

# Laria News

LOCAL AUTHORITIES RESEARCH + INTELLIGENCE ASSOCIATION

## FROM THE CHAIR

The Steering Committee continues to be strengthened; we have recently added to its ranks Caroline Kempner (Cambridgeshire), Nicki Baker (Central Region) and Graham Atherton (COSLA). Sadly we have had to bid a farewell to another recent addition, Jenny Johnson, whom we hope will still be able to attend future LARIA events, even if she cannot be involved in their organisation. The addition of the two extra Scottish representatives has already given rise to the thought that a sub-group of the Steering Committee could be formed to cover Scotland and, possibly, parts of northern England. In the past LARIA has been able to successfully organise workshops that have been run at two locations, a local sub-group in Scotland would be able to facilitate this type of parallel activity, as well as to put more brainpower into LARIA in general. What do you think of this idea? Would you be interested in joining a Scottish/northern England sub-group? Please write to let me know in order that the Steering Group can follow this up at its next meetings, which are to be held on 20th January and 24th March.

At the time of writing, in the first week of December, the London Research Centre has just received the 100% LBS and SAS from the 1991 Census. Staff were busy getting the tapes read into the computer, correcting any errors which SASPAC was throwing up, distributing disks to the boroughs and starting some basic analyses of the results. However, there are still a number of counties which are waiting for their own results to arrive. I hope that by the time this is read OPCS will have at last completed the delivery of all 100% data.

What has emerged in the autumn from OPCS are the 1991 mid year estimates, the first to be based upon the Census results. Steve Simpson has written elsewhere in **LARIA News** about the construction of these figures, which are going to be critical for the allocation of central government funds to local authorities. There are some major differences for individual authorities between the 1990 and 1991 estimates, some of the differences are of the total size of the population while others relate to the age structure. The 1991 estimates are being used in the construction of SSAs for the 1993/4 allocations, and it is clear that the reduction in the over 85s shown for many metropolitan areas will, because of the high gearing associated with the elderly, have major financial impact.

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**The views expressed in this newsletter are those of the contributors and not necessarily their employing organisations or of LARIA. Readers are advised to ascertain for themselves that courses, conferences or services advertised are appropriate for their needs.**

## Next Issue

Copy should be sent to the editors, (address above), or to Jon Harris at COSLA, to arrive by **Monday, 22nd March 1993.**

**LARIA Annual Conference, 22-24 March 1993, Durham.** Further details inside.

**LARIA/Manchester Census Group Workshop, 2 March, London.** Census Small Area Indicators of Poverty and Deprivation. Further details inside.

Local Authorities, together with OPCS, must work to disentangle the effects of imputation in the Census output, the results of the Census Validation Survey and the additional adjustments made in the construction of the estimates in order to assess the validity of the estimates before they are revised next May. The revised set will become the new benchmark for all estimates up to the year 2000, and, because there will not be a mid-term Census, will be used from 1994/5 together with variables from the 1991 Census in setting future local government financial targets and allocations. The Estimating With Confidence seminars, together with the IDLG Sub Groups, will help to pull this vital work together.

Good news appears to be on its way from the negotiations between local authorities, led by the

Local Government Management Board, and Ordnance Survey on the contract for the use of OS data over the period 1993-6. Digital data is expected to be included in the agreement for the first time, thus ensuring a welcome boost for GIS in local government. There has been a slowdown in the number of authorities investing in systems over the past year or so. Several reasons could be speculated upon for this, but the widespread availability of the OS products should bring a welcome improvement in the large number of local authority services that rely upon easily available up-to-date maps. There is also likely to be in the agreement some form of swap arrangement, whereby, as with the 1991 Census statistics, local authorities are allowed to pass data between themselves. The downside of all this is that the new

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## LOCAL AUTHORITIES RESEARCH AND INTELLIGENCE ASSOCIATION

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LARIA was established in 1975 to promote the further development and understanding of research practices in local government. LARIA aims to encourage communication amongst interested persons by providing a national forum for the sharing of technical knowledge and research methods.

Membership is by participation in LARIA's activities: Conferences, Workshops and publications are organised by the Steering Group which acts as the Association's Management Body. LARIA also publishes this newsletter, "LARIA News", three times a year.

LARIA is registered as a Specially Authorised Society under the Friendly Societies Act 1974. Its activities are of interest to all people working on Research and Intelligence activities for Local Authorities or allied fields, and depends upon the active participation of such people to promote, maintain and develop professional practices.

### EQUAL OPPORTUNITIES

LARIA wishes to encourage participation in its Steering Group, its events and its other activities. It aims to remove barriers to participation associated with race, gender and disability. It expects delegates and contributors to its activities to help in achieving its aim.

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Nicki Baker (Central Regional Council),  
Archie Fairley (Glasgow DC),  
Bryan Hall (Cheshire CC),  
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Iain Hasdell (LGMB),  
Nigel Hill (Hampshire CC),  
David Karfoot (Hampshire CC),  
Caroline Kempner (Cambridgeshire CC),  
Clive Lloyd (Hereford and Worcester CC),  
Steve Simpson (Bradford MDC),  
Graham Smith (Cleveland CC),  
Sushma Soni (Sandwell MDC),  
Paul Vittles (Robertson Bell Associates).

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LARIA may sell its mailing list to other organisations. Please let one of the editors know if you do not wish to be included in any list sold.

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agreement will cost more, though probably not until 1994/5.

The cancellation of the 1992 LARIA Autumn Workshop was a disappointment, particularly to those who had worked hard to organise it. The post mortem is not complete, but we do think that the topics being covered were appropriate, and LARIA will endeavour to include them in future events. On the bright side the Data Pooling seminar was a great success, and may be run again, and the workshop on Census Indicators in February is already fully booked and will be run again in March.

On behalf of all members of the Steering Group I would like to wish all within the LARIA network a prosperous 1993.

John Hollis

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### **THE ROLE OF RESEARCH IN LOCAL GOVERNMENT**

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The two pieces which follow are alternative perspectives on local government research: the second is a response to the first. Other contributions to the debate would be welcomed by the editors for publication in the next issue of **LARIA News**.

### **THE POVERTY OF RESEARCH IN LOCAL GOVERNMENT**

*From Tim Blackman, Research Manager, Newcastle upon Tyne City Council.*

In 1991, a major research initiative was launched in the National Health Service. This has the aim of integrating research and development into the assessment of needs, the allocation of resources and the planning of services.

Regional Health Authorities (RHAs) are encouraging managers and clinicians to seek and use the results of good, relevant research. Decision-makers are being urged to identify areas where R & D based knowledge will be most likely to benefit them. The RHAs are developing R & D plans and are appointing Directors of Research.

The catalyst for the NHS initiative is the adoption of contracting for services on the basis of an assessment of needs, the so-called purchaser-provider split. Very similar changes are occurring in local government as an 'enabling' model takes root and contracting extends into most areas of service provision.

Most of the local government associations have not so far recognised research as a strategic response to this contract culture. The Local Government Management Board (LGMB) is an exception and has begun to address the issue. But so far the LGMB has not made

a case for the kind of commitment now evident in the NHS. In particular, there is little recognition of the important role of local authority research units in the statements about research that we have seen from the LGMB.

There is a very large budget behind NHS strategy. The aim is to move towards spending 1.5 percent of total NHS resources on R & D within five years. In metropolitan authorities, this would be the equivalent of a budget of several million pounds for one local authority. Local government R & D expenditure will never come anywhere near this amount because there is no central government recognition of research in local government, and no money for it in revenue support grant.

The LGMB has instead urged local authorities to establish closer contact with researchers in academic institutions (see **Municipal Journal**, 30th October-5 November 1992). This is reflected in publications such as **Research Link**, the Belgrave Papers and the Board's commitment to the Economic and Social Research Council's Local Governance initiative.

There are three main problems with this. Firstly, local authority cooperation with academic research can consume a lot of officer time without getting much in return. Academic research is often very interesting but frequently of limited operational use.

Secondly, relevant and specialist research comes with a price tag because universities are in the consultancy market.

Thirdly, quality assurance is weakly developed in the whole research area. Care has to be taken to check whether research commissioned from an apparently established academic is actually undertaken by a fairly inexperienced graduate on a temporary contract with little supervision.

There is also a stark contrast between the social sciences and medical research. The dividing line between researchers and practitioners is much more pervious in medical research, whilst academics and local government officers follow quite different career pathways. There needs to be far more interchange of people between the two worlds.

What local authorities need most is fairly quick, well-targetted research by people experienced in the applied context of public services and local policy-making. There is of course a role for academic research in helping to bring in additional resources through research grants, undertaking comparative studies, contributing particular expertise, and so on. And many academics offer a consultancy service like any other external contractor. But the most pressing need is for research to be part of the infrastructure of local government if increasingly difficult decisions are to be informed by relevant information.

In the recent **Municipal Journal** article referred to above, Michael Clarke and Iain Hasdell gave examples of research needs as the future of professionalism, the characteristics of well-managed authorities, fragmentation within authorities and the attitude of employees.

I would add to this list such examples as:

- are services meeting needs?
- what is public opinion about key planning proposals?
- what formulae should be used to allocate community care resources to social services area teams?
- are housing allocations improving or damaging health?
- what skills are there in the local community?
- is there unmet demand for hackney carriages?
- is racial harassment increasing or declining?
- how can the LEA intervene in the effects of deprivation on children's educational achievement?

- to name but a few. These are all issues which are at the moment involving Newcastle City Council's Research Section, one of a number (and all too few) local government research units in this country.

Decision-makers in local government have to be urged to use research, in the same way that the NHS Management Executive is urging NHS managers and clinicians to do so. Research is far more likely to be put to use if it is commissioned by local government decision-makers themselves from, in general, their own professional research officers. Even if authorities choose not to have their own research units, or to be part of a joint unit, it is essential that they employ someone who is skilled in research methods and handling research findings.

The case for research as supportive of local democracy is made very well by Eric Reade in his book **British Town and Country Planning**:

'What researchers and advisers should.....be primarily concerned with, I would suggest, is analysis of the feasibility of political objectives in technical terms, as well as the clarification of them, and with advising on the means of their achievement.' (p.199)

To my mind, it is only feasible to carry out this type of research by local councils employing their own professional researchers. They should undertake, and possibly commission, work which concerns itself

with the political intentions and desired social outcomes of the council.

Serious consideration should be given to the type of initiative launched in the NHS, suitably adapted to the political context of local government.

### A RICH AND FERTILE ENVIRONMENT

*From Iain Hasdell, Chief Executive's Office, Local Government Management Board.*

The importance of research in local government has not always been sufficiently recognised. A great many of the enormous changes over the past decade have been uninformed and unilluminated by research, resulting in much avoidable confusion and uncertainty.

Yet the need to test and analyse new ideas cannot be overstated. Research can also play a critical role in anticipating emerging debates and preparing management approaches to meet the issues of tomorrow.

There are growing signs, however, of a new optimism. Local government is beginning to benefit from an increased interest in research and a greater appreciation of how important its contribution can be. An increasing number of senior managers are realising that research, like R & D in the private sector, actually matters: it helps to get things done! The compelling evidence that better managed local authorities tend to be those which use research findings has not gone unnoticed.

This new optimism has the benefit of a rich and fertile research environment in which to prosper. Local government is indeed fortunate to have such a diverse array of research funders and providers at its disposal.

The Local Government Board has a key role in this environment at the interface of research communities and the world of practice. Its research programme acts as a focus for work on the development of management in local government. The programme helps both to nurture an agenda for research and plays a part in ensuring its delivery. It also provides a lever to emphasise the importance of local democracy itself.

Activities within the programme serve four main purposes. Conventional longer term research projects such as the current work on "Learning from Customers and Citizens" involves work in a number of authorities. The aim is to present conclusions and non-prescriptive models derived from field work to inform and assist policy development.

The programme promotes the development of ideas and debates by commissioning papers such as those which form the Belgrave series. Recently published "think pieces" include discussions on the long term

ramifications of closer European integration for local authorities in the UK and an exposition of the strengths and weaknesses of continental local democracy.

The programme aims to encourage the release of other research funds into the local government arena, for instance by co-funding projects. Fourthly the programme fosters communication between and within the research and practitioner worlds, by opening up direct contacts and supporting networks. **Research Link**, the bi-annual newsletter, is an important part of this broker/facilitator role.

However, the Management Board is only one piece of a large jigsaw. The Economic and Social Research Council also funds a variety of research on local government issues. Probably the best example of the Council's commitment is the recently launched Local Governance Initiative, which represents a valuable attempt to examine the changing environment of local government and politics.

Furthermore, the Joseph Rowntree Foundation finances a large amount of research in the local government field. In addition to important work under the headings of housing, social policy, and community care and disability the Foundation has a discreet programme on local/central government relations. Current priorities in this latter area are local government finance, structure and power.

In addition Departments of State commission a significant amount of research on local government, particularly the Departments of the Environment, Education and Science, Health, and Transport. I will return to this later.

Then there is the vital research and intelligence work undertaken within local authorities themselves. This smaller scale research is equally important and frequently overlooked. Projects investigating say, the non-use of day centres or assessing the skills base of the local economy, or attempting to place pupil performance in context, genuinely enhance the ability of local authorities to manage. It is essential that local government preserves this capacity for research within authorities as another round of re-organisation approaches.

If the research contributions of the private and voluntary sectors are added here, not to mention the work of postgraduate students and independent bodies like the Institute for Fiscal Studies, it is clear that local government has a broad, deep and healthy research environment.

That is not to say though, that there is room for complacency. On the contrary there is scope for improvement and there are research gaps.

Tim Blackman calls for an initiative in local government research. If there is such a need it lies in central research. If there is such a need it lies in central government. It would be a tremendous step forward if

an initiative was launched aimed at better co-ordination and targeting of the various pieces of local government research commissioned by each of the Departments of State with a local government interest.

However, on the whole the outlook is bright. Local government is currently serviced by a variety of researchers and funders concentrating on topics ranging from local residents surveys through to the very future of local government itself. There is a potent mix of longer term academic work, short term applied research, and the medium term promotion of ideas.

It is to be hoped that this virile and diverse research environment is maintained and that it continues to produce useful outputs.

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## **NEWS FROM R & I UNITS**

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### **CHESHIRE COUNTY COUNCIL**

#### **County Psychological Service - Survey of Parents**

In Cheshire, the County Psychological Service (CPS) helps children and young people with learning or development difficulties and with behavioural problems. The views of parents, both as customers and partners in the support of children's needs, are important to the Service. Therefore in early 1992 the Research and Intelligence Unit (R&I) carried out for CPS an across Cheshire interview questionnaire survey of 356 parents whose children had been seen by a psychologist in the previous year.

R & I carried out the survey data analysis. Parents' positive experiences and opinions of the CPS were reflected in high levels of satisfaction. However, areas of improvement for the Service were mentioned. These included more communications with parents by psychologists, plus more follow up of young people after being seen.

The report '**County Psychological Service - Survey of Parents**' is available from R & I.

Contacts : John Risk (0244) 602064 Paul Keeling (0244) 602418

#### **Arts Education in Cheshire - Consultation Survey**

During the first half of 1992, Research and Intelligence (R & I) carried out a survey of key clients of Arts Education provided by Education Services, Cheshire County Council (CCC). Clients were asked their views on existing services and on a draft policy for the future. In all, 1345 postal questionnaires were completed in the survey by school headteachers and Arts teachers in Primary, Secondary and Special Schools; past participants and their parents; and a consortium including Arts providers, sponsors, County and

District Council Officers and Fellows of the Royal Society of Arts.

Respondents to the survey were very positive about the quality of service provision. There were some points of concern, eg. extended advisory and classroom support in schools. Almost all respondents agreed that Education Services, CCC should continue to have a role in delivering and supporting Arts activities, as guided by a new Arts Education Forum.

The report '**Arts Education in Cheshire - Consultation Survey**' is available from R & I.

Contacts: John Risk (0244) 602064 Jean Stelfox (0244) 602027

#### In Service Training for Teachers (INSET)

A review of INSET was carried out to test views about future planning, provision and funding. Surveys of teachers and head-teachers were completed following a series of focus groups in the first half of 1992.

Contact: Bryan Hall (0244) 602409

#### Survey of Customer Views in Trading Standards

R & I are working with the Trading Standards Service to find out the views of recent consumers on the quality of the service they have received. Postal questionnaires have been distributed to samples of both public users and traders who have had contact with Trading Standards since April 1992. The aim is to obtain feedback from users to help determine priorities for future service development. It is also intended to conduct an interview survey in the community in early 1993 to assess the level of awareness of the services available and to gauge public perceptions as to the relative importance of various objectives pursued by Trading Standards.

Contacts: Gareth Rusgys (0244) 602446 Gordon Hamilton (0244) 602176

#### Cheshire Economic Report 1992

The Cheshire Economic Report, first introduced in 1990, is now an annual report produced by Cheshire County Council (CCC) Research and Intelligence Unit. The report is compiled in co-operation with other Services and reflects key issues and initiatives within CCC. Two themes are prominent in the 1992 report. These are:

- Cheshire in Europe (including a regional perspective)
- Economic Disadvantage within Cheshire.

As in the British economy generally, Cheshire is suffering the problems of recession with rising job losses and unemployment. Yet, Cheshire's labour force is growing. Investigation has highlighted certain groups of people and areas experiencing economic disadvantage.

Copies of '**Cheshire Economic Report 1992**' are available from R & I.

Contacts: John Risk (0244) 602064 Gareth Rusgys (0244) 602446

### CLEVELAND COUNTY COUNCIL

The following is a selection of reports of recent studies undertaken by the Cleveland R & I Unit. They are available at the price shown (cheque with order please payable to Cleveland County Council) from Cleveland C.C. R & I Unit, P.O. Box 17, Melrose House, Middlesbrough, TS1 2YW.

#### Asian Community Survey

In 1991 a survey of Cleveland's Asian population as carried out by the Research and Intelligence Unit using specially recruited and trained Asian interviewers supplemented by the Unit's existing interviewers. A total of 791 interviews were completed covering a range of topics of relevance to local government. The full set of seven reports below is available for £50.

#### **1 Demographic Data and Consultation Information**, CR789, June 1992, £10.

This report contains demographic data on Cleveland's Asian population compared with the County's total population, and some discussion of respondents' suggestions for consultation with the County Council.

#### **2 Housing Issues**, CR794, July 1992, £10

This report from the Asian Community Survey deals with:

- satisfaction with the borough housing departments and suggested improvements
- applying for council housing
- improvement grants
- intentions to move: reasons, preferred area, house size and tenure.

#### **3 Crime and Policing**, CR796, August 1992, £10

This report contains data relating to:

- the Asian Community's fear of crime

- crime as a local problem
- experience of crime
- attitudes towards the police.

4 **Different Age Groups, Different Needs**, CR800, August 1992, £10

This report looks at Asian people's perceptions of the sorts of problems which face different age groups and some of their ideas for solving these problems.

5 **Education Training and Leisure**, CR803, August 1992, £10

This report looks at:

- parents' satisfaction with their children's education
- attitudes towards the teaching of Asian community languages
- jobs training
- other adult education
- the teaching of English as a second language.

6 **Disability Issues and Social Services Use**, CR797, October 1992, £10

This report considers the Asian population's perspectives on:

- extent of nature of and limitations from chronic disability and illness
- contacts with Social Services, including purpose, satisfaction, language communication and service awareness
- Social Security benefits.

7 **Summary Report**, CR806, November 1992, £3

A summary of all the above.

Contacts: Liz Crookston, Clive Vamplew (0642) 264979/8

Taxi Use by Disabled People in Stockton, Y88, July 1992, £10

A report based on data collected by Stockton-on-Tees Borough Council through a survey of disabled people. It looks at various aspects of taxi use and ideas on how taxis should be improved to facilitate their use by disabled people.

Contact: Clive Vamplew, Liz Crookston (0642) 264978/9

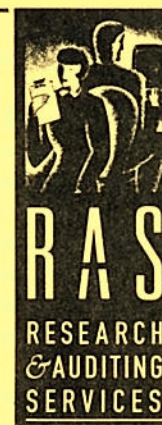
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London W12 0PY.**



The Poll Tax in Cleveland - Results of a Survey of Attitudes and Experiences in 1991, CR795, September 1992, £10.

In the second phase of the annual Cleveland Social Survey of 1991 a group of questions were asked which discussed the Poll Tax, people's attitudes towards it and experience of it and their ideas for future local government financing.

Contact: Liz Crookston (0642) 264979

Review of Provision for Children Under Eight - Section 19 Review, Children Act 1989, Y89, September 1992, £10.

The first review to be drawn up under the requirements of Section 19 of the 1989 Children Act. Brings together information on all day care services for the under eights in Cleveland. Draws conclusions on the effectiveness of provision in the County - strengths as well as weaknesses - with the aim of enabling services to be planned and carried forward in a more co-ordinated manner. The review will be repeated at least every three years.

Contact: Joanna Smith, Don Peace (0642) 264980/54

Cleveland County Council Office Automation Survey, CR801, October 1992 £10

The findings of a survey of Cleveland County Council departments are reported. The survey was in two parts. The first was essentially an audit of existing document creation (mainly word processing) facilities, numbers of users and documents. The second part looked at future needs and the views of departments regarding document creation, transmission, storage and retrieval.

The main themes which emerge are discussed and proposals are made on how these should be used to inform a future word processing or office automation strategy.

Contact: Trevor Shaw (0642) 264971

Redcar Pedestrianisation Surveys - Phase II, CR804, October 1992, £10

This report presents the findings from three surveys carried out by the Research and Intelligence Unit on behalf of Langbaugh-on-Tees Borough Council's Engineering Department. The surveys were completed in August and September 1992, during the second phase of the pedestrianisation experiment in the centre of Redcar.

The three surveys were:

- a survey of pedestrians and bus users to ascertain attitudes to the changes among members of the public visiting the centre of Redcar
- a postal survey of bus users affected by the rerouting of buses along the sea front
- a survey of the local business community to ascertain their opinions.

Contact: Dave Allen, (0642) 264982

Report on the Training and Development Needs of Elected Members, CR805, October 1992, £10

An in depth study into the roles and training needs of Elected Members was undertaken with a view to planning appropriate training and development for Cleveland County Councillors.

The report provides a brief description of the role of elected members and presents the results of a survey of senior County Councillors. It concludes that the training needs of elected members are qualitatively different from those of local government officers, and that the traditional training model cannot be successfully applied to them.

A series of recommendations are made concerning the further provision of Elected Member train-

ing and development at Cleveland County Council.

Contact: Trevor Shaw, (0642) 264971

Research and Intelligence Unit - Performance Review 1991/92, CR802, November 1992, £10

The report outlines the results from three surveys undertaken in 1991/92 by the Research and Intelligence Unit on its own performance. It reports on:

- a survey of Chief Officers, members and Borough Chief Executives to gauge general performance of the Unit
- a survey of clients on specific projects
- a survey of people requesting information from the Unit.

Contact: Graham Smith (0642) 264950

Jobs from Eaglescliffe to Bath?, Y90, November 1992, £10

This report is the response of the County Council, Stockton-on-Tees Borough Council and the trade unions to a consultative document issued by the Ministry of Defence on the 8th September 1992 which recommended that 182 posts be moved from RNSD Eaglescliffe to Bath. The report examines the policy, social, business and public expenditure arguments surrounding the consultative document options and concludes that there is no case for relocating jobs to Bath.

Contact: Eric Smith (0642) 264973

HAMPSHIRE COUNTY COUNCIL

The Hampshire Employers' Survey 1991

The results of the 1991 Hampshire Employers' Survey have just been published. The survey, undertaken by the County Council, is probably the largest ever employment survey conducted in the County. It involved sending a six page questionnaire to about 10 percent (4,650) of employers in Hampshire.

The survey was in the field during the winter of 1991/92, a period when the national economy was in recession. Unemployment had been rising for about eighteen months and there was growing evidence that firms were beginning to tighten their belts.

Therefore, the survey has provided an opportunity to measure the impact of the recession on Hampshire and the likely strength of the recovery when it arrives. The radical changes which are occurring in the Hampshire economy and labour market as a result of recent fluctuations in the health of the national



economy and international factors such as the development of the Single European Market make it particularly important that policy makers have good information to help them respond to these changes.

The objectives of the survey were to provide the accurate information on the Hampshire economy and labour market necessary in the preparation and monitoring of the County Structure Plan, Local Plans and education and training policies and to provide an input into medium and long term employment projections.

Although the survey was undertaken by the County Council, it was jointly funded by the Hampshire TEC and was supported by the CBI Southern Region and all thirteen Hampshire District Councils. All of these bodies were involved in determining the final content of the survey questionnaire. The questionnaire was split into six sections:

- Activities
- Markets
- Premises
- Employment
- Recruitment
- Plans.

The survey sample was drawn from the Hampshire Corporate Employer Database provided by the Careers Services. This database holds over 25,000 records of Hampshire employers. The sample records were extracted by selecting all organisations with over 50 employees and a stratified sample of one in six of the remainder. The survey generated about 800 "gone aways" due to the database having a large number of out of date addresses. However, of the remaining 3,850 organisations, 2,500 returned a completed questionnaire (65 percent). These questionnaires covered 165,000 jobs, about 25 percent of employment in Hampshire. This excellent response rate was achieved by sending up to two reminders to non respondents. The returned questionnaires were punched on to a computer tape ready for SPSSX analysis.

The size of the sample allowed a large number of cross-tabulations to be analysed. Much of the data was analysed by industry (SIC Division and Class) and geography (County, District and TAB - a subdivision of the County into four areas used by the Hampshire TEC).

Amongst the key results was the fact that an average employment fall of nine percent over the last three years amongst the respondents was largely felt by the manual occupations. The hardest hit industrial

sectors were construction and engineering. Employers expect very little of this lost employment to be regained over the next three years. However, they do foresee a structural shift towards higher skilled jobs. Twenty-eight percent of vacancies were in management and professional occupations. The major constraint to business growth over the next three years will be the health of the national economy. The survey showed that local factors are very much subservient to national factors.

The full survey report and a summary have now been published and are available from Hampshire County Planning Department, (price: main report, £15.00/summary, free of charge). A supplementary report detailing District level results will be published in 1993.

Contact: Mark Dear (0962) 846791

## HUMBERSIDE COUNTY COUNCIL

### Urban Regeneration

The County Council has agreed to join the Hull City Council in progressing a partnership local economic initiative in East Hull. Using money from the Urban Programme fund the City Council commissioned a feasibility study to examine the economic problems faced by residents of the Preston Road area. Now the report undertaken by the Hertfordshire based consultancy Geoff Fordham Associates has been produced. The report suggests the development of a partnership model enabling local people to have access to jobs, training, counselling and guidance. The County Economic Development Officer is to coordinate the County Council's input into the project.

The Hull Task Force, Employment Service, Humberside Training and Enterprise Council and Economic Development Services are working together to develop a Training and Enterprise centre based upon the former Abbey Industries building in the Drypool ward of central Hull. A feasibility study funded by the Task Force and County Council has been completed and it is hoped that the local Opportunity Advisor employed by the Task Force will be based at the Abbey Street site to provide local residents with advice and information on employment opportunities.

The County Council are commissioning outside consultants to investigate the possibility of using the Viewdata service to provide employment, business, training and enterprise advice to inner city residents in Hull. Using money from the Urban Programme design fund the consultants will be charged with the task of seeing how the information contained in the Humberside Business Support Guide produced by Economic Development Services can be targeted.

The Humberside Viewdata service is a menu driven free public information system similar in appearance to the Ceefax and Oracle systems on television. It is easy to use, eye catching and constantly updated.

At the present time there are 20 Viewdata Information Centres (VICs) throughout Humberside mostly sited in libraries. However, another five are due to be operational by the end of March.

Contact: Mike Boyle (0482) 884972

## LONDON RESEARCH CENTRE

### European Information Accord

The Centre has signed an accord setting up the first European information network on urban issues. The accord was signed on October 30th by Anne Page, the Chief Executive of the Centre; Pierre Pommellet, the Director-General of the Institut d'Aménagement et d'Urbanisme de la Région d'Ile-de-France; Jean-Marie Butikofer, Director of the Service Technique de l'Urbanisme of the French Ministère de l'Équipement; and Rosa de la Viesca of Madrid's Centro De Informacion y Documentacion Cientifica. The partners resolved to collaborate in publicising each others' information databases, to develop multilingual lexicons to help researchers track down and understand current material, and to seek to develop new joint producers and services to help foster the international flow of information.

The accord follows the successful co-operation in the production of a CD-ROM containing 200,000 records of Spanish, French and British current literature on urban and regional planning and policy issues. A new edition, to be known in all three countries as Urbadisc, was launched in December.

Contact: Richard Golland 071-627 9660

### Twinning

The Centre recently published **Twinning in London** which outlines the present practises of the London boroughs. It provides, in directory form, a survey of activity across London, including initiatives set up by both boroughs and voluntary organisations within the boroughs. The commentary draws out the main themes identified by the survey, for example, the methods by which boroughs organise twinning and what are the present agendas for twinning. EC funding possibilities are now an important facet of twinning because of the needs to forge transnational partnerships.

In a similar vein, the Centre has recently organised, jointly with the Association of London Authorities and the London Boroughs Association, a series of seminars on European issues. The Centre took

responsibility for **European Information Networks**, and speakers from the EC London Office, the Local Government International Bureau, the City of Birmingham and the London Research Centre indicated how to find out more about the EC, how to make the best use of it, and how linking with other cities in Europe is best achieved.

Contact: Sue McIntosh 071-627 9625 (Twinning) or Nic Landau 071-627 9655

### 1991 Census Data on CD-ROM

As a special service for SASPAC users in the 'copyright free zone' - that is local government, the health service and academia - the Centre, together with MVA Systematica, launched the availability of 100% SAS/LBS from the 1991 Census for England and Wales and Scotland on CD-ROM in SASPAC system files. The CD format will make it cost effective for users to obtain a full set of national data, which they could otherwise obtain either on tape from OPCS or by local swap arrangements. The CD-ROM will also make the data much easier to store and provide quick access for PC users.

Contact: Rob Lewis 071-627 9652

## NEWCASTLE CITY COUNCIL

### Analysis of large and complex databases

Newcastle City Council teamed up with the Centre for Urban and Regional Development Studies in Newcastle University to bid for funding from the Economic and Social Research Council's research initiative on the analysis of large and complex databases. The proposal seeks to explore the analysis of housing and council tax benefits records and census data for investigating geographical and individual factors associated with variations in educational achievement. The prime focus is on the suitability of local government administrative datasets for policy-related research.

Contact: Tim Blackman 091-232 8520 Ext. 5051

### Surplus places review

Work has started in Newcastle on proposals for removing a large number of surplus places in the City's schools. A pupil projection model has been used for allocating budgets to schools, based on a combination of projections from birth statistics and past trends in individual schools' intakes. However, for the surplus place review, local forecasts will be developed, taking into account factors such as housebuilding plans. We would be interested in any experiences from other authorities in this area.

Contact: Marian Howett 091-232 8520 Ext. 5050

Community Care

The Research Section is undertaking a major project for Social Services on information to support community care planning. This is presently focussing on how to aggregate information from client records on the ICL system SOSCIS to provide indicators for social services management. New areas such as objectives for clients and unmet need are being considered. Other work is being undertaken using 1991 census data to construct formulae for the allocation of budgets to area teams. We'd be interested in other authorities' experiences.

Contact: Chris Stephens 091-232 8520 Ext. 5036

Children with exceptional needs

A series of interviews with parents of children with exceptional needs and very challenging behaviour has recently been completed. The study focused on the adequacy of health, education and social services, and coordination between them. The research found cause for concern about parental involvement in decisions and lack of specialist schooling for the children.

Contact: Lisa Grabham 091-232 8520 Ext. 5036

Neighbourhood Renewal

A social survey has recently been completed as part of assessing the suitability of an area of Scotswood for Neighbourhood Renewal Area declaration. A novel feature of the survey was the inclusion of questions about residents' health. Findings included strong relationships between stress and damp. The Research Section is now working with local groups of residents to establish their priorities for action in the area, using a method based on the Priority Search technique.

Contact: Lisa Grabham 091-232 8520 Ext. 5036

Housing and health

The Research Section requested Newcastle Health Authority to analyse the medical assessments made by the Housing Department. A coding system has been developed which will improve the collection of data on applicants' health. A project is now being developed to analyse the pattern of requests for re/housing on medical grounds made across the city, with a follow-up survey to establish the outcome of rehousing from the tenants' perspective.

Contact: Tim Blackman 091-232 8520 Ext. 5051

Publications

The Research Section has prepared a new publications list. This is available from:

Edna Hetherington, Clerical Officer, Research Section, Chief Executive's Department, Newcastle City Council, Civic Centre, Newcastle Upon Tyne, NE99 2BN. 091-232 8520 Ext. 5036

RENFREW DISTRICT COUNCILRenfrew District Economic Review - January 1992

The report outlines changes in the District's economy, employment and unemployment and examines the profile of the District's work force and travel-to-work patterns. The report also reviews local economic development initiatives, pattern of industrial and commercial development and availability of land and premises in the District. It gives an indication of the District Council's economic strategy and the contribution of Renfrewshire Enterprise and other local agencies to this strategy.

Contact: M. Blackstock 041-840 3351

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OPERATIONAL RESEARCH AND LOCAL GOVERNMENT

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No news on current OR work this issue. Shame! What are you all doing? Please send contributions for future editions of this (I hope) regular feature to John Bancroft (address on front page).

ARE YOU INTERESTED IN THE ASSESSMENT OF VALUE ADDED AT SCHOOLS?

The government has begun publishing school league tables and it appears such tables are here to stay, at least for the foreseeable future. League tables have brought to the fore the issue of the comparative effectiveness of schools in adding academic as well as non-academic value.

The **Local Government Study Group** of the **Operational Research Society** is organising a one day event focusing on issues relating to the assessment of the comparative performance of schools in adding value. The event is expected to take place some time between May and July 1993.

- Have you been involved in any work on assessing school effectiveness?
- Are you interested in contributing a talk to the event?
- Would you like to find out more about assessing the comparative performance of schools?

If the answer is yes to any one of these questions we would like to hear from you.

Please contact E. Thanassoulis, Warwick Business School, Warwick University, Coventry CV4 7AL Tel (0203) 523523 Ext. 2145, E-mail ORSET@RAZOR.WBS.WARWICK.AC.UK, Fax: (0203) 524539

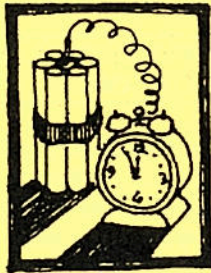
### O.R.S. ANNUAL CONFERENCE SEPTEMBER 93 - CALL FOR PAPERS

The 1993 Annual Conference of the **Operational Research Society** will run from **14th to 16th September at York**. As always it will be a multi-stream conference, with one of the streams this time devoted to Local Government.

The stream organiser, Doug Edmonds, would welcome any offers of presentations - please write to him or phone him at the Audit Commission, 1 Vincent Square, London SW1P 2PN, tel. 071-828 1212. He will need a 200 - 300 word abstract by 26th February.

### NOT THE TIME BOMB: DEMOGRAPHY MATTERS

For many of us the last few months have been spent preparing for the detailed Census results and the new series of mid-year population estimates, fending off increasing numbers of preliminary and provisional population figures with a wise "but wait for the mid-year estimates".



Consequently, there has been precious little news from you, and this column concentrates on a discussion of the latest, still provisional, estimates published on October 16 1992 by OPCS for England and Wales and by GRO(S) for Scotland.

When **LARIA News** appears, this discussion will still be ongoing - the final estimates are not due until May 1993 - but perhaps you will have more to report on population and projection matters. Send a short account or a report that this column can reference so that others may share your experience, whether it has a technical or a policy emphasis.

According to the provisional government estimates, the Census missed 1.9% of residents in England and Wales, and 1.7% in Scotland, rising to 3.3% in England and Wales when the imputed members of absent households are included. Although this appears to be highly accurate compared to any other method of estimating populations, there remains considerable doubt as to where the under-enumeration is concentrated within each country.

The range of figures in doubt are crucial not only to local government finance. They can also halve or double a county's assessment of housing need.

For England and Wales, 572,000 'missed people', mainly 20-29 year olds but also those aged 1-19, 30-44 and 85+, were distributed pro-rata to the district population in each age-gender category. A further 177,000 were distributed in this same even way within the four categories of Inner London, Outer London, metropolitan counties, and non-metropolitan counties. Various other adjustments were made at national and local level which bear scrutiny, but in my opinion these two require most questioning. (See OPCS Monitor PP1 92/1 and GRO(S) equivalent publication for details of all the adjustments made).

The distribution of these 0.75m missing people assumes that, for example, 20 year old men were just as likely to be missed in Solihull as in Liverpool, and in Worthing as in Warrington, and in Harrow as in Islington. To my mind this is simply not plausible.

In Scotland things are handled slightly differently. The under-enumeration was distributed to districts on the basis of a simple weighting system. This weighting system gave more to districts with a high number of infants missed by the Census and to districts with a high discrepancy between Census and Health Board patient registers. As one might expect, both these checks indicated that some areas, particularly urban areas, had more people missed than others.

A similar exercise is needed in England and Wales before the final district estimates are set by OPCS.

During January a series of seminars on the mid-year population estimates have been organised by the **Estimating with Confidence** network. If you have local evidence to help assess the provisional district estimate that has not already been discussed in those seminars, please send it to OPCS Population Estimates Division, and to me Steve Simpson, City of Bradford Metropolitan Council, Research Section, City Hall, Bradford BD1 1HY.

### NATIONAL VOCATIONAL QUALIFICATIONS

#### Background

Far-reaching changes are re-shaping qualifications, education and training within the United Kingdom. The development of National Vocational Qualifications (NVQs) has already started a process that closer integration with Europe will continue if not accelerate.

The national Council for Vocational Qualification (NCVQ) was set up in 1986 following a Government White Paper '**Working Together - Education and Training**'.

The NCVQ was given the task to design and implement a new national framework for vocational qualifications. Its aim was to improve standards in practice by

placing the emphasis on competence in the work setting.

The NCVQ set up a number of leading industrial bodies to represent the interests of the various occupational groups. The role of each industrial lead body is to analyse the functions performed within each occupational area and to describe the key elements of the work, including standards of performance.

There are currently over 30 lead bodies supporting standards development work in Local Government-related occupational areas. Local Government bodies such as the LGMB are represented on all these lead bodies.

The lead bodies are at different stages of drawing up, piloting and implementing their work. The 'Social Care' and 'Secretarial and Administration' lead bodies for example are well advanced in defining competencies at different levels.

These competencies are combined into qualifications relevant to the occupational group. The qualifications are assessed as being one of five levels, eg Secretarial and Administration qualifications may be at an NVQ level I, II or III, depending upon nature of and scope of tasks within Secretarial and Administration duties.

NVQs have advantages for an employer relating to:

- setting standards of work performance
- identifying workforce competence
- providing a focus for training and staff development
- possibly providing a career path for employees
- as a recruitment and retention measure
- increased staff motivation.

NVQs have advantages for the employee relating to:

- easier access into qualifications
- assessing them in what they are employed to do
- opening up qualifications to individuals who might not have had the opportunity to gain qualifications before
- identifying training needs.

The Residential Sector's 1992 review and pay award agreement actually encompasses the need to follow the NVQ route.

NVQs, will be 'output related' and therefore will be independent of the mode of learning. This means that individuals will not have to attend college in order to

gain a qualification. Much of the assessment for a qualification will be done 'on-the-job' by Workplace Supervisors. Supervisors will play a greater role in the future in the assessment of performance.

There is no time limit to achieving an NVQ. Individuals are able to complete different parts of a qualification at different stages of their working life.

NVQs are an emerging system of qualifications which accredit job competence against national occupational standards. By the end of 1992, the Government's target is that 80% of the Country's workforce at levels 1-4 will have access to NVQs. This percentage applies equally to Local Government employees.

NVQs incorporate current training, operational and supervisory requirements, rather than imposing new demands. Consequently, they are central to operational management and the delivery of high quality services.

#### So what about R & I Units?

At Cleveland County Council we are pursuing NVQs, but as elsewhere the pace varies between different services. In the R & I Unit we are considering the best approach to this for our statisticians, social and economic researchers, OR staff and behavioural scientist, as well as our few administrative, clerical and technical staff. The LARIA Steering Group is also giving some thought to this.

What we would like to know is: what progress has been made or conclusions reached by other R & I and Policy units about the way forward on NVQs for their staff? Please send any relevant material to John Bancroft (address, fax and phone no. on front page).

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### **LARIA EVENTS**

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#### EMPLOYER DATABASES AND DATAPOOLING

The LARIA seminar on Employer Databases and Datapooling held on 26 November at Hammersmith and Fulham Town Hall was most successful with 75 people attending and over 30 on the waiting list. Cambridgeshire County Council and in particular Jill Tuffnell and Diane Hind had put a considerable amount of time into the preparations for the day and their efforts resulted in a wide ranging and interesting programme. There were presentations from Cambridgeshire and Kent County Councils describing their systems and from the City of Salford on producing a directory. Stephen Nicol from PIEDA talked about their research into datapooling groups and Robert Findlay who is vice chairman of Kent TEC gave his own views of the future including the impact that one-stop shops may have on data pooling and databases.

## CENSUS SMALL AREA INDICATORS OF POVERTY AND DEPRIVATION

TUESDAY 2nd MARCH 1993:  
10.15 a.m. - 4.15 p.m.  
LONDON RESEARCH CENTRE.

This is a day workshop on methodological issues organised jointly by LARIA and the Manchester Census Group. It is similar to the Manchester Workshop on 4th February which is fully booked. 1991 Census data for electoral wards, postal areas, and Enumeration Districts will be used by many in the local public sector to measure relative poverty, to identify concentrations of deprivation, and to allocate resources. This event will explore the methodological problems of using small-area indicators from the census in this way. It is aimed at those practically involved in these research and policy issues in local government and health authorities.

### PROGRAMME:

Overview of methodological issues Resource distribution from small area indicators Factor analysis and cluster analysis Coping with data adjustment and small populations in the Small Area Statistics Review of local plans for poverty analysis Workshops on:

- rural deprivation - experience of the census and alternatives to it
- urban deprivation - a common approach? Urban deprivation analyses for the DoE: work in progress.

### SPEAKERS include:

Keith Folwell (London Research Centre) Steve Simpson (City of Bradford Metropolitan Council) Tony Smith (City of Birmingham Metropolitan Council) Professor Brian Robson, Michael Bradford (University of Manchester, Geography Department) Keith Cole (Census Dissemination Unit) Bruce Penhale (Oldham Metropolitan Council).

*Book early to avoid disappointment.*

£65 inclusive of lunch to:  
London Research Centre,  
81 Black Prince Road,  
London SE1 7SZ.

Contact: Mark Armstrong 071-627 9621.

## RESEARCH FOR POLICY 1993 LARIA ANNUAL CONFERENCE

22-24 MARCH  
ST. AIDAN'S COLLEGE, DURHAM UNIVERSITY

£175 inc. meals and accommodation.

Three featured topics:

- Community Identity
- Information Strategies
- New Angles on the Census

Full details and booking form can be found as an insert to this copy of **LARIA News**.

Contacts: David Karfoot (0962) 846787 Steve Simpson (0274) 754252

## LARIA PUBLICATIONS

### RESEARCH FOR POLICY

#### Recent Developments in Local Government Research

Proceedings of the 1992 LARIA Annual Conference

#### Contents

- Private Sector and Public Sector Views of Customer Care and Quality
- Quality Assurance and Customer Care in Social Services
- Environmental Auditing and Surveys
- Evaluating Local Demographic Estimates
- Using Family Health Service Authority Records in Demographic Research
- Using the 1991 Census Samples of Anonymised Individual Records
- Research and Intelligence Units in Local Government
- Low Cost GIS on Stand Alone PCs
- Strategic Planning and Participation
- Central Government Statistics: the local government view
- Policy and Research: inseparable friends?

- Strategic Planning Revisited.

ISBN 1 85795 025 9 127 pages July 1992

Copies available from: Research Section, Chief Executive's Dept., Newcastle City Council, Civic Centre, Newcastle Upon Tyne, NE99 2BN, enclosing cheque for £20 payable to LARIA.

Contact: Tim Blackman (091) 232 8520 Ext. 5051

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## **NEWS FROM ELSEWHERE**

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**ALGIS** - a new group for local government information specialists.

ALGIS - the "**Affiliation of Local Government Information Specialists**" - is a new national group for those interested or involved in the provision of information services to local government officers and councillors. Members are drawn from local authorities across the country, or from related organisations including central Government. Typically, they:

- maintain documentation or records collections
- provide enquiry and current awareness services
- feed their documents handling and information retrieval skills into the various local government processes.

Some are information scientists or librarians, while others are primarily planners or researchers with a special responsibility for, or interest in, these sorts of information provision.

A primary aim of ALGIS, which is a special interest group of the Institute of Information Scientists, is to improve the effectiveness of such specialists through exchange of experience and the formation of networks, not only between its own members but with parallel groups and other relevant organisations. With this aim in mind, over the past few months ALGIS has launched a newsletter and organised a number of meetings and visits - involving the Audit Commission, SAUS, Inlogov, the Manchester Host, the Departments of Health and Environment, the Local Government Management Board, the Association of County Councils, the Information Development Liaison Group and so on.

Those LARIA members with a special interest in the kinds of information work mentioned above may wish to join ALGIS too. Even if this is not the case, they may know other appropriate colleagues who might be interested in ALGIS membership. Either way, more information can be obtained from Annabel Davies, ALGIS Publicity Co-ordinator, c/o Research Library, London Research Centre, Parliament House, 81 Black Prince Road, London SE1 7SZ, Telephone 071-627 9660.

## **1991 CENSUS - SAMPLES OF ANONYMISED RECORDS**

A special price has been set for local authorities for these samples of individual records from the 1991 Census that may encourage their wide purchase.

The details of the two samples - one of individuals and one of households - were given in **Population Trends** no. 69. They allow Census tables and analyses to go beyond the pre-planned output in the Local Base Statistics and published output, and require no special software. The geography identified in the 2% sample of individuals is based on Local Authority Districts with 120,000 residents, and amalgamations of neighbouring smaller districts.

The two samples for the whole of Great Britain will fit on a pc, and cost a local authority £1,000 each, or £500 for a single local area. Consortiums of local authorities in a county or Scottish region can purchase all the SARs for Great Britain for £3,600. There is unrestricted use within each purchasing local authority.

Further details are available from the Census Microdata Unit, Manchester University, M13 9PL, tel: 061-275 4721.

## **RESEARCH ON THE 1991 CENSUS**

### **Conference Announcement and Call for Papers**

A conference on the progress of work on the 1991 Census will take place on **13-15th September 1993** at the University of Newcastle upon Tyne. It is being organised jointly by the British Society for Population Studies, the IBG Population Geography Study Group, the British Section of the Regional Science Association and the ESRC-funded Census Analysis Group.

This occasion will provide a major opportunity for Census users to present and discuss the results of their work so far. Papers can include treatment of methodological issues as well as substantive results. Broader papers will occupy plenary sessions, while more specialised papers will be dealt with in a set of parallel sessions. Papers on the latest non-UK Censuses will also be considered, particularly if some comparisons can be drawn with the UK.

Tony Champion is acting as the convenor of the Conference on behalf of the four sponsoring organisations. If you are interested in having a paper considered for this meeting, please send him a title and brief outline (no more than 50 words at this stage) as soon as possible and certainly no later than **Monday, February 1, 1993**.

The address is: Dr. A. G. Champion, Department of Geography, the University of Newcastle, Newcastle upon Tyne NE1 7RU. Contact numbers for queries: tel 091-222 6437 (direct dial), fax. 091-261 1182.

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**NOTICEBOARD**


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*Please note the following future events*

January 21 Coventry  
Operational Research Society Tutorial  
**"Geographical Information Systems"**  
Contact: Kathryn Ainsworth 021-643 0236

February 10 Leeds  
Leeds Business School Policy Research Unit Seminar  
**"Evaluation of Performance in Local Government"**  
Contact: (0532) 832600 Ext.4368

February 17 Birmingham  
Operational Research Society Tutorial  
**"Participatory Methods"**, structured around the four phases of Strategic Choice - Shaping, Designing, Comparing, Choosing.  
Contacts: Charles Ritchie (0226) 285426,  
Kathryn Ainsworth 021-643 0236

February 17 Lancaster  
North West O.R. Group Meeting  
**"Problem Structuring"**  
Contact: Nick Hallet 061-273 3322 Ext. 2305

March 2 London  
LARIA/Manchester Census Group Workshop  
**"Census Small Area Indicators of Poverty and Deprivation"**  
Contact: Mark Armstrong 071-627 9621

March 2 London  
London & South East O.R. Society Meeting  
**"Community O.R."**  
Contact: Lesley Swindley 071-242 9050 Ext. 3530

March 3 Leeds  
Leeds Business School Policy Research Unit Seminar  
**"Enterprise in the Local Economy: Initiatives for the 1990s"**  
Contact: (0532) 832600 Ext.4368

March 22-24 Durham  
LARIA Annual Conference  
**"Research for Policy"**  
Contacts: David Karfoot (0962) 846787  
Steve Simpson (0274) 754252

March 24 Leeds  
Leeds Business School Policy Research Unit Seminar  
**"Developments in Housing: Lessons from Europe"**  
Contact: (0532) 832600 Ext.4368

March 31 London  
Operational Research Society National Event  
**"Performance Measures: Successful Implementation"**  
Contact: Kathryn Ainsworth 021-643 0236

April 3-4 Barnsley  
**Community O.R. Conference**  
Contact: Charles Ritchie (0226) 285426

April 13 London  
BURISA Conference '93  
**"Using the Census and Geographical Information to Target Services"**  
Contact: Rob Lewis 071-627 9652

April 19-21 Worcester  
Social Services Research Group Annual Workshop  
**"Collaborative Working in a Time of Change: Research Planning and Performance Review"**  
Contact: David Henderson (0743) 253786

April 21 Leeds  
Leeds Business School Policy Research Unit Seminar  
**"Disability and the Labour Market: Bringing Down the Barriers"**  
Contact: (0532) 832600 Ext.4368

April 22 London  
British Society for Population Studies Meeting  
**"Current European Demography"**  
Contact: Betty Cohen/Doreen Castle 071-405 7686

April 26 - May 26 London  
London School of Hygiene & Tropical Medicine Short Course  
**"Demography for Health and Social Policy"**  
A unit from M.Sc. course in 13 half day sessions  
Applications by **end of January**  
Contact: Lynda Clarke 071-388 3071

June 9 Leeds  
Leeds Business School Policy Research Unit Seminar  
**"Issues in Community Profiling"**  
Contact: (0532) 832600 Ext.4368

June 17 London  
British Society for Population Studies AGM and Day Meeting  
**"Labour Force"**  
Contact: Janice Maclean (0245) 357870

June 30 Leeds  
Leeds Business School Policy Research Unit Seminar  
**"Unemployment: Problems and Policies"**  
Contact: (0532) 832600 Ext.4368

September 13-15 Newcastle-upon-Tyne  
British Society for Population Studies Annual Conference  
**"1991 Census"**  
Contact: Tony Champion 091-222 6437

September 14-16 York  
**Operational Research Society Annual Conference**  
Contacts: Kathryn Ainsworth 021-643 0236  
Doug Edmonds 071-828 1212

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