

Harry Stevenson
Executive Director (Social Work Resources)

Robert McIlwain
Executive Director (Corporate Resources)

18 July 2007

Link(s) to Council Objectives

- Health and Safety Communities

Previous References

None

List of Background Papers

None

Contact for Further Information

If you would like to inspect the background papers or want further information, please contact:-

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