



CRIME AND DISORDER OVERVIEW & SCRUTINY COMMITTEE

REPORT

Subject Heading:

Community Safety Section staffing budget
2011-12

CMT Lead:

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Policy context:

Crime and Disorder Reduction

SUMMARY

The report details the Community Safety Section staffing budget for 2011-12.

RECOMMENDATIONS

That the members note the content of the report

REPORT DETAIL

The Community Safety Service sits within the Legal and Democratic Services Directorate and includes staff in three discrete service areas, namely CCTV, Road Safety, and Community Safety. The overall responsibility for the strategic direction and service delivery of these services rests with the Community Safety Manager. This report details the staffing budget of the Community Safety Section.

As part of the Havering Council transformational change programme, the Community Safety Service has recently undergone a restructure which was completed in March 2011.

Crime and Disorder Overview & Scrutiny Committee, 14th July 2011

The previous re-structuring of the Community Safety Service had created a more robust provision to address anti-social behaviour and hate crime. This reflected both best practice and current thinking regarding the merging of anti-social behaviour and hate crime. Consequently, the domestic violence and hate crime work programme had been subsumed within this new structure. In addition, mainstreaming approaches introduced for both hate crime and domestic violence ensure both Council services and partner agencies are positioned to respond to this agenda, and the need for the post has diminished. Therefore the post of Community Safety officer (Hate Crime) was deleted with a saving of £45,788.70 from the 1st of April 2011.

At this time, the re-structure highlighted the intention to prepare the service to be more responsive to the current Government policy changes and provide development opportunities for staff to work across a wider range of service responsibilities and provide for business continuity. Consequently staff from the section took on generic interchangeable roles with all staff job titles being changed to Community Safety Officer. The revised structure is set out in appendix 1.

Currently there are 8.40 FTE within the section.
The council cost of staffing is set out in table 1.

Table 1.

Basic	National Insurance	Pension	TOTAL
£353,610	£28,170	£77,800	£459,580

Currently there is one Community Safety Officer vacancy in the service, (since the 1st of May 2011), which is currently held vacant. If this post is not recruited to the service will save a further £51,615.66 in 2011-12 (based on eleven months salary).

In addition there is the temporary post of a full time ASB caseworker, who is currently funded through reward grant funding until July 2011 at a cost of £34,222.

The role of the Community Safety Service is to fully implement the Havering Community Safety Plan and to ensure that the Council meets its statutory obligations in relation of the Crime and Disorder Act 1998 and subsequent and associated legislation. Staff job descriptions reflect the breadth of work covered by the service and 100% of staff time is attributed to the discharge of the team's crime and disorder functions.

IMPLICATIONS AND RISKS

*There is a **corporate** requirement to set out the implications and risks of the decision sought, in the following areas*

Financial implications and risks:

Further financial reductions may significantly impact on the Councils ability to respond to its legal obligations.

Legal implications and risks:

The Council has a duty to consider section 17 of the Crime and Disorder Act 1998.

Human Resources implications and risks:

The service has recently undergone a restructure in line with the Councils Human resource procedures and in consultation with trade unions.

Equalities implications and risks: No equalities implications

BACKGROUND PAPERS

*There is a **statutory** obligation to list papers relied on in the preparation of the report, unless:*

- 1 BUDGET MONITORING REPORT Run On 10-MAR-2011 04.23.23 PM for Period Name : '11-10' , Cost Centre : 'G133'
- 2 BUDGET MONITORING REPORT D120 01-MAR-11 09.50.24 AM