

NORTH LANARKSHIRE COUNCIL  
REPORT

To: Education Committee	Subject:  Childcare Strategy and Sure Start Posts
From: Director of Education	
Date: 19 August, 2003	
Ref: MM/JL/JR/DL/IR	

**Purpose of Report**

To seek permission to make permanent certain temporary posts associated with the distribution of funding for the Childcare Strategy and Sure Start and to extend the SVQ Development Worker Post and certain Sure Start funded posts till March 2006.

**Recommendations**

The Education Committee is recommended

- (i) to approve the change to permanent status those temporary posts currently funded through Childcare Strategy and Sure Start outlined in appendices 1 and 2
- (ii) to approve the extension of the post funded through the Workforce Development and Sure start outlined in appendices 3 and 4
- (iii) to refer the report to the Policy and Resources(Personnel) Sub-Committee for approval of posts in appendices 1-4
- (iv) to refer the report to the Social Work Committee and Community Services Committee for action

*Michael O'Neill*

Members wishing further information should contact:  
Michael O'Neill, Director of Education on 01236 812336 or  
Murdo Maciver, Head of Service on 01236 812269

NORTH LANARKSHIRE COUNCIL: DEPARTMENT OF EDUCATION

CHILDCARE STRATEGY AND SURE START POSTS

REPORT BY THE DIRECTOR OF EDUCATION

**1. INTRODUCTION**

- 1.1 In January 2003 the Scottish Executive confirmed funding until 2006 in respect of the Childcare Strategy, Sure Start and Workforce Development.
- 1.2 Indications are that the Scottish Executive will support both the Childcare Strategy and Sure Start beyond 2006.
- 1.3 These funding strands form key elements of the development of an integrated childcare strategy. The Sure Start programme is a vital part of the social inclusion agenda targeted at very young vulnerable children and their families to improve their life chances. The aim of the childcare strategy is to make affordable, accessible, high quality childcare available in every neighbourhood.

**2. IMPLICATIONS OF CONTINUED FUNDING**

- 2.1 Successful implementation of the Childcare Strategy, Sure Start and Workforce Development has required the establishment of various posts. As funding was available in the first instance until 2004 many of the posts were established on a temporary basis until that time. Given the confirmation of the extension of the funding to 2006 and the indications of continuing support through the GAE for the Childcare Strategy and Sure Start it is proposed that the posts outlined in appendices 1 and 2 are advertised in line with the Council recruitment and selection procedures and filled on a permanent basis. This proposal is due to the problems of recruiting and retaining staff. In respect of the Workforce Development and certain Sure Start posts an extension till March 2006 is being requested. Posts affected are detailed in Appendices 3-4.
- 2.2 The temporary posts detailed in Appendix 1 are those funded through the Childcare Strategy.
- 2.3 The temporary early years posts in nursery centres where the establishment has been extended to provide additional childcare places for children under 3 years of age are detailed in Appendix 2
- 2.4 The temporary post detailed in Appendix 3 is funded though Workforce Development.
- 2.4 The posts which have been established in partnership with other departments and agencies to provide a range of specific services in support of Sure Start are detailed in Appendix 4. Appropriate action to extend contracts will be taken by Community Services and Social Work.

### 3. RECOMMENDATIONS

The Education Committee is recommended

- (i) to approve the change to permanent status those temporary posts currently funded through Childcare Strategy and Sure Start outlined in appendices 1 and 2
- (ii) to approve the extension of the post funded through the Workforce Development and Sure start outlined in appendices 3 and 4
- (iii) to refer the report to the Policy and Resources(Personnel) Sub-Committee for approval of posts in appendices 1-4
- (iv) to refer the report to the Social Work Committee and Community Services Committee for action

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**PERSONNEL IMPLICATIONS**

Establish the following existing temporary posts on a permanent basis.

**Childcare Strategy**

<b><u>Post</u></b>	<b><u>Grade</u></b>	<b><u>Hours</u></b>	<b><u>No. of Posts</u></b>	<b><u>Costs</u></b>
Out of School Care Development workers	AP4	35	2	£50,786.00
Administrative Assistant to NLCP*	AP1/2	35	1	£18,688.00
Clerical Assistant to NLCP*	GS2	35	1	£15,698.00

\*North Lanarkshire Childcare Partnership

## APPENDIX 2

### PERSONNEL IMPLICATIONS

Establish the following existing temporary posts on a permanent basis.

#### Sure Start

<u>Establishment</u>	<u>Grade</u>	<u>Hours</u>	<u>No of Posts</u>	<u>Costs</u>
Shawhead Nursery Centre	Pre 5 Worker	35	3	£53,115.00
Shotts Nursery Centre	Pre 5 Worker	35	1	£17,705.00
Wishaw Nursery Centre**	Pre 5 Workers	35	5	£88,525.00
SEN Learning Support Team	Teacher	35	1	£31,788.00
	Nursery Nurse	35	3	£48,546.00
Education HQ	Curriculum Support & Development Officer	35	1	£36,807.00

**PERSONNEL IMPLICATIONS**

Extend the temporary post until March 2006

**Workforce Development**

<b><u>Post</u></b>	<b><u>Grade</u></b>	<b><u>Hours</u></b>	<b><u>No. of Posts</u></b>	<b><u>Costs</u></b>
SVQ Development Worker	AP5	35	1	£28,498.00

**APPENDIX 4****PERSONNEL IMPLICATIONS**

Extend the temporary post until 2006

**Non Education Staff**

	<b><u>Post</u></b>	<b><u>Grade</u></b>	<b><u>Hours</u></b>	<b><u>No. of Posts</u></b>	<b><u>Costs</u></b>
<b><u>Social Work</u></b>					
Outreach Team	Project Manager	Senior Social Worker	35	1	£ 26,250
	Unqualified Social Work Assistants	AP2/3	35	6	£100,215
<b><u>Community Services</u></b>					
Bookstart Project	Project Worker	AP3/4	35	1	£ 22,130
Oral Health & Nutrition	Development Worker	AP4/5	35	1	£ 29,277