

## **COUNTY COUNCIL MEETING – 15 MAY 2015**

**Statement from: Councillor B Young, Executive Councillor for  
Crime Reduction, People Management, Legal**

### **CRIME REDUCTION**

The Lincolnshire Community Safety Partnership has now agreed its priorities for the three year period 2015-18. Lincolnshire County Council is a key member of this partnership and will make a significant contribution to addressing these priorities. The priorities are: anti-social behaviour, domestic abuse, reducing offending, serious & organised crime, sexual violence and substance misuse. There is an additional cross cutting theme of analysis and information sharing.

The Safer Communities Service has employed a second full-time analyst to help ensure both the service and the partnership direct resources and activities effectively.

Delivery plans are currently in development for each of the priority areas capturing outcomes, performance indicators, tasks and risk to achievement.

### **YOUTH OFFENDING SERVICE**

The Youth Offending Service consultation following the fundamental budget review has now closed and an implementation document outlining the new structure was issued to all staff on 25 March 2015. The new structure will see an approximate reduction of 9.5 full time equivalent posts which have been achieved through both voluntary and compulsory redundancies. The new structure is scheduled to commence from 1May 2015.

The Junior Attendance Centre was transferred to the local authority from the Youth Justice Board on 1 April with a grant of £27,000 to support the transition. The Youth Offending Service has come together with Lincolnshire Partnership Foundation Trust (LPFT) to provide a designated role for a forensic psychologist to support young people within the criminal justice system in Lincolnshire. This will ensure a clear focus on specialist assessment and intervention for those young people who pose the greatest concern in areas such as sexual offending, violence and those moving into adulthood.

### **DOMESTIC ABUSE**

To resolve a gap in our multi-agency guidance around domestic abuse, a draft protocol is being produced to provide practical guidance to staff and consistent best practice when working with individuals in abusive relationships. It also includes guidance for managers on the 10 standards in the Domestic Abuse Charter, which all agencies are expected to meet. The document is due to be launched at an event aimed at practitioners and supervisors with key speakers and workshops designed to develop understanding around some of the more complex issues relating to domestic abuse.

## **PEOPLE MANAGEMENT**

### **Managing Sickness Absence**

Robust absence management procedures, as well as a proactive approach to supporting staff wellbeing, have had a significant impact on levels of sickness. Absence levels due to sickness have fallen considerably since July 2013 when overall levels, excluding schools, were 9.93 days per employee. For Jan 2015 the rates is at 7.73 days, which exceeded target.

### **Managing Workforce Change**

The People Management Service is providing HR support to assist Service Areas in their restructures. Consultations have been completed for 9 areas. This has resulted in a saving of approximately 101 posts in the Council, 33 of which were vacant. Further consultations will be undertaken in 2015/16 beginning in June for:

- Environment & Economy including Legal Services & Democratic Services
- Audit & Finance
- Targeted areas in children's services

### **Transfer of the People Management Service to Serco on 1 April 2015**

The LCC People Management Service successfully transferred the operational delivery of HR and OD services to Serco. Through robust transition planning we have delivered service continuity over this transition period so that council priorities have continued to be appropriately supported, including the implementation of Pay and Reward and organisational restructures.

## **LEGAL SERVICES**

Legal Services will shortly be consulting with staff on a restructure to ensure that the service continues to offer the right mix of skills to meet changing demands on its services.

Six agreements under section 75 of the National Health Service Act 2006 and a Partnership Framework Agreement were completed on 31 March 2015 as part of the successful conclusion of the Lincolnshire Better Care Fund negotiations.

The service is currently supporting the Greater Lincolnshire Local Enterprise Partnership and the County Council as Accountable Body in contracting for the allocation of Single Local Growth Fund monies to the successful projects.