



**EXECUTIVE  
5 SEPTEMBER 2017**

**PRESENT: COUNCILLOR M J HILL OBE (LEADER OF THE COUNCIL)**

Councillors Mrs P A Bradwell (Executive Councillor for Adult Care, Health and Children's Services) (Deputy Leader), C J Davie (Executive Councillor for Economy and Place), R G Davies (Executive Councillor for Highways, Transport and IT), Mrs S Woolley (Executive Councillor for NHS Liaison and Community Engagement), C N Worth (Executive Councillor for Culture and Emergency Services) and B Young (Executive Councillor for Community Safety and People Management).

Councillors: L A Cawrey (Vice-Chairman of the Overview and Scrutiny Management Board) and R B Parker (Chairman of the Overview and Scrutiny Management Board) were also in attendance.

Officers in attendance:-

Glen Garrod (Executive Director of Adult Care and Community Wellbeing), Tony McArdle (Chief Executive), Pete Moore (Executive Director, Finance and Public Protection), Jasmine Sodhi (Performance and Equalities Manager), Janice Spencer (Assistant Director Safeguarding), Fiona Thompson (Service Manager - People), Nigel West (Head of Democratic Services and Statutory Scrutiny Officer) and Rachel Wilson (Democratic Services Officer).

**13 APOLOGIES FOR ABSENCE**

Apologies for absence were received from Debbie Barnes (Executive Director for Children's Services) and Richard Wills (Executive Director for Environment and Economy).

**14 DECLARATIONS OF COUNCILLORS' INTERESTS**

There were no declarations of interest at this point in the meeting.

**15 ANNOUNCEMENTS BY THE LEADER, EXECUTIVE COUNCILLORS AND EXECUTIVE DIRECTORS**

The Leader advised that the County Council's Fairer Funding Campaign was proceeding and there had been a good sign up from all partners. West Lindsey District Council had agreed in principle to support the campaign as well as several parish councils. It was reported that a meeting with the district councils was due to take place on 22 September 2017. It was hoped that the campaign would lead to changes to the funding formula to make it fairer for Lincolnshire.

The Executive Councillor for Community Safety and People Management reported that Billingham Parish Council had received a letter from Skegness Town Council encouraging it to support the campaign. It was considered positive that there was this early engagement.

16 MINUTES OF THE MEETING OF THE EXECUTIVE HELD ON 4 JULY 2017

RESOLVED

That the minutes of the meeting of the Executive held on 4 July 2017 be approved and signed by the Chairman as a correct record.

17 TRADE UNION RECOGNITION OF THE ROYAL COLLEGE OF NURSING

Consideration was given to a report by Debbie Barnes, Executive Director responsible for People Management which outlined the decision made in November 2016 to in-source the children's health service 0 – 19 (25 SEND) and for it to be provided by the Council's Children's Services Department, and the request for Trade Union Recognition by LCC of the Royal College of Nursing (RCN), which is one of the two main Trade Unions (the other being Unison) who support this staff group.

Fiona Thompson, Head of People Management, guided the Executive through the report and made reference to the following:

- 240 employees were due to transfer into Lincolnshire County Council (LCC) on 1 October 2017.
- There was a need for any Trade Union seeking recognition by the County Council to meet the criteria as set out in the Council's policy on Trade Union recognition. It was confirmed that the RCN met all three of the criteria.
- It was not anticipated that there would be any additional budget implications from this proposal as members paid their own membership fees.

The Executive were advised that the Overview and Scrutiny Management Board had considered the report concerning the Trade Union Recognition of the Royal College of Nursing at its meeting on 27 July 2017. The Board had unanimously supported the recommendations contained in the report.

Additional comments made by the Board included:

- It was suggested that unions should look into having learning representatives as these would be beneficial to staff and to the employer. There was a vast array of courses available to help staff which could be promoted through learning representatives.
- It was queried what the relationship was like between Unison and the Royal College of Nursing (RCN) and whether the Council had negotiated with them before. It was confirmed that the Council had not negotiated with the RCN before, but engagement meetings had been taking place between the RCN

and Unison in the NHS and the Executive Director of Children's Services. The Council's Unison officers were now being engaged in preparation for the forthcoming consultation.

Clarification was sought regarding learning representatives and the Executive was advised that they were a Trade Union officer who had responsibility within the union for encouraging the development of staff. It had worked well in Unison and it was thought that it should be extended to the RCN.

Officers advised that the Council currently recognised 14 unions on its approved list.

A discussion took place regarding the entitlement of the various trade unions to facilities time for accredited representatives to undertake representation and attend relevant meetings. It was noted that the Council's policy was currently for a total of 18 half days, or nine whole days in any 12 month period. Any additional time would need to be agreed with the Executive Director. It was reported that the duties which would be included within this facilities time would be things such as attending grievance and disciplinary hearings as well as relevant meetings. It was noted that GMB had a full-time 'organiser' post which was funded from outside of the Council. It was queried whether the entitlement for the RCN workforce representatives should be the same as other unions with larger memberships.

The Executive was advised that the Executive Director for Children's Services had not yet finalised the details with the RCN regarding entitlements for facilities time, and would be working through these details in due course. It was suggested that the Executive Director should discuss this with the portfolio holder.

It was queried whether a list of existing entitlements for facilities time for each union could be made available showing the time in days. Officers agreed to circulate this information as requested.

#### RESOLVED

1. That the recognition of the Royal College of Nursing as a LCC recognised Trade Union be approved
2. That the facilities time allocation for the RCN representatives be agreed by the Director responsible for People Management in consultation with the relevant portfolio holder.

#### 18 COUNCIL BUSINESS PLAN 2017 - 2018 PERFORMANCE REPORT, QUARTER ONE

Consideration was given to a report from Tony McArdle, Chief Executive, which presented an overview of performance for Quarter 1 against the Council Business Plan.

The Performance and Equalities Manager guided the Executive through the report and highlighted the following:

- A number of changes had been made to the infographics to improve understanding and viewing when printed in greyscale.
- Of the 14 commissioning strategies reported in Quarter 1, 10 had performed really well with four having mixed performance.
- Those commissioning strategies with mixed performance (where some measures were achieved and some were not) were:
  - Carers
  - Protecting the public
  - Protecting and sustaining the environment
  - Wellbeing

Summaries of the measures which had not achieved target were set out in more detail in Appendix B to the report. A number of proposed changes to reporting performance against the Council Business Plan 2017/18 were also highlighted to the Executive.

Comments made by the Executive in response to the performance information presented included the following:

#### Carers

- There had been changes to eligibility criteria following the Care Act and so there was now a more targeted support service, with those carers in greatest need receiving the most support. This had had an impact on the number of 'Carers who receive a direct payment'
- The target for 'Carers supported to delay the care and support for the person they care for' had not been met, but it was moving in the right direction. It was noted that this measure had been affected by changing practice and legislation. It was too early to be making comparisons with other councils, but it was noted that the same effect was being seen across the country.
- The council was seeing increasing numbers of carers and providing a better level of support.

#### Protecting the Public

- It was suggested that the increase in 'Alcohol related anti-social behaviour incidents' could have been due to the warmer weather. It was also noted that the way the bank holidays had fallen could have affected the number of incidents reported this quarter. Officers commented they would like to see data for 2 or 3 more quarters before drawing any conclusions.
- The Executive was advised that the Council worked with the district and police colleagues on a number of initiatives. There was also close working with the Community Safety Board to reduce the use of drugs and alcohol.
- Work was ongoing on a more coherent domestic abuse strategy in terms of joint commissioning with Children's Services and Adult Services. However, it was noted that the Police held most of the budget around victim support.
- Lincolnshire performance around 'satisfaction with response to crime and anti-social behaviour' had improved and it was also noted that Lincolnshire's performance was higher than the rest of the East Midlands.
- In relation to 'Primary fires' it was noted that in domestic dwellings they were mostly due to white goods, and this could be an issue for Trading Standards to

investigate in relation to unsafe/fake goods as well as fires caused by tumble dryers overheating.

- In relation to deliberate fires, it was reported that the Arson Task Force worked closely with neighbourhood policing teams.
- It was reported that in relation to 'People killed or seriously injured (KSI) in road traffic accidents' it was not appropriate to set a target, but officers had been looking at trends, and so far no commonality in terms of types of driver, weather, time of day etc. had been identified. It was queried whether there had been any increase in multiple deaths, but the Executive was advised that they seemed to be single deaths e.g. motorcycles, pedestrians so it was difficult to account for the increase compared to the same period the previous year. It was highlighted that the Road Safety Partnership attended the Public Protection and Communities Scrutiny Committee a couple of times per year and this data would be monitored.

#### Protecting and sustaining the environment

- The target had been set through the Joint Municipal Waste Management Strategy (JMWMS) and this was now being refreshed. A new target would be agreed with districts. It was acknowledged that the target previously set was unrealistic but I was outside of the council's control.
- The Executive Councillor for Commercial and Environmental Management acknowledged that the recycling rates at Household Waste Recycling Centres was down, however, reuse of materials had been very successful. It was also noted that there had been increased levels of contamination which had also reduced the totals of material recycled. The Executive Councillor advised that this was now being addressed.

#### Wellbeing

- The Executive was advised that there was a time lag for performance reporting for 'Successful completion of alcohol treatment' and so the latest performance information available was for quarter 4 2016/17. It was also reported that the new contract had now commenced. Data indicated an increase in performance for quarter 1. However, this data was yet to be validated.

The Chairman of the Overview and Scrutiny Management Board advised that he would bring back feedback from the meeting at the end of the month for the Executive to reflect on.

#### RESOLVED

1. That the 2017/2018 Quarter 1 performance be noted.
2. That the proposed changes to reporting as set out in the report be approved.
3. That the comments of the Overview and Scrutiny Management Board on 28 September 2017 be reported to the Leader of the Council.

The meeting closed at 11.20 am.

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