

Introduction:

The Increasing need for a viable Youth and Community Service

That the work of the Youth and Community service is acknowledged only in its absence is a source of great regret to the four unions represented on the Staff Panel of the JNC. There are many positive things to recount about youth and community work: its development of new education techniques, its response to changing circumstance, its successful schemes in inner cities and rural areas and its vital work into the areas of anti-racism and anti-sexism.

This annual salaries claim will continue to highlight those authorities that have made deep cuts in the levels of their youth and community provision and it will continue to draw attention to the increasing pressure that this puts on workers. But it will also refer to the excellent - and sometimes pioneering - work of the Service, the professionalism and dedication of its workers in situations that are far from ideal and to the need for professional salaries for all full-time and part-time workers.

In the case of part-time workers, the Staff Panel makes no apology for restating its longstanding claim for full parity for part-time workers. Those part-time workers are now, more than ever, the backbone of the service and carry out the overwhelming proportion of face-to face work. Moreover, the burgeoning of the RAMPs scheme, plus the devolution and "market testing" of services, makes it irrefutable that part-time workers are as accountable and responsible as full-timers and that they undertake duties identified on the JNC Matrix.

Whilst acknowledging the small steps made toward part-time parity, the Staff Panel is seeking further progress this year and points out to the Employers that the agreement on limited pro-rata pay and conditions had an implementation date of December 1993. This is surely an appropriate time to review its effects and to ensure the JNC takes account of further changes in law, local authority conditions, new part-time qualifications and working practices.

The general nature of the pay claim again places youth and community workers firmly in the education sector and notes the continuing disparity in settlement levels with primary and secondary school teachers. The Staff Panel also believes that the current low rate of inflation represents a temporary fall, which does not diminish the need for a significant pay increase this year. Indeed, a substantial award this year will be widely regarded as an indication of the value of the Service.

"Plugging the Gap"

According to a recent HMI Report, around five million young people benefit from the work of the youth service in England and Wales and local authorities are increasingly expected to provide the wide and imaginative range of services necessary for young people who face particular challenges in the 1990s. In addition to the more familiar youth centres providing leisure and educational activities, youth provision in an area might include "detached services" where staff attempt to reach isolated and vulnerable groups, advice on drug misuse and HIV information and equal opportunities work with groups such as young women and the disabled and those from ethnic minorities.

Despite the obviously growing need for such services in the community a Labour Research Survey published in February 1993 revealed cuts in youth service budgets on a massive scale.

Labour Research found that almost £5 million had been cut from the youth service budgets of the 55 local authorities surveyed for the current financial year. The 55 authorities surveyed did not include some of those compelled to consider the worst cuts.

- * 58% of the authorities in the survey had made cuts in the current financial year totalling over £4.8 million;
- * 71% of councils expected to make cuts in the next financial year (1993/4) but many were unable to specify the extent as yet;
- * 81% of councils making cuts this year expected to have to make further cuts next year;
- * among county councils in the survey, 50% had made cuts this year totalling over £1.4 million with an average cut of over £118,000 in a range from £30,000 to £350,000;
- * 62% of district councils had made total cuts this year of over £2 million, ranging from £20,000 to £500,000 with an average cut of over £200,000;
- * almost 70% of London boroughs had made total cuts this year of over £1.3 million, the average cut being almost £150,000.

These cuts have, obviously, impacted upon the staffing structure within authorities.

- * One, unnamed, County Council has withdrawn £350,000 from the funding of their youth service, representing 25% of the budget. Sixteen jobs have been lost and all youth centres are now run by part-time staff with only distant support from a full-time staff member. All non-centre based work has ceased, such as part-time outreach work, detached work and project-based work and centres have suffered a reduction in hours.

* One London borough, which has cut almost £200,000 from this year's budget, has had an overall budget reduction since April 1990, on the transfer of ILEA, of around £750,000. This includes the loss of around 25 full-time posts, a 25% reduction in grant aid to the voluntary sector, a 40% reduction in youth centre and tutor provision and a 40% reduction in administrative back-up.

(Labour Research, February 1993)

The Re-organisation of the Youth and Community Service

These devastating cuts have coincided with the reorganisation of the service in some areas, raising questions about local accountability and responsibility. Under the Government's White Paper "Education and Training for the 21st Century", the youth service remains a residual responsibility for local authorities but the role of authorities is becoming an enabler rather than the main provider of services. The review document on the structure of local government states that the Government expects "the widest range of local government services to be contracted out". This trend towards LEAs becoming the enablers rather than the providers of the service has resulted in many areas in a minimal direct approach to the delivery of the youth service by LEAs. A number of -authorities have already established new management structures for the delivery of youth work. There has been a trend to "privatise" the service, for example in Bromley since September 1992 the work of the youth service has been contracted out to two voluntary agencies and one in-house team on a contract basis. Both Haringey and Enfield Councils proposed to directly employ only one staff member with responsibility for the delivery of the youth service in their borough.

In common with other education sectors, a business ethos has prevailed, with a move to delegate local authority spending on youth work to outside agencies and an onus upon a "market approach". Under a joint initiative by CYWU, NAYCEO, CLEA, Voluntary Youth Service representatives and the NYA, an enquiry was made into the funding of the youth and community service between 1988 and 1992. Quite a number of the authorities surveyed highlighted their efforts in income generation, marketing their services to other local authority departments or commercial enterprises. Training, the letting of premises and the provision of outdoor education/adventure training were cited as the most marketable. A large number of authorities reported budgets being increasingly devolved to local level, a trend encouraged by and reflective of, the local management of schools within the maintained education sector. The enquiry also found that full-time officer and worker numbers were in sharp decline between 1991/2 and 1992/3. The basic staffing structures are changing as the numbers of officers in proportion to face-to-face workers are declining and there were reports of shifts from full-time to part-time staff and paid part-time to volunteer. In addition, a significant number of authorities have introduced fixed term contracts for staff. There is, therefore, a corresponding increase in the pressures upon the remaining face-to-face youth and community staff who have taken increased responsibility for the management of Service provision, business planning, finance and administration.

The responsibility to provide an adequate youth service

Despite the massive cuts in the funding of the youth and community service and the introduction of a new "market-led" approach, LEAs still hold a residual duty to provide an "adequate" service. The provisions of the 1944 Education Act require local authorities to secure facilities for further education in their area, including recreational, social, cultural and physical activities for young people who have completed their formal, compulsory schooling. The close link between education and the youth service was reinforced by Nigel Forman, the Minister for Further and Higher Education, at the third ministerial conference for youth work in Blackpool, June 1992. Mr Forman emphasised that local authorities had a continuing role in at least one sector of education - the youth service. Youth workers, he said, were "the unsung heroes and heroines of our time", defusing potentially difficult situations, intervening on behalf of young people and in particular, reaching out to those who had dropped out or had a "raw deal" from the conventional education system.

The statutory responsibility for the provision of youth services was recently highlighted during the application by CYWU/NUT for leave to obtain judicial review in a High Court action over Warwickshire County Council's decision to reduce its budget for the youth service. The Council had proposed to reduce spending from £1.4 million in 1991 to £758,000 for 1992/3 resulting in the loss of 35 professionally trained face workers. It was intended to continue the employment of eight community education co-ordinators and three officers on one-year contracts to administer the transfer to a privatised service run by voluntary organisations. Mr Justice Pill accepted the submission that there was a legal duty on LEAs under sections 44 and 53 of the Education Act 1944, but it was for each LEA to decide what, in its view, was "adequate" to discharge its statutory duty. However, with the onus upon cash-starved local authorities to decide what constitutes an "adequate" service to the young people in their area, money that could be allocated to the youth service is often spent in other areas, such as school budgets, where the statutory duty upon local authorities is more clearly defined. For example in an "Observer" article published in July 1992, it was estimated that £40 million of funds designated by the Treasury for the Youth Service was spent by councils to "plug holes in school budgets".

The Judicial Review of Warwickshire County Council's decision to make cuts of more than 50% in its youth service highlights the Staff Panel's longstanding demand that youth service provision be placed on a secure statutory basis. As long as the youth service is seen as dispensable, the workers within it will continue to be suffer from the consequences of low resourcing, low pay, part-time casualisation and uncertain career prospects.

The Staff Panel of the JNC believes strongly that the youth service must not be marginalised as a result of the swingeing budget cuts and the changing nature of the staffing structure and operation of the service. There is a demonstrable need for a properly resourced service provided by highly professional, JNC qualified youth and community workers. The service will continue to be vulnerable for as long as it does not share the luxury of a clearly defined statutory basis, enjoyed by other sectors in the education field. We would invite the Employers' Panel to demonstrate their commitment to this requirement publicly.

Down By Law

If it is true that politicians panic only when there's a crisis, then juvenile crime must represent as large a problem as anything else currently on their agenda. Both the Home Secretary and the Secretary of State for Education have outlined explanations and proposed solutions to disturbing rates of juvenile crime, whilst the Shadow Home Secretary has added the concern of the Labour Party. Unfortunately, crisis management may relieve the symptoms but rarely eradicates the cause. Equally unfortunately for young people, the panic response often brings forward extra funding but it tends to be ineffectively spent and poorly directed.

The Staff Panel of the JNC has emphasised on many previous occasions that the Youth Service is not a facility for crime prevention; rather its primary concern is personal and social education. Nevertheless, its role as a preventative force is important and has been underlined by sources as diverse as the Metropolitan Police and the National Youth Agency, the Association of Chief Police Officers, NACRO and Crime Concern.

Previous wisdom assumed that young people "grew out" of anti-social behaviour as they got older and took on the responsibilities of employment, relationships and housing. Whilst this may have had a specious validity at one time, figures show that it is no longer the case: the peak age for offending young men has risen from 15 in the 1980s to 18 today.

Youth workers have detected a slowly but steadily changing pattern of lifestyle which could account for this new situation. The responsibilities associated with jobs and careers have become all but irrelevant to growing numbers of young people. Youthaid estimated that some 103,000 16 and 17 year olds did not have a job or a training place and were not in full-time education in January 1992. This grim situation has been exacerbated by the abolition, in 1988, of the eligibility to income support of most of these young people. Although claims for severe hardship rose by 70% between 1990 and 1991, the proportion of claims accepted fell from 72% to 68%

Relationships, too, are under strain. Reliable UK estimates quoted by NCH show that up to 39% of all women have experienced sexual abuse before the age of 18 (up to 27% for men), whilst Home Office figures for 1989 reveal that 32% of all offenders cautioned or found guilty of sexual offences were under the age of 21. Research into HIV and AIDS also gives cause for much concern: 37% of all HIV infected women were under the age of 24 and 61% of all female AIDS patients were between 15 and 34. An HEA report in 1990 recorded some 65% of 16 - 19 year olds as having been sexually active, whilst one in ten said that schools had never provided them with any information on sexual matters.

Substance abuse among young people is also more prevalent. In 1990, over 14,000 young men and women in England and Wales were found guilty or cautioned for drunkenness offences; nearly 1500 drug addicts under 21 were notified to the Home Office in 1990 and over 100 young people have died from solvent abuse each year since 1987.

Information on homelessness highlights a similar, sorry picture. An NCH survey in 1990 suggested that 156,000 16-19 year olds experienced homelessness every year; in London, alone the figure is 50,000. In 1990, nearly 50,000 families were in temporary accommodation, including 12,000 in bed and breakfast.

In view of the statistics, it is hardly surprising that previous patterns of behaviour are changing. Young people are increasingly without jobs, homes, independent incomes and facilities. They are disillusioned, disaffected and marginalised. People under 25 call the Samaritans at the rate of one every four minutes and that organisation estimates that as many as one in 100 girls between 15 and 19 take an overdose of drugs each year. Suicides among young people account for 13% of total suicides and the instances of death by suicide among young men rose by 53% in the decade to 1989.

Against the background of this unhappy situation, many experienced commentators have referred to the provision of youth facilities as a key factor in preventing young people drifting into crime and creating safer and more pleasant communities. In his report on juvenile crime in London, the assistant commissioner of the Metropolitan Police argued that youth work helps combat crime by and against young people; a sentiment echoed by the head of South Yorkshire's crime and community service, who said: "There is no doubt that there is a link between .(cuts in) youth facilities and the levels of crime."

Despite the seriousness of these developments, the prognosis is not one of unremitting gloom. Some recent initiatives and legislation could have a positive influence on young people. as well as underlining the key involvement of the youth service. Indeed, this has in part been recognised by the Government through their introduction of new Youth Action funding.

Two pieces of liberal legislation: the recent Criminal Justice Act and the Children Act - over a year old now, but whose effects are just beginning to be felt - were designed to protect young people and to reduce the numbers being brought to court for criminal activity. They operate on a child-centred approach and aim to improve the situation for young people at risk by involving them in the community and by providing community and specialist professional support.

Searching for what's already there

At the same time as Parliament is passing legislation to assist and support young people, budgetary cuts are running down the very services that can carry through these reforms. The Youth Service can provide the help and support for young people, as well as co-ordinating a multi-agency approach to youth work that is proving to be so successful. Since up to one fifth of young offenders drop out of school before they are 16 and truancy levels are rising, the position of the informal education sector becomes pivotal.

One example of a youth service initiative at the head of an inter-agency approach is the establishment of high street information shops. The shops are a result of collaboration between the youth service, the probation service, the police and social services and provides information and counselling to thousands of young people each week.

Other examples include holiday activities to limit crime at certain periods during the year, such as those in Dorset; work in Leicester targeting young people on the fringe of criminal activity; the "Safer Cities" work with vulnerable groups in Coventry and; the Kontaktabus schemes in the Wirral, which uses detached and outreach techniques to offer support and combat isolation.

The report of the Home Office Standing Conference on Crime Prevention - "Safer Communities" - also emphasises the role of multi-agency partnerships in community safety. These include the police, youth services, voluntary bodies and local businesses.

It is a strange situation where authorities are anxiously casting around for new solutions to the problems of youth, when the Youth Service, itself, can offer efficient, effective and relatively low-cost opportunities to young people. From the simple provision of a space to meet, to the guidance and advice on drug abuse, violence sexual problems and individual support, the Youth Service is an integral part of the personal social education sector. Now is the time to accord youth and community workers the recognition, remuneration and funding that will enable them to undertake their vital role in the community.

Proactive, Proficient, Professional

It is now well-established that youth and community work involves much more than recreational activities outside of school time. In terms of training, qualifications, planning, objectives and responsibilities, youth and community workers are not only part of the education sector, but an essential adjunct to it. In addressing new problems like pupil exclusions, youth workers are also demonstrating flexibility and usefulness.

Previous Staff Panel claims have made extensive references to the evolving and changing patterns of youth and community work. In addition to the traditional centre-based activities, an increasing number of workers operate on any outreach basis - encouraging young people to make use of existing provision or to identify and develop new provisions - or as detached workers, working with young people in city centres, cafes or even on the street. Detached work is assuming a greater importance, as the focus shifts to counselling on drugs or alcohol abuse, sexual problems and anti-racist advice.

The breadth of youth and community work is immediately apparent from the applications for youth work development grants. The Department For Education chose eight projects from over 280 applications to be funded for three years. The eight projects included: a training programme on information technology; a detached work project to combat racist behaviour in Bermondsey; work with school non-attenders in Burnley; a disabled resource centre in Manchester and a mental health social education programme.

These radical approaches exemplify the objectives outlined in the three ministerial conferences on the Youth Service, which ended in 1992. The series of conferences culminated in an agreed and recommended statement of purpose, embodying a common view on the need for better planning, identifiable learning outcomes and thorough evaluation. Although no national core curriculum emanated from the conferences, this was more to do with the nature of youth work itself, rather than the absence of consensus for its day to day operation.

Indeed, the variety of approaches to youth and community work are capable of measurement in terms of resourcing, targeting, effectiveness and relevance. The development of performance indicators for the Youth Service has been in progress for some years now and HMI reports have spoken favourably of their value to the Service, especially in the context of management objectives and budgeting. In addition, the field has established its own measurement of adequate service delivery.

Some typical approaches to youth and community work involve: activity programmes in sports and the arts; out-of school and holiday activities; detached work with homeless and unemployed young people; specialist work with young women and young black people; vocational activities in, for example, mechanics or computer technology; work with school non-attenders and personal and social education, including drug and substance abuse.

As opposed to the formal education in the school sector, young people participate in the Youth Service because it offers them activities which are useful, interesting, diverting or challenging. It is entirely wrong to mistake its informality for vagueness or its variety for lack of direction.

Commensurate with the growth and variety of youth and community work has been the development of youth work training. Elsewhere in this claim, the Staff Panel refers to the establishment of Regional Accreditation and Moderation Panels (RAMPs), which took over the accreditation of local part-time and voluntary worker training programmes from the NYA in 1991. RAMPs are important to the standardisation and validity of training courses for part-time workers, particularly as they revolve around the JNC full-time matrix of duties and responsibilities.

Full-time courses that conferred qualified youth and community worker status have been, for some time, endorsed and rigorously monitored by the NYA and its predecessor, CETYCW. The NYA is concerned with the question of quality assurance, providing national certification which carries a transferable currency and proof that courses are covering a certain range and standard of knowledge and skills. This will come from theory, practice and a series of placements, usually lasting six months. In addition to the accreditation of initial professional training, the NYA also endorses post-qualifying in-service training programmes and accredits staff development policies.

There are growing moves towards the establishment of more academically-based qualifications, particularly diplomas in higher education (DipHe) and degree courses. These attract mandatory grants and confer parallel recognition to those for primary and secondary school teaching and the development has also reflected field and employer-led demands for raising standards. The number of requests for the professional endorsement of initial training courses show no sign of declining. Post-graduate youth and community qualifications are also emerging.

Part-time Youth and Community Workers

The overwhelming majority of youth and community workers, around 85%, are part-timers and the majority of these are women. These part-time workers increasingly carry the main burden of face-to-face youth and community work, the nature of which, as we have shown above, is developing and adapting in response to changing circumstances.

Part-time youth and community workers, as well as responding with new initiatives to the challenges of the 1990s, have been disproportionately affected by the devastating budget cuts, the moves to devolve local authority spending and the onus upon a "market approach" now prevailing in the management of the Service, in parallel to changes in the maintained education sector. As staffing structures change, numbers of officers in proportion to face-to-face workers are declining and there is a shift from the employment of full-time to part-time staff, often on fixed-term contracts.

However, part-time youth and community workers, undertaking their duties reflecting the JNC Matrix, continue to be denied the recognition they so evidently deserve. Part-time workers are still paid hourly rates and are denied access to many of the benefits enjoyed by other local government employees in the same clubs and centres. This can lead to the anomalous situation whereby a part-time youth or community worker, without any entitlement to paid holiday or sick leave and often on a fixed term contract with the inevitable loss of any employment protection rights, could be supervising other workers afforded such rights.

In the 1992 Pay Claim, the Staff Panel welcomed the inception of Regional Accreditation and Moderation Panels (RAMPs), to be established through the National Youth Agency to endorse training schemes for part-time and voluntary youth workers along the lines of duties and responsibilities identified in the JNC grading matrix for full-time workers. The Staff Panel notes the progress in setting up Regional Accreditation and Moderation Panels (RAMPs). By February 1993, two RAMPs had been fully established, in the Northern and the Yorkshire and Humberside regions and the endorsement of three further RAMPs was proceeding. The introduction of RAMPs will result in the standardisation and national validation of part-time training and there should be no doubt that part-time staff now carry the same duties and responsibilities as their full-time colleagues. There is widespread interest in improving the standard of part-time workers' training and qualifications.

In 1991 the Staff Panel welcomed the recommendations of the Joint Working Party on part-time youth and community workers as a positive first step towards its longstanding claim that all part-time workers coming within the scope of the JNC Report should be on pro-rata pay and conditions to those of full-time workers. However, the Staff Panel felt that the qualifying criteria were unnecessarily restrictive and the agreement would benefit only a small number of part-time youth and community workers. The Staff Panel feels that now would be an appropriate time to review its effects, given the implementation date of December 1993.

It is important to note the prevailing mood within Europe for the recognition of the growth in part-time working. In July 1992 the JNC received the first report as a result of the Joint Secretaries' monitoring of developments in employment law and European directives. There are currently two draft directives under consideration by the European Community in relation to part-time or atypical workers, defined as those workers not on full-time, permanent contracts. The first would ensure that atypical workers receive equal employment rights and protection and the second would provide for the equal treatment and access to benefits of such workers.

As part of the salary settlement in 1992 the JNC agreed that the Joint Secretaries would examine, on a without prejudice basis, paid leave and sick pay for part-time youth and community workers to inform next year's negotiations. The Staff Panel had hoped that more progress would have been made on the Survey of LEAs and voluntary organisations to assess the cost of implementing the Staff Panel's claim, so that the data would have been available at the start of this year's negotiations.

There can be no disagreement that part-time youth and community workers provide a professional and dedicated service. In most other areas of local government education within this country pro-rata salary levels and employment terms exist for part-time staff and this should be extended to youth and community staff.

The Staff Panel reiterates its claim for full pro-rata pay and conditions for all part-time youth and community workers. In addition to the implementation of paid holiday and sick pay entitlement, the Staff Panel would wish to see the introduction of permanent contracts and the regular payment of wages for part-time workers. There can be no question that the duties and responsibilities of part-time youth and community workers are commensurate with those of full-time staff. The introduction of pro-rata pay and conditions would give material effect to the maintenance of the professional relationship of part-time workers with their full-time colleagues and provide the necessary recognition that similar levels of responsibility should secure proportionate salary and conditions.

Economic Indicators

Despite contentions that inflation had been "squeezed out of the system", the Retail Price Index has been increasing in recent months and shows signs of rising even further by the end of the year. The March RPI increase stood at 1.9% with the underlying rate (excluding the effect of falling interest rates) moving up to 3.5%. Although the April figure fell to 1.3%, this was almost certainly due to the impact of the new, lower council tax and the RPI is expected to rise again in the coming months. Economic forecasters were predicting RPI rates of up to 2.6% by the end of the year.

Faced by rising inflation, many organisations - notwithstanding pay freezes and pauses - are acting to protect the relative pay position of their employees. Average earnings throughout the economy were rising by 4.% in March, whilst Industrial Relations Services (an independent pay research agency) puts the median level of pay settlements in the three months to March 1993 at 3%. In the 12 months to March the median level of settlements for the public sector alone stood at 4.%, so the increase for youth and community workers of 4.1% for 1992 actually worsened their position with comparable professions and occupations.

The latest IRS settlement register shows most private sector companies are giving pay rises in excess of both inflation and the Government's public sector pay limit. Examples are 14,000 process workers in the paper and board industry, who receive rises of between 2.5% and 2.7%; hotel and catering workers' minimum pay goes up by 2.4%; Co-operative Bank employees get 3% on all salaries; whilst the pay of some 1,000 master bakers rises by 3% from 1 April.

Pay increases in many of the formerly publicly owned power companies continue to be ahead of inflation. The National Grid, for example has offered staff a basic 3% increase. PowerGen is negotiating around an increase of 2.5% and Midland Electricity has already settled at 2.9%.

Salary levels for Youth and Community Workers

In previous claims, the Staff Panel has stated its belief that youth and community workers are an integral part of the education sector and it is to this sector that we look for the proper pay comparators. The Staff Panel reaffirms this position and draws attention to the fact that, up until 1987, rates of increases to youth and community workers' pay were linked closely to those for teachers, conforming to pay principles that were established by the Houghton Enquiry in 1974.

With the abolition of the Burnham Committee in 1987 and the subsequent severance of the link with teachers' pay, the salaries of youth and community workers have been steadily eroded. Last year, the Staff Panel claimed an increase which would reverse that erosion and go some way to instituting professional levels of pay for youth and community workers.

This year has seen no diminution in the importance of that principle. The average salary of youth workers has fallen some 7% behind the levels that would have obtained had the link with increases in teachers' pay been maintained.

In this claim, the Staff Panel has demonstrated the changing and challenging role of the Youth and Community Service, its increasing professionalism, its critical position in the multi-agency approach to young people and the greater responsibilities placed on individual workers by cuts in staffing, funding and resources. It is vital to recognise the outstanding productivity of youth and community workers; to protect their standards of living; to maintain recruitment and retention rates in the event of an economic upturn and to restore the morale and motivation of a profession that has undergone so many changes and reorganisations.

In this context, the staff Panel will be looking for significant progress towards narrowing the discrepancy that has opened up since the link with teachers' pay was broken in 1987. This progress should apply to all full-time and part-time youth and community workers.

London Allowances

The cost of living in London and the South East continues to be far higher than in the rest of the country, principally due to higher travel and housing costs. Despite the recent falls in housing costs nationally, this differential continues to exist and the achievement of adequate London Allowances remains a priority for the Staff Panel.

London Allowances for youth & community workers have until recently been linked to those for teachers. As a result, they have been well below those prevailing in the private sector and in many parts of the public sector. The average allowances for non-manual workers disclosed by the Labour Research Department's June 1992 London Allowances survey were £2248 for Inner London and £1497 for Outer London and preliminary indications from the LRD's 1993 survey are that these figures will have increased from last year. Allowances in particular areas of the private sector can be far higher than this; in the finance sector (banks, building societies and insurance companies) they can frequently exceed £3000 in Inner London. Even in many parts of the public sector, London Allowances are higher than for youth & community workers, with allowances for local authority APT&C staff currently being over 10 per cent higher than for youth & community workers.

The breaking of the link to teachers in 1991 and the subsequent level of increases has led to London Allowances falling behind those for teachers as well. The Staff Panel will reject any suggestion that the freeze imposed on teachers' allowances should justify a freeze on those for youth & community workers. Instead, the end of the link should be acknowledged by a wider review of London Allowances for youth & community workers and their restoration to appropriate levels.

The Staff Panel therefore once more restates its claim for a substantial increase to the level of London Allowances for youth & community workers, which increases their allowances substantially in comparison to those of other comparable public sector groups and reflects the true additional costs involved in living and working in London and the surrounding area.

The Staff Panel anticipates a full response to its claim.