

EXECUTIVE SUB-COMMITTEE

Minute of Meeting of the Executive Sub-Committee of the Strategic Policy and Resources Committee held in the Committee Room, Fourth Floor, Council Building, 2 High Street, Perth on Wednesday 17 July 2013 at 11.30am.

Present: Councillors I Miller, P Barrett, A Grant and A Stewart (substituting for Councillor M Roberts).

In Attendance: Chief Executive, D Burke, Depute Chief Executive, Executive Director (Environment) (Items 1-3) and Depute Director (Education and Children's Services); C Baird, H Mackenzie, C Flynn, J Somerville, and J Symon (all Chief Executive's Service).

Apologies for Absence: Councillors A MacLellan and M Roberts.

Councillor I Miller, Convener, Presiding.

1. DECLARATIONS OF INTEREST

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

2. WORKFORCE MANAGEMENT (Art. 366)

There was submitted a report by D Burke, Depute Chief Executive (13/359) setting out the proposed approach to workforce management which (1) was designed to reshape the workforce to meet the financial challenges and facilitate service redesign, transformation and efficiencies; (2) builds on the existing workforce management measures which were approved by the Council in February 2010, with Securing The Future Through Our People being core to delivering the local outcomes set out within the Corporate Plan 2013/18; and (3) reflects (i) a desire to maximise the opportunities for workforce change over the medium term while safeguarding jobs, (ii) the need to manage change in a consensual way in partnership with employees and trade unions, and (iii) the importance of giving greater choice and support to our employees.

Resolved:

- (i) The launch of a voluntary severance scheme, on the basis of the terms set out in Paragraphs 2.3 to 2.8 and Appendix 1 to Report (13/359), be approved.
- (ii) It be delegated to the Chief Executive and Executive Directors to make arrangements which will ease the transition where there were changes to terms and conditions of employment through to 31 March 2015.
- (iii) The Chief Executive be authorised to explore opportunities with partner organisations where they may assist in protecting jobs and retaining skills.
- (iv) The other proposals, as contained within Report 13/359, be noted.
- (v) The Chief Executive to report progress in the workforce management measures in the annual report on Securing the Future Through Our People presented to the Council each December.

3. BEST VALUE REVIEW OF PROPERTY SERVICES

There was submitted a report by the Executive Director (Environment) (13/360) (1) outlining the work undertaken to date in relation to the best value review of property; (2) noting the scope and remit of the review, the work undertaken to date, and the key findings along with the options appraisal undertaken; and (3) recommending a preferred option including a proposed structure to ensure that property services for the Council were delivered effectively and efficiently to meet the Council's strategic objectives. The preferred option being intended to ensure that the Council had a sustainable approach to delivering its statutory property requirements, while securing best value. This option would also ensure that the strategic objectives, outlined within the Corporate Plan, were delivered through the effective use of the available property resources.

Resolved:

- (i) The adoption of Option 3 (*a mixed approach to delivering revenue and capital works, using internal and external resources*), outlined in Section 3 of Report 13/360, as it presented the optimum approach for the future delivery of Property Services for Perth and Kinross Council, be approved.
- (ii) The proposed staffing structure, outlined in Appendix 3 to Report 13/360, including a dedicated role of Head of Property Services, be approved.
- (iii) The Executive Director (Environment) be remitted to proceed with the recruitment process for the Head of Property Services as a matter of priority.
- (iv) The Executive Director (Environment) be remitted to implement necessary changes to re-align the responsibilities and resources in relation to roads and public transport.
- (v) The Executive Director (Environment), in consultation with the Executive Director (Housing & Community Care), be remitted to explore the future procurement capacity within the Council to take account of emerging national developments.
- (vi) The Executive Director (Environment) be remitted to begin the formal consultation process with employees in line with Council's agreed procedures.

4. MODERNISING SUPPORT STAFF ARRANGEMENTS IN PRIMARY SCHOOLS

There was submitted a report by the Head of Education: Early Years and Primary (13/361) (1) informing and updating the Sub-Committee in relation to the preparation and development work that has already been undertaken in relation to this planned review of support staff in primary schools; and (2) seeking agreement on the identified options to proceed with the review which would lead to a more flexible approach to the deployment of resources and achieve the budget saving agreed by Council on 14 February 2013.

Resolved:

The Head of Education: Early Years and Primary, working in conjunction with colleagues from Finance and Human Resources, be instructed to proceed with Options 3 and 4, as outlined in Report 13/361.

~~~~~