

## Decision under Delegated Powers

### Officer Requesting Decision:

Katie Moore – Head of Strategic Housing

### Officer Making the Decision:

Peter Oliver – Director of Housing and Wellbeing

### Recommendation:

Extension of the Refugee Resettlement Service (for the period 1<sup>st</sup> April 2024 to 31<sup>st</sup> March 2025).

Change to job title for the following fixed-term post (with effect from 1<sup>st</sup> April 2024):

- M392 from Resettlement Employment Advisor to Refugee Resettlement Employment Advisor
- M317 from Resettlement Services Coordinator to Refugee Resettlement Services Coordinator.

Extension of the following fixed-term posts (for the period 1<sup>st</sup> April 2024 to 31<sup>st</sup> March 2025):

- M507 Refugee Resettlement Assistant (37 hours – 1 x full time equivalent)
- M506 Refugee Resettlement Officer (148 hours – 4 x full time equivalent)
- M392 Refugee Resettlement Employment Advisor (37 hours – 1 x full time equivalent)
- M317 Refugee Resettlement Services Coordinator (37 hours – 1 x full time equivalent).

### Reason:

To enable continued effective delivery of support services for households resettled under the Vulnerable Persons Resettlement Scheme, United Kingdom Resettlement Scheme, Afghan Citizens Relocation Scheme and Afghan Locally Employed Staff Relocation Scheme.

### Authority for Decision:

Under Section 8 of Constitution the Head of Paid Service (Chief Executive) has delegated authority to agree changes to the establishment, within budget and without major operational disruption or interruption or services or involving a change from direct to indirect provision or vice versa or other policy implications.

This has been further sub-delegated by the Chief Executive to Strategic Directors/Heads of Service in certain circumstances (DD 002 021 refers). These proposals fall within the limit of the authority of the relevant Head of Service.

On 15<sup>th</sup> February 2024 the Leader of the Council approved the delegation of the authority for extensions to the Refugee Resettlement Service, by periods of up to 12 months, to the Director of Housing and Wellbeing.

**Decision and Date:**

Approved.

A handwritten signature in black ink, appearing to be 'NCT', is written over a faint, illegible stamp.

27.02.2024

**Background:**

Charnwood Borough Council coordinate and delivery the following resettlement services on behalf of participating local authorities in Leicestershire and Rutland:

- Vulnerable Persons Resettlement Scheme (VPRS)
- United Kingdom Resettlement Scheme (UKRS)
- Afghan Citizens Relocation Scheme (ACRS)
- Afghan Locally Employed Staff Relocation Scheme (ALES).

35 households were resettled under the VPRS between 2016 and 2020. Each family is supported for a period of 5 years from the date of their arrival, with the final household's support due to end in March 2025.

1 household has been resettled through the UKRS. The household needs to be supported for a period of 5 years, due to end in 2027.

10 households have been resettled through the ALES. Each household needs to be supported for a period of 3 years from the date they moved into permanent accommodation.

5 families have been resettled through the ACRS. Each household needs to be supported for a period of 3 years from the date they moved into permanent accommodation.

Further families are expected to be resettled under the ALES and ACRS schemes in the near future.

A review of posts, job titles and job profiles for the roles within the resettlement team has been carried out.

The changes to the job titles for post reference M392 and M317 are being recommended in order to clarify the purpose of the role and to achieve consistency across roles within the team.

**Human Resources Implications:**

HR Adviser: S Choudhury (22/02/24)

Once the DD is approved, management will need to update the job profiles to reflect changes in job title. Management to also complete contract variation e-forms to enable HR to write to employees.

**Financial Implications:**

The total cost relating to the extension of the posts is approximately £328,500 (including on-costs and car user costs):

- M507 Refugee Resettlement Assistant (Scale C – 37 hours – 1 x full time equivalent) - £39,700
- M506 Refugee Resettlement Officer (Scale D – 148 hours – 4 x full time equivalent) - £177,500 (+ £5,600 car user costs)
- M392 Refugee Resettlement Employment Advisor (Scale E – 37 hours – 1 x full time equivalent) - £47,300 (+ £1,400 car user costs)
- M317 Refugee Resettlement Coordinator (Scale SO2 – 37 hours – 1 x full time equivalent) - £55,600 (+ £1,400 car user costs).

All of the costs relating to the extension of the service and posts will be covered by funding received from the Home Office for the delivery of the VPRS, UKRS, ACRS and ALES.

Where staff work across VPRS, UKRS, ACRS and ALES the costs will be allocated accordingly.

The below tables show the actual and projected income and expenditure relating to the VPRS, UKRS, ACRS and ALES, including the costs relating to the extension of the above posts.

VPR Scheme Funding 2016-2025					
	Income	Spend	Totals	Cumulative Totals	
2016-2018	£0.00	£26,054.00	£26,054.00	£26,054.00	Actuals
2018-2019	-£185,000.00	£56,141.92	-£128,858.08	-£102,804.08	Actuals
2019-2020	-£326,900.00	£181,358.24	-£145,541.76	-£248,345.84	Actuals
2020-2021	-£410,500.00	£214,088.57	-£196,411.43	-£444,757.27	Actuals
2021-2022	-£396,500.00	£335,694.04	-£60,805.96	-£505,563.23	Actuals
2022-2023	-£205,100.00	£136,690.99	-£68,409.01	-£573,972.24	Actuals
2023-2024	-£89,600.00	£433,005.47	£343,405.47	-£230,566.77	Projected
2024-2025	-£22,000.00	£207,917.82	£185,917.82	-£44,648.95	Projected
	<b>-£1,635,600.00</b>	<b>£1,590,951.05</b>	<b>-£44,648.95</b>	<b>-£44,648.95</b>	

UKR Scheme Funding 2022-2027					
	Income	Spend	Total	Cumulative Totals	
2022-2023	-£42,600.00	£42,600.00	£0.00	£0.00	Actuals
2023-2024	-£25,000.00	£9,181.23	-£15,818.77	-£15,818.77	Projected

2024-2025	-£18,500.00	£5,171.40	-£13,328.60	-£29,147.37	Projected
	<b>-£86,100.00</b>	<b>£56,952.63.13</b>	<b>-£29,147.37</b>	<b>-£29,147.37</b>	

Afghan LES Scheme Funding 2022-2026					
	Income	Spend	Total	Cumulative Totals	
2022-2023	-£168,000.00	£131,996.84	-£36,003.16	-£36,003.16	Actuals
2023-2024	-£524,400.00	£221,041.50	-£303,358.50	-£339,361.66	Projected
2024-2025	-£268,000.00	£205,057.11	-£62,942.89	-£402,304.55	Projected
	<b>-£960,400.00</b>	<b>£558,095.45</b>	<b>-£402,304.55</b>	<b>-£402,304.55</b>	

Afghan CRS Scheme Funding 2022-2026					
	Income	Spend	Total	Cumulative Totals	
2022-2023	-£189,000.00	£136,028.81	-£52,971.19	-£52,971.19	Actuals
2023-2024	-£223,500.00	£59,759.92	-£163,740.08	-£216,711.27	Projected
2024-2025	-£138,000.00	£149,549.61	£11,549.61	-£205,161.66	Projected
	<b>-£550,500.00</b>	<b>£345,338.34</b>	<b>-£205,161.66</b>	<b>-£205,161.66</b>	

### Risk Management:

No specific risks have been identified in connection with this decision.

### Key Decision:

Yes.

### Background Papers:

- Decision of the Leader 15<sup>th</sup> February 2024: Extension of the lightbulb and refugee resettlement services.
- DD001 2024: Refugee Resettlement Assistant
- DD002 2024: Refugee Resettlement Officer
- DD003 2024: Refugee Resettlement Coordinator
- DD168 2023: Resettlement Worker
- DD132 2023: Resettlement Worker
- DD043 2023: Resettlement Service Staffing
- Addendum to DD157 2021: ALES Staffing March 2022
- DD157 2021: Resettlement Services
- Decision of the Leader July 2021: Participation in the Afghan LES Relocation Scheme;
- Decision of the Leader January 2021: Participation in the UK Resettlement Scheme 2021-2022;
- Decision of the Leader January 2020: Participation in the UK Resettlement Scheme 2020-2021;

- DD005 2020: Creation of VPRS Employment Advisor; DD042 2020: Extension of Resettlement Project Support Officer;
- DD094 2020: Extension of VPRS Administration Officer; DD100 2020: Extension of VPRS Coordinator and Resettlement Workers;
- DD193 2018: Extension and change grade of VPRS Coordinator; DD192 2018: Creation of VPRS Resettlement Workers and Administration Officer;
- DD191 2018: Creation of VPRS Administration Officer; DD002 2017: Extension of SVPRS Coordinator;
- DD158 2017: Extension of SVPRS Coordinator;
- DD013 2016: Creation of SVPRS Coordinator;
- Cabinet Report, 14<sup>th</sup> April 2016: Item 10 Syrian Vulnerable Persons Resettlement Scheme;
- Cabinet Report, 22<sup>nd</sup> October 2015, Syrian Vulnerable Persons Resettlement Scheme.