

**NORTH LANARKSHIRE COUNCIL
REPORT**

TO: Social Work Committee	Subject: Redundancy Support within North Lanarkshire Council
FROM: Jim Dickie Director of Social Work	
DATE OF COMMITTEE: 18 April 2000	
REPORT AUTHOR: Calum MacKinnon	
REF: JD/GMCI/CMACK/JMCF	

1 PURPOSE OF REPORT

- 1.1 To update the Committee on the work undertaken by Council Departments in the provision of redundancy support to affected workforces throughout North Lanarkshire.

2 INTRODUCTION

- 2.1 Members will recall that the Council has adopted a protocol which directs work in the area of redundancies and closures, and that this guides the North Lanarkshire officer liaison group.

3 CURRENT SITUATION

- 3.1 In the period since November 1999 redundancy support has been offered to six workforces whose impending redundancy was considered to have an impact upon North Lanarkshire residents.
- 3.2 Of the six there are three located within North Lanarkshire: Longriggend Young Offenders Institute, Organon Laboratories Ltd, and Volex Powercord. Two other companies, DAK Simpson Ltd and Philips are located in South Lanarkshire. The sixth company, Corus Construction and Industrial Business (CC&I), formerly known as British Steel plc has plants at Dalzell in Motherwell, and at the Clydebridge works in Cambuslang, South Lanarkshire.
- 3.3 North Lanarkshire Council staff have in the past had involvement in South Lanarkshire redundancies, and are likely to have further involvement in some of the South Lanarkshire situations where there are a large number of workers who are resident within North Lanarkshire boundaries.

3.4 The level of job losses within these companies are as follows:

Longriggend YOI - Airdrie: 28 jobs will be lost directly due to the closure. The Prison service have indicated that this will be achieved through retirement or severance departure. The Council were contacted and support sessions took place on Tuesday, 22 February at Longriggend. Further work is expected to arise from these sessions.

Organon Laboratories Ltd - Newhouse: Partial closure will result in 68 redundancies. This company has an ongoing relationship with the Lanarkshire Development Agency who, led on the provision of support. Support sessions were arranged for the workforce on 6 and 13 March.

Volex Powercords plc - Westfield - Cumbernauld: The company employs 70 people in Cumbernauld. It is part of the multi-national Volex group and the Cumbernauld facility is one of two production facilities in their powercord division. The other facility based in Warrington, employs 600-700 people and is being retained. Approximately 60 people are being made redundant in Cumbernauld. The Council is advised that it is possible that approximately 10 people will be retained to operate a distribution and stores facility. The termination date is 17 March. Support services were initially put in on 23 March. There is an ongoing commitment in this instance.

DAK Simpson Ltd & Philips plc: As both these companies are situated within South Lanarkshire it is SLC who are taking the lead in support provision.. We are in discussions with officers of South Lanarkshire Council to determine how these redundancies will impact upon North Lanarkshire Council residents. When the situation is clarified a decision will be made regarding the involvement of officers of North Lanarkshire Council.

CORUS Construction and Industrial Business (CC&I): Two sessions have been arranged for Thursday 13 April for the workforce who are being made redundant from Dalzell plant. Provisional information received suggests there will be approximately 40 redundancies, however, this figure has still to be confirmed. The workforce from the Clydebridge plant in South Lanarkshire are still in negotiations and Council support be held until these are concluded.

4 **ADDITIONAL DEVELOPMENTS AND CONTINUING SUPPORT PROVISION**

4.1 **Levi Strauss Ltd:** Members will recall that the company announced redundancies at their Bellshill plant and closed their Whitburn Plant, late last year. The support provision for this workforce is ongoing. Staff from the Employment Service are representing Lanarkshire at the Action Team meetings.

4.2 **Partnership Action for Continuing Employment (PACE):** Members will recall that the Council participated in this Scottish Executive inspired review of support services and has responded to the draft report issued by the Scottish Executive.

4.3 The development of a Lanarkshire Wide Partnership to co-ordinate response remains a priority. Discussions are continuing towards this end. The PACE report has now been published and it is hoped that the Partnership can be established as quickly as possible.

5 CONCLUSIONS

- 5.1 It appears that redundancy and closures continue to affect the economic wellbeing of North Lanarkshire, and indeed Lanarkshire in general.
- 5.2 The support provided to redundant workforces through Council Departments has been welcomed by the individuals concerned. Notwithstanding the successful support provision, the Council Departments will continue to investigate new and more effective methods of providing such support. The development of a Lanarkshire-wide response is important. Crucial to this process is the outcome of the PACE consultations. The publication of this report may help to focus attention on the need to conclude arrangements for this response.

6 RECOMMENDATIONS

- 6.1 Committee is asked to:
- (i) Note the contents of the report.
 - (ii) Agree that officers should proceed to investigate the establishment of a Lanarkshire-wide Redundancy Protocol in line with the recommendations contained in the PACE Report.
 - (iii) Await a further report to Committee on the PACE consultations and the establishment of a Lanarkshire-wide Redundancy Protocol.



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March 2000

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