

## NORTH LANARKSHIRE COUNCIL

## REPORT

<b>To:</b> SPECIAL HOUSING & TECHNICAL SERVICES COMMITTEE	<b>Subject:</b> NEW TAX AND PENSION CREDITS – REVIEW OF ESTABLISHMENT
<b>From:</b> DIRECTOR OF HOUSING & PROPERTY SERVICES	
<b>Date:</b> 21 January 2003	<b>Ref:</b> TMcK/HMcG/SD

**1. Introduction**

- 1.1 The purpose of this report is to seek Committee approval to create an additional eight full time staff to assist with the smooth introduction of Tax and Pension Credits from 1 April 2003.

**2. Background**

- 2.1 Reports on the impact of the introduction of Tax and Pensions Credits have previously been presented to the Housing and Technical Services Committee at their meetings of 31 October 2002 and 9 January 2003. These reports informed the Committee of the probability of additional staff being necessary to implement these changes.
- 2.2 The Department for Work and Pensions (DWP) is providing additional funding for software changes, staff training and for the additional staff proposed.
- 2.3 Through their web site and monthly newsletter, the DWP has made it clear that failure to implement Tax and Pension Credits due to lack of staff resources will not be acceptable, given the extra funding which is being made available.

**3. Proposals**

- 3.1 Based on the best possible estimates, including those of the DWP, it is proposed to increase the benefits structure by eight Benefit Officers (six permanent and two temporary till 31 March 2004). These posts will be graded AP1/2, which is in line with the current grade applied to existing posts within the benefits structure.
- 3.2 The eight posts would be allocated as follows: one each (permanent) to the six Area Teams, one to the Private Sector benefits team (temporary), and one to the Central Processing Team (CPT) (temporary). The CPT postholder would also assist the Team Leader with submissions to the Appeals Service.

3.3 The annual cost of these new posts from 1 April 2003 will be £142,573, broken down as follows:

<b>Designation</b>	<b>Cost per Post</b>	<b>No of Posts</b>	<b>Total</b>
Benefit Officer (AP1/2)	£14,618	8	£116,944
Pay rise from 01/04/03 (4%)			£ 4,678
Oncosts (NI and Superannuation)			£ 20,951
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			£142,573
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#### **4. Financial Considerations**

4.1 There is no cost to the Council relating to these proposals given the increased funding which has been made available by the DWP for 2002/2003 and future years thereafter.

#### **5. Consultation with Other Departments**

5.1 Personnel Services have been fully consulted regarding this report.

#### **6. Recommendations**

6.1 Committee is asked to:

- (a) Approve the appointment of the posts outlined in Section 3 of the report; and
- (b) Refer this report to the Policy and Resources (Personnel) Sub Committee for consideration.

#### **7. Background Information**

7.1 Background information is available within the Housing and Property Services Department.



T McKenzie  
**Director of Housing and Property Services**