

Decision under Delegated Powers

Officer Requesting Decision:

Katie Moore – Head of Strategic Housing

Officer Making Decision:

Rob Mitchell – Chief Executive

Recommendation:

That approval is given for the extension of the following fixed-term positions to 31st March 2024:

- 1 x full-time equivalent Resettlement Services Coordinator (M317)
- 1 x full-time equivalent Resettlement Support Officer (M376)
- 1 x full-time equivalent Resettlement Employment Advisor (M392)
- 4 x full-time equivalent Resettlement Project Support Officers (M377).

Reason:

To enable the continuation of resettlement support services to families who have been resettled under the Vulnerable Persons Resettlement Scheme (VPRS), United Kingdom Resettlement Scheme (UKRS), Afghan Citizens Relocation Scheme (ACRS) and Afghan Locally Employed Staff Relocation Scheme (ALES).

Authority for Decision:

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

Decision and Date:

Robert Mitchell (he, him, his)

Chief Executive

07/03/2023

Background:

Charnwood Borough Council coordinate the following resettlement services on behalf of 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).

Under each of these services families are resettled and supported for a period of 5 years from the date of arrival.

The local authorities originally pledged to resettle the following numbers of families:

Local Authority	VPRS	UKRS	ACRS	ALES	All
Blaby	8	0	3	0	11
Charnwood	10	1	1	2	14
Harborough	2	0	1	2	5
Hinckley and Bosworth	10	0	1	1	12
Melton	10	1	0	2	13
North West Leicestershire	8	0	2	1	11
Oadby and Wigston	0	0	1	1	2
Rutland	3	0	1	1	5
Total	51	2	10	10	73

To date the following numbers of families have been resettled:

Local Authority	VPRS	UKRS	ACRS	ALES	All
Blaby	5	0	2	0	7
Charnwood	6	0	0	0	6
Harborough	3*	0	1	2	6
Hinckley and Bosworth	6	0	1	0	7
Melton	4	1	0	1	6
North West Leicestershire	8	0	0	1	9
Oadby and Wigston	0	0	1	1	2
Rutland	3	0	0	0	3
Total	35	1	5	5	46

*Includes 1 additional community sponsorship case

The following numbers of families are due to be supported during 2023-2024:

Local Authority	VPRS	UKRS	ACRS	ALES	All
Blaby	3	0	3*	0	6
Charnwood	2	0	1*	2*	5
Harborough	1	0	1	2	4
Hinckley and Bosworth	3	0	1	1*	5
Melton	1	1	0	2*	4
North West Leicestershire	3	0	2*	1	6
Oadby and Wigston	0	0	1	1	2
Rutland	2	0	1*	1*	4
Total	15	1	10	10	36

*Includes families that are projected to be resettled before 31st March 2024

This request is for an extension to the contracts for the staff in the Resettlement Team to ensure that the resettlement and support services can continue up until 31st March 2024. [A further review of resettlement pledges, support requirements and related staffing requirements is due to be carried out prior to 31st March 2024, to inform a decision around staffing arrangements for the period 1st April 2024 and 31st March 2025.]

Comments from Human Resources:

HR Adviser: Anna Cairns (2/2/23)

This is a management decision, however please note that any employee who has over 2 years service will be entitled to a redundancy payment when their temporary or fixed term employment ends.

A variation eform will need to be completed for each employee.

Financial Implications:

Approximately £300,500 is required for the cost of the posts for a period of 12 months:

- Approximately £53,800 for 1 x full-time equivalent Resettlement Services Coordinator (M317) at salary grade SO2 (including on-costs and car user allowance)
- Approximately £34,700 for 1 x full-time equivalent Resettlement Support Officer (M376) at salary grade B (including on-costs and car user allowance)
- Approximately £45,600 for 1 x full-time equivalent Resettlement Employment Advisor (M392) at salary grade E (including on-costs and car user allowance)
- Approximately £166,400 for 4 x full-time equivalent Resettlement Project Support Officers (M377) at salary grade D (including on-costs and car user allowance).

The council receives funding from the Home Office for the delivery of the Vulnerable Persons Resettlement Scheme (VPRS), United Kingdom Resettlement Scheme

(UKRS), Afghan Citizens Relocation Scheme (ACRS) and Afghan Locally Employed Staff Relocation Scheme (ALES). There is sufficient funding available to cover the costs associated with the extension of the posts for a period of 12 months (i.e. up to 31st March 2024).

The following table shows the proportion of the costs for each of the posts that will be allocated to each of the funding streams:

Post	VPRS	UKRS	ACRS	ALES
1 x Resettlement Services Coordinator	£30,935.00 (57.50%)	£1,345.00 (2.50%)	£10,760.00 (20.00%)	£10,760.00 (20.00%)
1 x Resettlement Support Officer	£19,952.50 (57.50%)	£867.50 (2.50%)	£6,940.00 (20.00%)	£6,940.00 (20.00%)
1 x Resettlement Employment Advisor	£26,220.00 (57.50%)	£1,140.00 (2.50%)	£9,120.00 (20.00%)	£9,120.00 (20.00%)
4 x Resettlement Workers	£95,680.00 (57.50%)	£4,160.00 (2.50%)	£33,280.00 (20.00%)	£33,280.00 (20.00%)
Total	£172,787.50	£7,512.50	£60,100.00	£60,100.00

*Where staff are required to work across different schemes the costs will be reallocated accordingly

The following table shows the projected budget carry forward from 2022-2023 and projected income during 2023-2024:

	VPRS	UKRS	ACRS	ALES
Carry forward (from 2022-2023)	£380,344.00	£14,544.00	£20,670.00	£26,938.00
Income (2023-2024)	£89,600.00	£25,000.00	£223,500.00	£96,000.00
Total	£469,944.00	£39,544.00	£244,170.00	£122,938.00

The following table shows the projected expenditure during 2023-2024:

	VPRS	UKRS	ACRS	ALES
Staffing costs (2023-2024)	£172,787.50	£7,512.50	£60,100.00	£60,100.00
Other expenditure (2023-2024)	£128,000.00	£10,000.00	£60,000.00	£60,000.00
Total	£300,787.50	£17,512.50	£120,100.00	£120,100.00

Risk Management:

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

Key Decision:

Yes.

Background Papers:

- Addendum to DD157 2021: ALES Staffing March 2022
- DD157 2021: Resettlement Services
- 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
- 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
- Cabinet Report, 14th April 2016, Item 10 Syrian Vulnerable Persons Resettlement Scheme
- Cabinet Report, 22nd October 2015, Syrian Vulnerable Persons Resettlement Scheme