

Decision under Delegated Powers

Changes to Resettlement Services

Officer Requesting Decision:

Head of Strategic and Private Sector Housing – Alison Simmons

Officer Making the Decision:

Chief Executive – Rob Mitchell

Recommendation:

That approval is given to change the job titles of the following roles:

From: Vulnerable Persons Resettlement Scheme Coordinator
To: Resettlement Services Coordinator

From: Vulnerable Persons Resettlement Employment Advisor
To: Resettlement Employment Advisor

From: Vulnerable Persons Resettlement Worker
To: Resettlement Worker

That approval is given to extend the existing fixed term contracts as follows:

- Extend the Resettlement Services Coordinator post for a further 17 months until 31st March 2023
- Extend the Resettlement Employment Advisor post for a further 11 months until 31st March 2023
- Extend the Resettlement Project Support Officer post for a further 12 months until 31st March 20213
- Extend the current Resettlement Worker posts and create additional Resettlement Worker posts as follows:
 - Extend the current 2 FTE posts for 17 months until 31st March 2023.
 - Create an additional 2 FTE posts for the Afghan LES Relocation Scheme for a period of 1 year from 1st October 2021 until 30th September 2022

The posts will be fully funded by the Home Office for the Vulnerable Persons Resettlement Scheme, UK Resettlement Scheme and Afghan Locally Employed Staff (LES) Relocation Scheme.

Reason:

The change in role title reflects the introduction of the new UK Resettlement Scheme and the Afghan LES Relocation Scheme.

An extension to the Resettlement Services Coordinator, Resettlement Employment Advisor, Resettlement Worker and Resettlement Project Support Officer posts is required to ensure sufficient capacity to continue to provide an effective support service to families resettled under the VPRS. The creation of a new Resettlement Worker role will ensure capacity to provide an effective support service to families resettled under the Afghan LES Scheme.

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 (item 6 on page 8-4 of the Constitution).

Decision and Date:A handwritten signature in black ink, consisting of several overlapping loops and a long horizontal stroke extending to the right.

Approved 8th September 2021

Background:

A total of 35 families were resettled across Leicestershire and Rutland under the VPR Scheme between 2016 and 2020, and each family will continue to be supported for a period of 5 years from the date of their arrival, with the final families' support ending in March 2025.

On 17th June 2019 the Government confirmed its ongoing commitment to resettlement, announcing plans for a new UK Resettlement Scheme for 2020-2021 which was scheduled to begin in April 2020. The Scheme was postponed due to the Covid-19 pandemic and commenced in April 2021.

In April 2021, the Government announced the expansion of the Afghan LES Relocation Policy reflecting the changing situation in Afghanistan and the consequent risk to LES.

Charnwood will continue to support families resettled under the VPRS and will coordinate the UK Resettlement Scheme and the Afghan LES Relocation Scheme on behalf of the participating Local Authorities.

Summary of Advice Provided by HR:

HR Adviser:

Anna Cairns (3/9/21)

HR Comments:

- 1) Please ensure the Job Profiles are updated to reflect the change in job titles.
- 2) As the postholder of Resettlement Services Coordinator will have 4 years continuous employment on 30/10/21, it is recommended that this post is made permanent as the post holder has full employment rights.
- 3) Variation eforms will need to be completed for all affected postholders.

Financial Implications:

All posts will be fully funded by the Home Office funding for the Vulnerable Persons Resettlement Scheme, the UK Resettlement Scheme and the Afghan LES Relocation Scheme.

The following costs will be covered by the Home Office funding for the VPRS:

- The cost of extending the Resettlement Services Coordinator for 17 months, including the essential car user allowance of £1,983.39, is £68,330.00.
- The cost of extending the Resettlement Project Support Officer post for 12 months at 1 FTE including the essential car user allowance of £1,400.00 is £29,277.47
- The cost of extending the Resettlement Employment Advisor for 11 months, including the essential car user allowance of £1,283.37, is £34,191.63.
- The cost of extending the 2 FTE Resettlement Worker posts for a period of 17 months, including the essential car user allowance of £3,966.78, is £104,065.50.

The following cost will be covered by the Home Office funding for the Afghan LES Relocation Scheme:

- The cost of creating 2 FTE Resettlement Worker posts for a period of 12 months, including the essential car user allowance of £2,800.00, is £73,458.00.

Total costs: £309,322.60

Posts will be in Cost Centre F313.

The table below shows the projected income and expenditure for the VPRS until March 2025 including the full costs of extending the existing posts.

VPRS YEAR 2-5 Funding				
	Income	Spend	Totals	Cumulative Totals
2016-2018	£0.00	£26,054.00	£26,054.00	£26,054.00
2018-2019	-£185,000.00	£56,141.92	-£128,858.08	-£102,804.08
2019-2020	-£326,900.00	£180,985.05	-£145,914.95	-£248,719.03
2020-2021	-£410,500.00	£213,624.94	-£196,875.06	-£445,594.09
2021-2022	-£396,500.00	£385,193.34	-£11,306.66	-£456,900.75
2022-2023	-£205,100.00	£281,656.46	£76,566.46	-£380,344.29
2023-2024	-£89,600.00	£247,041.98	£157,441.98	-£222,902.31
2024-2025	-£22,000.00	£186,591.00	£164,591.00	-£58,311.31
	-£1,635,600.00	£1,577,288.69	-£58,311.31	-£58,311.31

The table below shows the projected income and expenditure for the Afghan LES for 12 months from 1st October 2021 including the costs incurred by the Afghan LES of creating the 2 additional Resettlement Worker posts.

The estimates are based on resettling and supporting 8 families across Leicestershire and Rutland over a 12 month period.

Afghan LES Scheme Funding		
Estimated Income	Estimated Spend	Estimated Total
-£420,000.00	£269,621.36	-£150,378.64

Where staff work across the VPRS and Afghan LES Schemes, costs will be allocated accordingly.

Risk Management:

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

Key Decision: No

Background Papers: 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, 14th April 2016: Item 10 Syrian
Vulnerable Persons Resettlement Scheme;
Cabinet Report, 22nd October 2015, Syrian Vulnerable
Persons Resettlement Scheme