

COUNTY COUNCIL MEETING – 09 December 2022

Statement from: Councillor R D Butroid – Executive Councillor for People Management, Legal and Corporate Property

PEOPLE MANAGEMENT

HR Management Information

There has been further improvement in the workforce metrics in the last three quarters:

In quarter 2 the days lost to sickness absence figure has continued to reduce from Q4 2021 (8.74), Q1 2022 (8.69) and Q2 2022 (8.47) however it is still above the 7.5 target. Covid-19 continues to impact on these figures. The number of days lost discounting Covid-19 absence would be 7.29, which is below the target. The 12-month voluntary turnover percentage further reduced slightly in quarter 2 to 10.05%. 10% voluntary turnover is not considered a concern.

Equality, Diversity, and Inclusion

Under the public sector equality duty, each year public bodies must meet the public sector equality duty by publishing relevant, proportionate information to demonstrate how they meet the Public Sector Equality Duty (PSED).

The Councils annual ED&I report will shortly be published, and several actions and equality objectives will be implemented because of findings of the report. The report will be available to view on our website in December.

Culture and Leadership

The Council's programme of a culture and leadership diagnostic has now concluded, and the findings are currently being analysed. A report will be shared with CLT. The diagnostic work was facilitated by over 70 volunteers and around 750 employees have taken part in the various activities.

LEGAL

Alternative Business Structure

A licence has now been granted to Legal Services Lincolnshire (Trading) Limited to operate as a legal practice. The final steps are in train to fulfil the practical requirements to enable the company to comply with its regulatory obligations before trading commences. In accordance with the original proposal, the initial focus will be to support our existing partners where they are fulfilling their functions through separate entities such as companies.

Case Management

On 10 November 2022 LSL went live with an updated version of its Norwel case management system. This has been a significant project and not only improves the software itself but moves the service onto a supported version of the software and onto a new server platform. This removes a significant risk not just to the operations of LSL but also the wider Lincolnshire County Council IMT

environment and will give staff in LSL much more stable access to a critical system. This is an important step in the longer-term process of moving to a new case management system.

CORPORATE PROPERTY

Assistant Director Corporate Property

A recruitment exercise has taken place and Jayne Sowerby-Warrington has been successfully appointed as the Assistant Director of Corporate property and will take up the position on 20 December 2022. The interim Assistant Director Paul Smith shall be leaving on the 14 December 2022, having carried out a full handover.

Judges Lodgings

The long lease disposal has been completed.

Fire & Rescue Training Centre Waddington

LCC have agreed to acquire the site for the continued use for F&R. Terms are agreed and the key decision for purchase of the site is approved and is with legal colleagues for exchange and completion. As a result, an Options Appraisal with GL OPE SDIP funding for a Joint Emergency Services Interoperability Programme (JESIP) training facility on site in the future has been approved by the Blue Light Steering Group and is in train.

Capital Receipts

Successfully reached the £25 million Capital receipts six-year target as a result of disposals including property, land, and mineral lease income.