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Protected: Staffing

 <p>Same</p>	 <p>Better</p>	 <p>Better</p>
Previous Status	Current Status	Working Towards

**** MB to update on Employment Tribunal****

All staff currently well and attending, staffing costs have been reduced with the final exit of one member of staff. This was thanks to the professional services of a local HR company and we are looking to use them again as all contracts need to be renewed,

Staffing – one member of staff been diagnosed with long term condition which will impact ability to deliver. Youth team working out how to support best with health problems.

Another member of staff may need to hand notice soon, trying to work out if they need to depending on the outcome of a full time job interview. Therefore, we may need to recruit to backfill 3.5 hours on a Friday night. We have a youth work volunteer who helps every week and we pay them when we have a grant available, but really need an additional member of staff to support with Friday youth club. – Matter of priority for Spring term.

With our current funding and part of the strategic plan, staffing levels need to be looked at. It is however the recommendation of the CM's that we outsource as much as possible to professional bodies, to ease the workload without taking on new contracted staff. EG: Governance documents/ health and safety / marketing/PR?

Staffing.

All one to ones up to date. All DBS and safeguarding up to date. All youth worker staff offered any training available via WCC/TYS.

*In staffing in general, I think we need to consider some support for staff for

wellbeing – larger organisations have access to EAP and equivalent. Please keep this on the agenda for longer term as per last trustee meeting.

Contracted hours across the centre...

20 Louise

22 Sarah

10 Becky

11 Michaela

12 Sam

3.5 Megan

6 Beth

10 Andrea

Total... 94.5 hours worked per week

Contract roles

6 Howard (youth club, mentoring)

1 Amy (gardener)

8 Alex (Contract cleaner)

Centre is open 9-10pm daily so 13 hours per day, 7 days a week

Totalling 91 hours per week.

Approximate footfall across all user groups and tKC provision is 800 through the door each week.

We are working with a skeleton staff and delivering huge impact to the community. We need to source new way of financing the delivery, ensuring staff are retained and the centre continues to deliver it's high standard of community support.



PATH TO GREEN

Staffing review required, further investment in staffing, sustainable income to support further staffing.

One comment



Mandy Brougham

20 October 2023 at 1:47 pm

Can we please have information on the contracted role for each member of staff – also it would be helpful to see hourly rates of pay please?



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