

Motherwell, 13 December 2017 at 2 pm

A Special Meeting of the POLICY AND RESOURCES COMMITTEE

PRESENT

Councillor Logue, Convener; Councillor Kelly, Vice-Convener; Councillor H. McVey, Vice-Convener; Councillors Beveridge, Bonnar, Burgess, Carragher, Duffy, Fisher, Goldie, Graham, T. Johnston, Larson, McNally, McPake, Morgan, Roarty, Stocks, Stubbs and Watson.

CHAIR

Councillor Logue (Convener) presided.

IN ATTENDANCE

The Chief Executive; Assistant Chief Executive (Education, Skills and Youth Employment); Assistant Chief Executive (Enterprise and Housing Resources); Assistant Chief Executive (Health and Social Care); Assistant Chief Executive (Infrastructure); Head of Legal and Democratic Solutions; Head of Business for Financial Solutions; Head of Communications and Digital Learning, and Democratic Services Manager.

APOLOGIES

Councillors Baird, Gallacher and Linden.

DECLARATIONS OF INTEREST IN TERMS OF THE ETHICAL STANDARDS IN PUBLIC LIFE ETC. (SCOTLAND) ACT 2000

1. Councillors Kelly, Logue and Stubbs declared an interest in respect of paragraph 5, by virtue of being members of North Lanarkshire Health and Social Care Integration Joint Board, and the Members concerned took no part in the matter identified.

POLICE SCOTLAND PUBLIC ANNOUNCEMENT ON THE INTRODUCTION OF THE USE OF TASERS

2. The Convener invited Superintendent Rob Hay and Operational Planning Constable Megan Baird to be heard in relation to a Police Scotland Public Announcement on the introduction of the use of tasers by Police Officers.

Thereon, Superintendent Hay advised the Committee (1) that although the number of crime incidents in Scotland had decreased in the past three years, the level of assaults against Police Officers had increased; (2) that in order to address this issue, Police Scotland had decided to increase the number of specially trained Police Officers across Scotland regarding the use of tasers, and (3) that a public announcement by Police Scotland would be made on 14 December.

Superintendent Hay was then heard in response to Members' questions. The Convener then thanked Superintendent Hay and Operational Planning Constable Baird for the information and they left the meeting.

FUTURE ORGANISATIONAL AMBITIONS

3. There was submitted a report by the Chief Executive (1) presenting proposals to adjust establishment resources to deliver, initially, on three ambitious programmes, those being (a) the Early Learning and Childcare expansion programme as detailed in Appendices 1 and 1a to the report; (b) Digitising Council Services, as detailed in Appendices 2 and 2a to the report, and (c) the Enterprise and Housing Ambition programme, as detailed in Appendices 3, 3a and 3b to the report; (2) advising that these proposals were contingent on additional funding being secured to support delivery of the programmes; (3) outlining in Table A of the report, details of the estimated cost of each of the programmes, the potential increase in the number of FTE posts required, and the proposed funding sources; (4) intimating that in order to build on the suite of collective ambitions, reports on other programmes and implementation plans would be submitted to this Committee for consideration; (5) setting out, in Appendix 4 to the report, information on two programmes within Education, Youth and Communities which would complement the Council's collective ambitions, and (6) recommending (a) that the adjustments to establishment resources, as set out in paragraphs 2.1 and 2.2 of the report and Appendices 1-3 to the report be approved for implementation should funding be realised; (b) that the Chief Executive be authorised to progress implementation arrangements in line with existing Council policies; (c) that it be noted that equality impact assessments had either been, or were in the process, of being undertaken, and (d) that the implementation plans for ambition programmes continue to be reviewed, as appropriate, for presentation to this Committee for consideration.

Decided: that this matter be continued to a Special meeting of the Committee to be held early in 2018 for consideration and that further details be provided at that time in relation to the proposals and the Council's budget position.

ORGANISATIONAL REVIEW – PHASE 3

4. There was submitted a report by the Chief Executive (1) advising that following the successful launch of the Council's corporate priorities and Business Plan 2017-20, there was now an opportunity to build on and refine the organisation's structure to ensure that resources continue to directly align and reflect the priorities, targets and actions within the Plan; (2) intimating that, building on the Phase 1 and Phase 2 Organisational Reviews which aimed to streamline and consolidate activities and reconfigure services to reduce costs and drive improvement, the proposals for structure and workforce changes for each Service in the Phase 3 Organisational Review, as detailed in paragraphs 2.1 and 2.6 of the report and in Appendices 1-5 to the report, aimed to further adjust structures in order to increase flexibility and sustainability while redistributing and balancing pressures on available resources, thereby ensuring that core services continued to be maintained and resources were aligned to priority areas; (3) summarising in Table A of the report, details of the estimated financial savings, the net change in establishment figures and the estimated one-off costs; (4) indicating that these proposals would generate savings of £1,286,124 in 2018/19, and that the workforce changes would involve a net reduction of 17.71 FTE posts in the establishment; (5) informing (a) that the net reduction of 17.71 FTE posts would be achieved through the deletion of vacancies, redeployment, and voluntary severance options, and (b) that the estimated associated one-off cost of the Voluntary Redundancy Scheme was £716,382 which would be funded from the Change Management Fund; (6) indicating that these costs would be subject to regular monitoring reports to this Committee; (7) advising that equality impact assessments had either been, or were in the process of being, undertaken; (8) intimating that, where appropriate, further reports on individuals who leave the Council under voluntary redundancy or early retirement arrangements would be submitted to the Human Resources (Appeals, Early Retirement and Sounding Board) Sub-Committee for consideration; (9) setting out, in Appendix 6 to the report, information providing an overview of proposals for the delivery model in Health and Social Care North Lanarkshire; (10) stating that it was anticipated that the final delivery model and implementation expectations for Health and Social Care would be developed by the North Lanarkshire Health and Social Care Integration Joint Board by March 2018, and (11) recommending (a) that the changes to the workforce establishment and staffing structures, as set out in paragraphs 2.1 to 2.6 of the report and Appendices 1-5 to the report, be approved; (b) that the Chief Executive be authorised to progress implementation arrangements in line with Council policies; (c) that the estimated one-off costs associated with the structure changes be noted, and (d) that the

proposed funding arrangements, as outlined in paragraph 2.6 of the report, be approved on the understanding that regular monitoring reports would be submitted to this Committee.

Decided: that this matter be continued to a Special meeting of the Committee to be held early in 2018 for consideration and that further details be provided at that time in relation to the proposals and the Council's budget position.

Councillors Kelly, Logue and Stubbs, prior to consideration of the following item of business, each declared an interest by virtue of being members of the North Lanarkshire Health and Social Care Integration Joint Board, and took no part in its determination.

Thereon, Councillor Logue demitted the Chair and Councillor H. McVey assumed the Chair for the remaining business.

OPTION FOR AMENITY HOUSING – GREENLEA ROAD, CHRYSTON

5. There was submitted a report by the Assistant Chief Executive (Enterprise and Housing) (1) advising that following a recent review by Health and Social Care North Lanarkshire of intermediate care requirements linked to a move towards a "discharge to assess" model of provision, it had been concluded (a) that there was sufficient capacity within the local authority area to meet the requirements for intermediate care, and (b) that the housing development at Greenlea Road, Chryston, which comprised twenty one bedroom bungalows and a separate single storey block for office accommodation, may be better utilised to help meet the shortfall for mainstream amenity housing for older people; (2) intimating (a) that, in order for the properties to be suitable for permanent accommodation, it was likely that some additional works would be required, including internal alterations to the properties, and the creation of additional car parking, and (b) that it was also proposed that the single storey block be converted to create a property which would be suitable for allocation to a wheelchair user; (3) indicating that these works were currently being assessed and costed; (4) proposing that the housing development be transferred to Enterprise and Housing Resources at a value to be determined by the Head of Corporate Property, Procurement and Resource Solutions, taking account of the necessary alteration work, subject to approval by the North Lanarkshire Health and Social Care Integration Joint Board, and (5) stating that funding to acquire the housing development would be met from the Housing Revenue Account new build budget.

Decided:

- (1) that the proposal to transfer the housing development at Greenlea Road, Chryston, from the General Services Account to the Housing Revenue Account for use as mainstream amenity housing for older people, as detailed in the report, be approved, subject to approval by the North Lanarkshire Health and Social Care Integration Joint Board, and
- (2) that the Head of Corporate Property, Procurement and Resource Solutions be authorised to determine the transfer valuation, taking into account any alterations and additional works required to make the properties within the housing development suitable for mainstream housing.