Questions

Retirement / redundancy

1. **Is flexible retirement an option?**

   The option to apply for flexible retirement is always open to employees aged 55 or over but is subject to approval. Further details regarding this are available on the intranet under HR Information A to Z.

2. **If staff come forward to request a REDUCTION in hours would there be a compensatory payment for doing this?**

   Yes, in principle, but the Council would have to consider this on a case by case basis.

3. **Could people in scope be given an enhanced redundancy package?**

   The Council have ceased offering enhanced packages.

4. **If voluntary severance is approved when will staff be released?**

   We would look to release people as soon as practicably possible.

5. **Can people with more than one post in the service take redundancy?**

   Yes. If staff have a part time youth work role alongside a full time role, that is subject to a redundancy payment, we will consider a request for redundancy for both posts. However, this is subject to the needs of the service and will be considered on a case by case basis.

6. **If other people across the service want to go will this reduce the need for cuts to posts in scope for Youth Support Worker Learning and Youth Work PRB?**

   Yes, this will be factored in to the revised proposals.

7. **If more workers put forward for Voluntary severance that posts to go, what will be the process? Will those at risk have priority over others who are interested in taking redundancy?**

   Yes priority will be given to those employees who are currently directly ‘at risk’ of redundancy and have requested to take voluntary redundancy. However if more workers have applied for voluntary redundancy than posts ‘at risk’ then these will also be considered to look at any potential savings.

   All requests are subject to approval.

Scoping

1. **Why are other staff in the service not in scope?**

   The reductions proposed are linked to the need to reduce the universal offer and increase the focus on targeted work.

2. **Why there are no changes to senior management and all we have seen are increases in pay for managers?**
The management structure was put in place in response to the need for focused leadership and to achieve rapid change. The full service review will address every tier of the structure.

3. In the original proposal of the ASR Learning was not in scope, why has this changed?

A number of options were put through the ASR for consideration learning was included in these options.

4. What are we doing about schools taking on services?

Locality managers will continue conversations with schools with regard to current traded services and potential options.

5. Why are PRC and Band I not in scope?

These posts were appointed in the last restructure with additional responsibilities in terms of co-ordination and quality assurance and therefore are not currently in scope. They will however be part of the full service review.

6. How can this decision been reached when the Early Help strategy has not been implemented?

The strategy is outlined in the Children’s Service Improvement Plan and much progress has been made with this. Work is still ongoing to review the strategy in light of progress.

7. Could we make savings regarding Youth Justice Work?

Youth Justice is subject to a separate review decision on the national financial settlement which is pending and will inform the review.

8. The LA has a statutory duty to deliver SEND to support transition work, how will this continue with a loss of posts?

We are aware of this but the responsibility for education health and care plans has now passed to the Inclusion team. Early Help has specialist staff who will support the Inclusion service to deliver this responsibility.

9. If we are all Early Help why is it just youth who have been targeted?

We would like to keep everything if we could but difficult decisions have to be made. This proposal is about removing the universal offer and making the service more proportionate in terms of staffing numbers across youth and family work.

10. Have we got a narrative of targeted work?

The Local Authority has a child concern continuum of need which is available on the intranet on the LSCB site. Whilst we recognise that staff do provide some elements of targeted support the key focus of the role is aimed at a lower level of need.

11. Would it not be simpler to do a full review now?
It is not possible to undertake a full review in less than 9 months as it is a comprehensive exercise.

12. What happens next year if you cut too far?

Our primary focus is the to meet the needs of children and families and we need to prioritise these requirements within the budget envelope.

13. How many secondary schools purchase IAG?

Nine out of 16 however demand has reduced over the last three years as schools take on their statutory responsibility.

14. What are the plans for commissioned services to schools? Are there any plans to continue/expand/end/subcontract these? If so, could staff be TUPE’d or seconded to private IAG companies or schools, to prevent experienced and qualified staff being lost?

In relation to commissioned services to schools the Council will continue to contract this activity with schools.

In relation to TUPE, the Council will ensure any providers are aware of available staff and their skills and experience and that wherever there is a potential TUPE situation that would of course be fully explored.

15. Why are workers who have specific specialisms (such as careers guidance) being asked to do what appears to be social work?

Workers in Early Help are not being asked to carry out social work. Safeguarding is everyones responsibility, however where a child meets statutory threshold for social they will be passed onto social care.

Timescale / Jobs

1. The time frame is only one week for Expressions of Interest; this does not leave much time.

The EOI is against your current job description and you can start filling in the EOI before the deadline. We will send out the job descriptions prior to the deadline.

2. Can we be assessed by Matrix?

The Council believes an interview alongside appropriate assessment is the fairest way of undertaking the selection process. Whilst we understand an interview is a stressful process we will offer support to make this go as smoothly as possible.

3. Can you send out the jobs available in the service?

Vacancies will be released as soon as possible. Staff can be assured vacancies in Early Help will be held and prioritised for staff at risk. The salary protection policy is on the A to Z HR Portal.

4. If I am part time can I apply for a full time role?
If you are currently part time and wish to apply for a full time role you need to put this on your expression of interest.

5. **If we state a preference for an area will this be taken into account?**

We will appoint on merit and consider preferences as part of this process.

**Welfare**

1. **What happens for people who are on leave or are off sick during the process?**

Staff need to let managers know if they are going on leave and avoid booking leave where possible for that period. We will accommodate leave already booked by making alternative arrangements.

2. **Has an Equality Impact Assessment been completed?**

Yes this has been submitted. Reasonable adjustments will be made for staff where ever required to ensure an equitable process.

3. **Is there any support available for staff during this process?**

There is a confidential helpline available to all staff providing counselling and financial advice. This is delivered by an external agency funded by the Council. Contact details for this service are on page 15 of the consultation document.

4. **The online consultation question link http://www.youthi.org.uk/ehconsultation or iyss-enquiries@rotherham.gov.uk is not anonymous – This is off putting for staff at risk.**

Staff do not have to say who they are when they post questions they can do this anonymously

5. **Why can’t staff see the question and answer conversation thread? – People are at risk of asking the same questions.**

The link below gives details of the questions and answers. [http://www.youthi.org.uk/ehconsultation](http://www.youthi.org.uk/ehconsultation)

6. **Can the above links for stakeholders (schools, providers, parents) to submit online questions also be put onto the youthi website?**

The on line consultation for stakeholders is available: [http://www.youthi.org.uk/ehconsultation](http://www.youthi.org.uk/ehconsultation)