

EXCERPT OF MINUTE OF MEETING OF HOUSING AND SOCIAL WORK SERVICES COMMITTEE  
HELD ON 14 AUGUST 2014**TACKLING MONEY WORRIES PROGRAMME 2014/2016 – FUNDING FOR TEMPORARY POSTS**

17. There was submitted a report, dated 28 July 2014, by the Joint Acting Head of Housing and Social Work Resources seeking approval to create one temporary post of Welfare Rights Officer (NLC8) within the Financial Inclusion Team and 1.5 temporary posts of Debt Adviser (NLC7) within the Council's Money Advice Team, subject to the availability of grant funding from the Tackling Money Worries programme 2014/2016.

**Decided:**

- (1) that the creation of one temporary post of Welfare Rights Officer (NLC8) and 1.5 Debt Advisers (NLC7) for two years from 1 October 2014 to 30 September 2016 (subject to the availability of grant funding from the "Tackling Money Worries" programme 2014/2016) be approved;
- (2) that this report be remitted to the Policy and Resources (Regeneration and Infrastructure) Sub-Committee;
- (3) that this report be remitted to the Policy and Resources (Human Resources) Sub-Committee for consideration, and
- (4) that the report be otherwise noted.

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| To: HOUSING AND SOCIAL WORK SERVICES COMMITTEE               |         | Subject: 'TACKLING MONEY WORRIES' PROGRAMME 2014 – 2016 – FUNDING FOR TEMPORARY POSTS |
| From: JOINT ACTING HEAD OF HOUSING AND SOCIAL WORK RESOURCES |         |   |
| Date: 14 AUGUST 2014   | Ref: UC |   |

## 1. Purpose of Report / Introduction

This report seeks approval to create one temporary post of Welfare Rights Officer (NLC8) within the Financial Inclusion Team and 1.5 temporary posts Debt Advisor (NLC7) within the Council's Money Advice Team, subject to the availability of grant funding from the 'Tackling Money Worries' Programme 2014 – 2016.

## 2. Background

- 2.1 The Council has succeeded in leveraging in financial contributions from a number of partner organisations, including the Scottish Legal Aid Board (SLAB), to help fund programmes aimed at reducing the impact of welfare reform. These additional resources, which to date amount to over £900,000, have been used to create temporary posts within the Financial Inclusion and Housing Operations Teams.
- 2.2 The SLAB has been asked by the Scottish Government to run a new grant funding programme – 'Tackling Money Worries'. The programme will focus on improving outcomes for low income families with children facing a change in their circumstances which places them at higher risk of debt and money problems. To be eligible for funding, projects must be submitted jointly by more than one partner and focus on one of the following key life events:
1. The birth of a child and early years, particularly where families have a disabled child;
  2. Change to family structure, e.g. relationship breakdown; or
  3. Impact of going through the criminal justice system, including families where someone is in prison or about to leave prison.
- 2.3 The value of individual bids must not exceed £150,000. North Lanarkshire Council's Justice Services, Financial Inclusion and Money Advice Teams have jointly submitted a bid for funding under Option 3. The outcome of the bids will not be known until late August 2014.

## 3. Proposals

- 3.1 Under the 'impact of going through the criminal justice system', we have applied for funding to provide money advice, financial education and income maximisation to service users and their families impacted by the justice system.
- 3.2 Debt can be a real issue for many offenders with around half of all prisoners having a history of debt. Many offenders and their families find their problems get much worse during the offender's time in prison and also face a range of other issues such as unemployment, low income, poor literacy and numeracy skills, addiction to drugs and/or alcohol and homelessness.

- 3.3 The 'Financial Inclusion Justice Project' aims to inspire service users to gain control of their finances and address their financial future with confidence within their local community by providing a financial health check.
- 3.4 The bid totals £148,032, which will fund 2.5 posts for two years. Subject to the bid being successful, it is proposed to create one temporary post of Welfare Rights Officer (NLC8) and 1.5 temporary posts of Debt Advisor (NLC7) for a period of two years.
- 3.5 After the two years, it is intended that the legacy of the project (processes, systems and policies) will form an integral part of the existing money advice team and welfare rights service working in partnership with Justice Services.

#### **4. Financial / Human Resources / Legal / Equalities Implications**

- 4.1 Implementation of the proposal set out in Section 3 above will depend on the success of the 'Tackling Money Worries' funding bid.
- 4.2 Employee costs over two years, including oncosts, total £140,756.
- 4.3 Total costs, including overheads, amount to £148,032, which will be met in full from external funding.
- 4.4 A summary of the proposals and financial implications is appended.
- 4.5 An Equality Impact Assessment is not required.

#### **5. Recommendations**

Committee is requested to:

- a) approve the creation of one temporary post of Welfare Rights Officer (NLC8) and 1.5 Debt Advisors (NLC7) for two years from 1 October 2014 to 30 September 2016 (subject to the availability of grant funding from the 'Tackling Money Worries' Programme 2014 – 2016);
- b) remit this report to the Policy and Resources (Regeneration and Infrastructure) Sub Committee;
- c) remit this report to the Policy and Resources (Human Resources) Sub Committee for consideration; and
- d) otherwise note this report.



**Una Coleman**  
**Joint Acting Head of Housing and Social Work Resources**  
**28 July 2014**

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For further information about this report please contact Una Coleman, Joint Acting Head of Housing and Social Work Resources (telephone 01698 332787).

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| TACKLING MONEY WORRIES' PROGRAMME - FUNDING FOR TEMPORARY POSTS |
| SUMMARY OF FINANCIAL IMPLICATIONS                               |

| POST                               | Grade | FTE        | Mid Point | Annual Salary | Status  |
|------------------------------------|-------|------------|-----------|---------------|---|
| Welfare Rights Officer             | NLC 8 | 1          | 24,459    | 24,459        | Temporary funding stream for two years<br>Temporary funding stream for two years. |
| Debt Advisor                       | NLC 7 | 1.5        | 20,931    | 31,397        |   |
| <b>Total</b>                       |       | <b>2.5</b> |           | <b>55,856</b> |   |
| Oncosts                            |       |            |           | 14,522        |   |
| <b>Total Annual Employee Costs</b> |       |            |           | <b>70,378</b> |   |

NLC 8 £22,257 - £27,033  
 NLC 7 £19,317 - £22,968