

STRATEGIC POLICY AND RESOURCES COMMITTEE

Minute of Meeting of the Strategic Policy and Resources Committee held in the Council Chambers, Fourth Floor, Council Building, 2 High Street, Perth on Wednesday 21 November 2012 at 10.00am.

Present: Councillors I Miller, A Grant, B Band, P Barrett, D Cuthbert, D Doogan, J Kellas, A MacLellan, M Roberts, A Stewart, B Vaughan (substituting for Councillor C Shiers) W Wilson and A Younger.

In Attendance: B Malone, Chief Executive, D Burke, Depute Chief Executive and Executive Director (Housing and Community Care); J Valentine, Executive Director (Environment); B Atkinson, Depute Director (Education and Children's Services), I Innes, J Jarvie, D Joy, H Mackenzie, C Irons, J Symon and G Taylor (all Chief Executive's Service).

Apologies for Absence: Provost L Grant, Councillors A Livingstone, D Pover and C Shiers.

Councillor I Miller, Convener, Presiding.

574. DECLARATIONS OF INTEREST

There were no Declarations of Interest made in terms of the Councillors' Code of Conduct.

575. MINUTES OF PREVIOUS MEETINGS

(i) Strategic Policy and Resources Committee

The minute of meeting of the Strategic Policy and Resources Committee of 19 September 2012 (Arts. 423-439) was submitted, approved as a correct record and authorised for signature, subject to the undernoted amendment,

Article 427 – figure should read £12.903m.

(ii) Property Sub-Committee

The minutes of the meetings of the Property Sub-Committee of the Strategic Policy and Resources Committee of 12 September 2012 was submitted and noted. (**Appendix I**)

(iii) Corporate Health, Safety and Wellbeing Consultative Committee

The minutes of the meetings of the Corporate Health, Safety and Wellbeing Consultative Committee of the Strategic Policy and

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Resources Committee of 5 December 2011 and 5 March 2012 were submitted and noted. (*Appendices II and III*)

576. REVENUE BUDGET 2012/13 – MONITORING REPORT NO 2

There was submitted a report by the Head of Finance (12/526) providing an update on (1) progress with the 2012/13 General Fund Revenue Budget based on the August 2012 ledger (updated for any subsequent known material movements); and (2) the projected financial position of the Housing Revenue Account.

Resolved:

- (i) The contents of Report 12/526 be noted.
- (ii) The adjustments to the 2012/13 Management Revenue Budget, detailed in Appendix 1 and Sections 2 and 3 of Report 12/526, be approved.
- (iii) The individual Service virements, summarised in Appendices 2 and 3 to Report 12/526, be approved.

577. COMPOSITE CAPITAL BUDGET AND HOUSING INVESTMENT PROGRAMME 2012/17 – MONITORING REPORT NO 2

There was submitted a report by the Head of Finance (12/527) (1) providing a summary position to date of the Composite Capital Programme and Housing Investment Programme for 2012/13 to 2016/17; and (2) seeking approval for adjustments to the Programme.

Resolved:

- (i) The contents of Report 12/527 be noted.
- (ii) The proposed budget and monitoring adjustments to the five year Composite Capital Budget 2012/13 to 2016/17, as set out in Sections 3 and 452 of Report 12/527 and summarised in Appendices I and II thereto, be approved.
- (iii) The proposed budget and monitoring adjustments to the five year Housing Investment Programme Budget 2012/13 to 2016/17, as set out in Section 5 of Report 12/527 and summarised in Appendix III thereto, be approved.

578. CHIEF EXECUTIVE'S SERVICE SIX MONTHLY BUSINESS MANAGEMENT AND IMPROVEMENT PLAN PERFORMANCE EXCEPTION REPORT

There was submitted a report by the Chief Executive (12/528) containing a summary of the performance of the Chief Executive's Service against its Business Management and Improvement Plan (BMIP) for the period 1 April 2012 to 30 September 2012.

Resolved:

Having noted that Report 12/528 would be considered by the Scrutiny Committee at a meeting to be held later in the day, the contents of the Chief Executive's Service Six Monthly Performance Report for the period 1 April to 30 September 2012 were accepted.

579. MODERN APPRENTICESHIPS, PROFESSIONAL TRAINEESHIPS AND EMPLOYMENT OPPORTUNITIES FOR YOUNG PEOPLE IN PERTH AND KINROSS

There was submitted a report by the Head of Human Resources (12/529) (1) outlining how the Council as an employer will demonstrate its commitment to the Council's Employability Strategy, and (2) highlighting what the Council has done to meet the commitment made to the Scottish Government to deliver 250 new Modern Apprenticeships and 30 new Professional Traineeships over the next 5 years to help tackle unemployment in Perth and Kinross.

Resolved:

- (i) The progress being made by the Council to date in delivering Modern Apprenticeships, Professional Traineeships and Employment Opportunities for young people be noted.
- (ii) In developing future workforce plans, Services continue to give priority to the commitment to funding Modern Apprenticeship posts.
- (iii) Services ensure that entry level posts are factored into all structure reviews.
- (iv) Services ringfence all suitable GE1 and GE2 posts internally.
- (v) Report 12/529 be referred to the Perth and Kinross Community Planning Partnership for its interest.

580. EQUAL PAY AUDIT FOR FINANCIAL YEAR 2011/12

There was submitted a report by the Head of Human Resources (12/530) on (1) the Council's commitment through its Equal Pay Policy to conduct annual equal pay audits of each of its pay and grading structures to ensure that the Council fulfils its statutory obligations in respect of equal pay for all employees, and (2) the outcomes of the 2011/12 audit which looked at all relevant pay elements within each employee group and analysis by ethnicity and disability.

Resolved:

- (i) The findings of the equal pay audit as recommended by the Equality and Human Rights Commission be noted and approved for publication on the Council's website.
- (ii) The findings of the equal pay audit presented in Report 12/530 be shared with the respective Trade Unions.
- (iii) Future equal pay audits be reported every two years.
- (iv) Any issues identified in future equal pay audits, including occupational segregation, will be progressed via the Statutory Equality Employment Monitoring Statistics action plan and reported annually to the Executive Officer Team.
- (v) Report 12/530 be submitted to the Equality and Diversity Member/Officer Working Group for information.

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