

**NORTH LINCOLNSHIRE COUNCIL**

**CHILDREN'S SERVICES  
CABINET MEMBER**

**ESTABLISHMENT OF THE POST OF  
STRATEGIC CO-ORDINATOR – WORKFORCE REFORM**

**1. OBJECT AND KEY POINTS IN THIS REPORT**

- 1.1 To gain endorsement for the creation of the post of Strategic Co-ordinator – Workforce Reform
- 1.2 There is external funding available for three years 2008-2011 to meet the costs of the post.

**2. BACKGROUND INFORMATION**

- 2.1 In December 2007 the Department for Children Schools and Families published the Children's Plan Building Brighter Futures. A key focus of this document is on Children's Workforce Reform.
- 2.2 Building Brighter Futures: Next Steps for the Children's Workforce was published in April 2008, to focus on delivery of the reforms. The workforce reforms will:
  - Build as more highly skilled, qualified and diverse children's workforce
  - Improve the services for children and young people through more integrated working between different sectors and occupational groups
  - Involve employers and service users.
- 2.3 In order to make progress on delivering the aims of the Building Brighter Futures action plan, local Children's Trusts are asked to build on their Children's Workforce Strategy and:
  - Develop an Action Plan for the local Children's Workforce Strategy, which covers all Children's Trust partners and which works towards creating the notion of a single integrated children's workforce across the local area.
  - Establish and embed integrated working practices at each level of the children's workforce.

- Ensure meaningful participation of children, young people and families in the design, delivery and assessment of workforce reform planning and activities within their area.

2.4 The Children's Workforce Development Council has made available a grant of £45,000 per year from 2008-2011 to support the delivery of the above.

2.5 Although North Lincolnshire has developed a Children's Workforce Strategy, the capacity does not exist within current structures to deliver the required workforce reforms and action plan.

### **3. OPTIONS FOR CONSIDERATION**

3.1 Create a post to develop and co-ordinate activity in the development and delivery of a workforce development strategy for the Children's workforce across North Lincolnshire.

3.2 Do not create a dedicated post to ensure delivery of the workforce reform agenda.

### **4. ANALYSIS OF OPTIONS**

4.1 The creation of a Strategic Co-ordinator would provide the relevant skills and expertise to work with partners across North Lincolnshire to ensure delivery of the action plan, establishment of integrated working practices and participation of children, young people and families. The grant has been made available in support of these activities.

4.2 By not having a dedicated post, North Lincolnshire's ability to fulfil the workforce reform agenda would be compromised.

### **5. RESOURCE IMPLICATIONS (FINANCIAL, STAFFING, PROPERTY, IT)**

#### **5.1 Financial**

The cost of the proposed post based on the mid-point of Grade 10 would be £45,841, which includes 29.5% for employee contributions to National Insurance and Superannuation.

The annual grant of £45,000 would be used to fund this post.

#### **5.2 Staffing**

The post would be line managed by Head of Resources.

### **6. OTHER IMPLICATIONS (STATUTORY, ENVIRONMENTAL, DIVERSITY, SECTION 17 - CRIME AND DISORDER, RISK AND OTHER)**

6.1 There are no other implications associated with this report.

## 7. **OUTCOMES OF CONSULTATION**

7.1 Unions have been consulted and no concerns have been raised.

## 8. **RECOMMENDATIONS**

8.1 The Cabinet Member endorses the creation of the post of Strategic Co-ordinator - Workforce Reform.

8.2 That the Cabinet Member forwards the report to Corporate Services Cabinet Member for approval.

### SERVICE DIRECTOR CHILDREN, STRATEGY AND PARTNERSHIPS

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Date: 11 August 2008

**Background Papers used in the preparation of this report: N/A**

## SCHEDULE

	CREATE
Post No	TBC
Post Title	Strategic Co-ordinator – Workforce Reform
Grade	10
Grade approved?	Yes
Hours WTE	37
Contract Type	3 year fixed term
Start & End date	Start Date - asap
Establishment	Children, Strategy and Partnerships
Cost Centre	TBC
Funding source	Grant funding
Essential car user?	Yes
Mid Point costings, inc 29.5% on costs	£45,841