

**TO: EMPLOYMENT COMMITTEE
5 JULY 2017**

**YOUNG PEOPLE SUBSTANCE MISUSE WORKER
Chief Officer: Commissioning & Resources**

1 PURPOSE OF REPORT

- 1.1 The purpose of this report is to inform Employment Committee that the post of Young Peoples Substance Misuse Worker is redundant.

2 RECOMMENDATION

- 2.1 **That Employment Committee notes that the changes detailed below mean that following the consultation with the post holder the post of Young Peoples Substance Misuse Worker is made redundant subject to the Councils redeployment process.**

3 REASONS FOR THE RECOMMENDATION

- 3.1 The new in house substance misuse service does not include a dedicated Young Peoples Substance Misuse Workers post.

4 ALTERNATIVE OPTIONS CONSIDERED

- 4.1 There are no suitable alternatives.

5 SUPPORTING INFORMATION

- 5.1 The Drug & Alcohol Action Team went through a tender process in respect of the substance misuse services, with a revised specification to deliver savings of £80,000. However it was decided that the offer submitted could not be accepted and the Executive took the decision that the service would be bought in house.
- 5.2 Bringing the service offered the opportunity to remodel the service, with the aim of ensuring at least the same level and quality of service as existed under the previous model, and at a reduced cost. Part of remodelling the service includes restructuring the team. The new structure gives the chance to staff to improve their knowledge across the range of services run by the DAAT, and therefore does not have a specific young people's role. This is in part due to the reduction in the numbers of young people, but also means that this is part of the generic Recovery Facilitator roles.
- 5.3 This does however mean that the role of Young Peoples Substance Misuse Worker no longer exists and therefore is at risk of redundancy subject to redeployment.
- 5.4 Following consultation, it is considered that the alternative posts available are not Suitable Alternative Employment, and the post-holder should be made redundant.

6 ADVICE RECEIVED FROM STATUTORY AND OTHER OFFICERS

Borough Solicitor

- 6.1 The role of Young Peoples Substance Misuse Worker has ceased to exist in the proposed structure. In the absence of suitable alternative employment, the post is redundant and the current incumbent is entitled to a redundancy payment subject to meeting the 2 year continuous employment criteria.

Borough Treasurer

- 6.2 Any costs of redundancy are met from the Council's structural changes reserve.

Equalities Impact Assessment

- 6.3 An equalities impact assessment was completed as part of the tender process.

Strategic Risk Management Issues

- 6.4 N/A

Borough Human Resource Manager

- 6.5 The current post holder has been consulted with under the Council's Organisational Change Protocol and is currently "At risk" of redundancy. The redeployment process has been started. As stated neither of the alternative roles are suitable alternative due to the changes in working patterns and skills required within them but redeployment will continue to be sought throughout the notice period.

7 CONSULTATION

Principal Groups Consulted

- 7.1 N/A

Contact for Further Information

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