

Report to: Scrutiny Committee for Social Services and Health

Date: 21 June 2004

By: Director of Social Services

Title of Report: Castleham Industries

Purpose of Report: To update Scrutiny Committee on the present position of those supported employees who worked at Castleham Industries until 30 September 2003, and to provide case study examples as requested.

RECOMMENDATION – that the Scrutiny Committee for Social Services and Health notes the details contained in this final monitoring report, as requested by the Committee.

1. Financial Appraisal

1.1 The financial appraisal is attached at Appendix 2.

2. Supporting Information

2.1 At the time of the closure (30 September 2003), there were 27 Workstep supported employees working at Castleham Industries, and Royal British Legion Industries (RBLI) Employment Services took over the responsibility for securing new employment opportunities. At the last committee, a request was made for further information on how individuals were progressing. A sample of case studies has therefore been provided and, as it contains exempt information under exempt category 7, is attached as Appendix 1 on the confidential part of the agenda.

2.2 As at 31 May 2004, 5 people are at the job match stage. This has increased by two since the last report, owing to one individual losing their placement, and another deciding to leave for personal reasons. Weekly meetings and support are provided by RBLI to these employees, to help people to gain and sustain employment.

2.3 There are currently 12 people working in a supernumerary capacity. This figure has reduced by two since the last report to committee (one employee lost his position, and another has sadly died). They are still employed and paid by ESCC, but RBLI provide the full Workstep grant subsidy (£4760 pa per person), directly to ESCC. Of this group, around half are expected to move onto permanent employment over the next year, while half have reached their employment capacity in their roles, and are unlikely to progress from a supernumerary role. Employees are working and gaining new skills in a variety of roles including horticulture, administration, retail, factory, warehouse and furniture removals, in private, public and charitable sectors.

2.4 No more people have taken redundancy since the last report to committee – seven in total. Of those, four are now in full supported employment. This has reduced by one since the last report, as one resigned from their role. RBLI are supporting this individual to find new employment. There is no cost to ESCC for these employees.

2.5 Five people have obtained full supported employment status, although one has recently resigned from their role. Support is being given by RBLI to secure new employment for this individual.

3. Conclusions and Reason for Recommendation

3.1 RBLI is working actively with supported employees to maintain their employment and enable them to reach their full potential.

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Local Member(s): All

BACKGROUND DOCUMENTS

Report to Scrutiny Committee for Social Services and Health – 17 March 2004

Report to the Lead Member for Corporate Resources – 2 October 2003

Report to Cabinet – 24 June 2003

Report to Cabinet – 18 December 2001

Report to Cabinet – 31 July 2001