
Report To:	Environment & Regeneration Committee	Date:	14 January 2021
Report By:	Corporate Director Environment, Regeneration & Resources	Report No:	ERC/RT/GMcF/
Contact Officer:	Gail Macfarlane	Contact No:	01475 712016
Subject:	Joint Collaboration – Inverclyde & West Dunbartonshire Council – Interim Management Proposal (Grounds & Roads)		

1.0 PURPOSE

- 1.1 The purpose of this report is to advise the Committee of the discussions which have taken place between senior officers in Inverclyde Council and West Dunbartonshire Council regarding interim management proposals around the roles of Service Manager – Roads & Transportation and Service Manager – Grounds.

2.0 SUMMARY

- 2.1 The Shared Manager for Fleet and Waste commenced in April 2020 and is required to work equally across both West Dunbartonshire and Inverclyde Council areas managing Fleet and Waste teams employed by both Councils.
- 2.2 The waste and fleet collaborative management model has provided opportunities to share best practice, whilst delivering efficiencies across both Councils.
- 2.3 The Shared Waste and Fleet Manager has continued to manage Grounds Services within Inverclyde Council following appointment to the shared post however this is not considered sustainable.
- 2.4 It is proposed that the West Dunbartonshire's Grounds Manager provides interim management support and guidance to Inverclyde Council's Grounds and Burial Services teams. This includes the interim line management of one Inverclyde Team Leader.
- 2.5 In addition to the requirement to manage the Inverclyde Council's Grounds Service the Roads and Transportation Manager post within West Dunbartonshire Council is currently vacant. The post has line management responsibility for the following posts:
- Network Services Coordinator
Network Operations Coordinator
Road Safety Coordinator
- 2.6 It is proposed that the Inverclyde Council Roads and Transportation Manager provides interim management support and guidance for the delivery of the Roads & Transportation Service within West Dunbartonshire.
- 2.7 The interim management proposal will provide resilience and support to the Shared Head of Service throughout the winter period and both Managers will be responsible for addressing operational issues.
- 2.8 It is proposed that during the interim collaborative management period both the Roads and Grounds Managers' time will be split equally between the two councils but will remain an employee of their respective employer.

2.9 Subject to Committee approval, it is proposed that the interim shared management arrangement is in place, if required, until 30 April 2021.

3.0 RECOMMENDATIONS

3.1 It is recommended that the Committee

- approves the implementation of the interim collaborative management arrangement between Inverclyde and West Dunbartonshire Councils.

Gail Macfarlane
Head of Service – Roads & Environmental Services

4.0 IMPLICATIONS

4.1 Finance

The financial implication of any interim arrangement should be assessed individually. In this instance an Inverclyde Council employee has been identified to provide interim management support to the West Dunbartonshire Roads service and a West Dunbartonshire postholder identified to provide the interim management support to the Inverclyde Council Grounds Service. As such this interim management is cost neutral.

Financial Implications:

The interim management proposal is cost neutral.

One off Costs

Cost Centre	Budget Heading	Budget Years	Proposed Spend this Report	Virement From	Other Comments
N/A					

Annually Recurring Costs/ (Savings)

Cost Centre	Budget Heading	With Effect from	Annual Net Impact	Virement From (If Applicable)	Other Comments
N/A					

4.2 Legal

N/A

4.3 Human Resources

The Joint/integrated management protocol approved in January 2020 has been used to identify the relevant postholders.

The shared service requires that any shared working is of a voluntary nature. Both the Inverclyde Council and West Dunbartonshire Council Managers have agreed to provide the management support.

4.4 Equalities

Equalities

(a) Has an Equality Impact Assessment been carried out?

	YES (see attached appendix)
X	NO – This report does not introduce a new policy, function or strategy or recommend a substantive change to an existing policy, function or strategy. Therefore, no Equality Impact Assessment is required

(b) Fairer Scotland Duty

If this report affects or proposes any major strategic decision:-

Has there been active consideration of how this report's recommendations reduce inequalities of outcome?

	YES – A written statement showing how this report's recommendations reduce inequalities of outcome caused by socio-economic disadvantage has been completed.
X	NO

(c) Data Protection

Has a Data Protection Impact Assessment been carried out?

	YES – This report involves data processing which may result in a high risk to the rights and freedoms of individuals.
X	NO

4.5 **Repopulation**

N/A

5.0 **CONSULTATIONS**

5.1 The proposal has been discussed with the respective postholders. The trade unions will be consulted prior to implementation.

6.0 **BACKGROUND PAPERS**

8.1 N/A