

To: SOCIAL WORK COMMITTEE		Subject: PARTNERSHIP EMPLOYMENT PROJECT (PEP)
From: DIRECTOR OF SOCIAL WORK		
Date: 11 MARCH 2004	Ref: JD/GMcI/AP	

### 1. PURPOSE OF REPORT / INTRODUCTION

- 1.1. To advise Committee of the termination of the funding contribution made by the Social Inclusion Partnership to the operational costs of PEP and to seek approval to meet the costs from the Departmental budget.

### 2. BACKGROUND

- 2.1. PEP is an integral component of the North Lanarkshire Council Supported Employment service. It came into being in 1998 when it was funded by the North Motherwell Social Inclusion Partnership to develop employment opportunities for people with disabilities in the Motherwell North area.
- 2.2. The operating budget for PEP for the current financial year is £90,000. Throughout the period the project has existed the full funding was met through the SIP budget. However, as part of an exit strategy, the SIP in the current year have only contributed £47,000 towards the budget with the balance being met by Social Work.
- 2.3. This is in line with the SIP transitional framework, similar exercises have applied across the SIP area to other projects. Consequently, it is necessary for Social Work to absorb the full operating costs to ensure the continued level of the Supported Employment service.
- 2.4. The establishment for PEP is currently three Job Coaches and a part-time Clerical Assistant. The Job Coaches are on temporary contracts. The fact that the service has not been mainlined in the past contributed to regular staffing turnover, with experienced personnel leaving to obtain more secure employment.
- 2.5. Within North Lanarkshire there are over 70 people with disabilities who are in employment and are assisted by Supported Employment staff. PEP currently support 26 people who are in work. A further five people are undergoing vocational profiling and staff are job searching for ten service users. Failure to secure replacement funding would jeopardise the continued employment of the 26 people who are currently in employment.

### 3. PROPOSALS / CONSIDERATIONS

- 3.1. It is proposed to transfer responsibility for this work to the existing Supported Employment Section of Social Work.

3.2. This will require making permanent the current temporary posts – 3 posts of Job Coach, Spinal Column Points 22/27 plus 7.5% irregular hours payment, and a part time Clerical Assistant / Typist post GS1/2 (17.5hrs). The job descriptions and work patterns for these posts will be the same as that for existing posts of Job Coach and Clerical Assistant / Typist within Social Work.

#### **4. FINANCIAL / PERSONNEL / LEGAL / POLICY IMPLICATIONS**

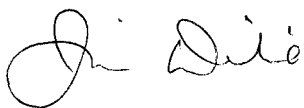
4.1. Funding for these posts has been identified from within existing Social Work budgets.

4.2. Making these posts permanent will enhance the Council's ability to promote employment and Social Inclusion for people with disability.

#### **5. RECOMMENDATIONS**

5.1. Committee is asked to:

- Note the termination of temporary funding for this project.
- Approve the creation of 3 permanent posts of Job Coach, Spinal Column Points 22/27 plus 7.5% irregular hours payment, and part time post of Clerical Assistant / Typist, Grade GS1/2 (17.5hrs).
- Remit this report to the Policy and Resources (Personnel) Sub Committee for consideration.



**Jim Dickie**  
**Director of Social Work**  
**February 25, 2004**

*For further information on this report please contact George McNally, Manager, Strategy TEL: (01698 332555)*