

POLICY & RESOURCES COMMITTEE - 15 DECEMBER 2009

Policy & Resources Committee

Tuesday 15 December 2009 at 2.00 pm

Present: Councillors Blair, Brooks, Clocherty, Fyfe, McCabe, McIlwee, McKenzie, MacLeod, Moran, Nelson and Wilson.

Chair: Councillor McCabe presided.

In attendance: Chief Executive, Corporate Director Improvement & Performance, Corporate Director Regeneration & Resources, Chief Financial Officer, Head of Legal & Administration, Acting Director Education, Acting Director Social Care, Head of Community Care & Strategy, Head of Economic & Social Regeneration, Head of Property Resources & Facilities Management, Head of Corporate Communications & Public Affairs, Head of Organisational Development & Human Resources, HR Manager (Operations) and Legal Services Manager (Procurement, District Court & Administration).

The following paragraphs are submitted for information only, having been dealt with under the powers delegated to the Committee.

796 2010/11 Budget Settlement and 2011/14 Savings Strategy

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There was submitted a report by the Chief Financial Officer (1) advising of the 2010/11 Financial Settlement received from the Scottish Government on 26 November 2009, (2) confirming the impact which this has on figures previously supplied to the Committee and (3) seeking approval of the main savings workstreams identified to contribute significantly to closing the estimated £28M budget gap in 2011/14.

Decided:

- (1) that the outcome of the recent 2010/11 Financial Settlement announcement for Inverclyde Council be noted;
- (2) that the Committee note the current position of the 2010/11 Base Budget and also that the two savings identified in section 2.4 of the report have been incorporated within the 2010/11 Base Budget;
- (3) that the spending pressures as detailed in appendix 2 to the report be approved;
- (4) that the Committee note the decisions which will be required at its meeting in February 2010 in respect of the 2010/11 Budget; and
- (5) that the corporate savings workstreams identified in appendix 3 be approved and it be noted that at the meeting in February 2010, the Committee will be asked to consider and approve savings targets in respect of each workstream.

797 Financial Strategy 2009/10 - 2016/17

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There was submitted a report by the Chief Financial Officer seeking approval of the latest version of the Council's Financial Strategy.

Decided:

- (1) that the latest version of the 2009/10 - 2016/17 Financial Strategy as set out in the appendix to the report be noted and approved; and
- (2) that it be noted that a further update will be submitted to the June 2010 meeting of the Committee reflecting decisions taken as part of the 2010/11 budget process.

798 Protection Arrangements

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There was submitted a report by the Head of Organisational Development & Human Resources recommending a change to existing protection arrangements for chief officers, local government employees and craft employees.

Following discussion, Councillor Blair moved:

- (1) that the Chief Executive and Head of Organisational Development & Human Resources be instructed to continue negotiations with the trades unions without any pre-conditions other than to achieve savings;
- (2) that any Members so wishing be given access to the legal advice referred to in the report; and
- (3) that the matter be considered again by the Committee following the further negotiations with the trades unions.

As an amendment, Councillor McCabe moved:

- (1) that it be agreed that to sustain a 3 year protection arrangement is not a viable option for the Council for local government employees (whose terms and conditions of employment are governed by the Red Book), craft employees and chief officers;
- (2) that delegated authority be granted to the Chief Executive and Head of Organisational Development & Human Resources to consult with the trades unions on reducing the protection period over a period of time for employees and to submit proposals in this regard to the next meeting of the Committee;
- (3) that where a proposed change to an employee's terms and conditions of employment is required, it be agreed that terminating the existing contract of employment and re-engaging with another contract of employment is the standard procedure to be followed for the employees referred to in decision (1) above; and
- (4) that any existing protection arrangements remain in place until the agreed expiry date - for example for single status and individual cases.

On a vote, 5 Members voted for the amendment and 6 for the motion which was declared carried.

Decided:

- (1) that it be agreed that to sustain a 3 year protection arrangement is not a viable option for the Council for local government employees (whose terms and conditions of employment are governed by the Red Book), craft employees and chief officers;
- (2) that delegated authority be granted to the Chief Executive and Head of Organisational Development & Human Resources to consult with the trades unions on reducing the protection period over a period of time for employees and to submit proposals in this regard to the next meeting of the Committee;
- (3) that where a proposed change to an employee's terms and conditions of employment is required, it be agreed that terminating the existing contract of employment and re-engaging with another contract of employment is the standard procedure to be followed for the employees referred to in decision (1) above; and
- (4) that any existing protection arrangements remain in place until the agreed expiry date - for example for single status and individual cases.

799 Redeployment Policy & Guidelines

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There was submitted a report by the Head of Organisational Development & Human Resources appending a proposed redeployment policy and associated guidelines.

Decided:

- (1) that the redeployment policy and associated guidelines as detailed in appendices 1 and 2 of the report be approved;

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(2) that a centralised fund of £10,000 be established from the Workforce Development Fund for retraining purposes; and

(3) that the policy be updated in respect of protection arrangements in accordance with the decision detailed above.

800 Pension and Retirement Policy and Procedures

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There was submitted a report by the Head of Organisational Development & Human Resources appending a revised pension and retirement policy and associated procedures.

Decided:

(1) that approval be given to the pension and retirement policy and procedures set out in appendices 1 and 2 to the report; and

(2) that benefits in respect of severance be included in the severance policy review to be submitted to a future meeting of the Committee.

801 Clyde Valley Community Planning Partnership - Review of Joint Working and Shared Services

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There was submitted a report by the Corporate Director Improvement & Performance (1) advising of the publication of the Review of Joint Working and Shared Services commissioned by the Clyde Valley Community Planning Partnership, as detailed in appendix 1 to the report, and (2) seeking approval for a formal response by the Council to the recommendations made in the Review.

Decided:

(1) that the Committee note the recommendations set out in the Review of Joint Working and Shared Services commissioned by the Clyde Valley Community Planning Partnership; and

(2) that approval be given to the formal response to the recommendations of the Review as detailed in paragraph 6 of the report for submission to the review team by 18 December 2009.

It was agreed in terms of Section 50(A)(4) of the Local Government (Scotland) Act 1973 as amended, that the public and press be excluded from the meeting for the following items on the grounds that the business involved the likely disclosure of exempt information as defined in the respective paragraphs of Part I of Schedule 7(A) of the Act as are set opposite each item:-

Item	Paragraph(s)
Release of Employees under the Council's Severance Scheme and Update on Voluntary Severance Trawls	1
Reprovisioning of Ravenscraig Hospital: Elderly Mental Infirm Provision - Disposal of Kempock House Site, Gourrock	6, 8 and 9
Office and Depot Rationalisation - Option Appraisal	6 and 8
Additional Item: Fairer Scotland Fund - Post March 2010	6 and 8

802 Release of Employees under the Council's Severance Scheme and Update on

802

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Voluntary Severance Trawls

There was submitted a report by the Head of Organisational Development & Human Resources (1) requesting the release of three employees under the Council's Severance Scheme and (2) providing an update on current and future voluntary severance trawls.

Decided:

- (1) that approval be given to the release of the employees detailed in the report;
- (2) that it be noted that six employees have been released by the Chief Executive as part of the Corporate Management restructure, under the scheme of delegation given to him by the Council;
- (3) that delegated authority be granted to the Chief Executive until the meeting of the Committee on 30 March 2010 to release identified employees as part of the administrative and clerical, management and teacher refresh trawls and that an update report be submitted to the Committee on 2 February 2010; and
- (4) that where it can be demonstrated that value for money will be achieved by paying an element of Pay in Lieu of Notice to allow an employee to be released by 31 March 2010, then authority be delegated to the Chief Executive in consultation with the Chief Financial Officer, Head of Organisational Development & Human Resources and after consultation with the External Auditors to authorise Payment in Lieu of Notice.

803 Reprovisioning of Ravenscraig Hospital: Elderly Mental Infirm Provision - Disposal of Kempock House Site, Gourock 803

There was submitted a report by the Corporate Director Regeneration & Resources seeking authority to sell the Kempock House site, Gourock which is integral to the Council's and NHS's joint procurement exercise to meet the current and projected needs of Inverclyde residents with long term mental health problems.

(Councillor Nelson left the meeting during consideration of this item of business).

The Committee agreed to the recommendations contained in the report, all as detailed in the appendix.

804 Office and Depot Rationalisation - Option Appraisal 804

There was submitted a report by the Corporate Director Regeneration & Resources (1) advising of the outcome of the option appraisal into the rationalisation of office and depot accommodation within the Council and (2) making a number of recommendations relating to the conversion, purchase and disposal of a range of properties and associated works.

(Councillor Nelson returned to the meeting during consideration of this item of business).

The Committee agreed to the recommendations contained in the report, all as detailed in the appendix.

The Convener being of the opinion that the undernoted report by the Corporate Director Regeneration & Resources was relevant, competent and urgent moved its consideration in terms of the relevant Standing Order to allow the Committee to take action at the earliest opportunity. This was agreed unanimously.

805 Fairer Scotland Fund - Post March 2010 805

There was submitted a report by the Corporate Director Regeneration & Resources on proposals for the allocation of £4.78M as part of Inverclyde Council's General Revenue Grant in 2010/11 to projects previously funded through the Fairer Scotland Fund.

Councillor MacLeod declared a non-financial interest as a Director of Inverclyde Council

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on Disability. He also formed the view that the nature of his interest and of the item of business did not preclude his continued presence in the Chamber or his participation in the decision making process.

Decided:

- (1) that agreement be given to the proposed allocation of £4.78M of funding as indicated in appendix 1 to the report, which has been agreed and supported by the Programme Board, to projects previously funded through the Fairer Scotland Fund;
- (2) that delegated authority be granted to the Corporate Director Regeneration & Resources to administer all contract requirements indicated in appendix 1 for the period 1 April 2010 to 31 March 2011 including the administration of the programme, subject to a final decision on the allocation of funding being taken by the Alliance Board at its meeting on 21 December 2009;
- (3) that a follow-up report be submitted to the Alliance Board on 21 December 2009; and
- (4) that it be noted that the recharge to the Fairer Scotland Fund to cover the Council's corporate costs will no longer be made from 2010/11 and will require to be factored into the 2010/11 base budget.