

COUNTY COUNCIL MEETING – 26 SEPTEMBER 2014

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

CRIME REDUCTION

Crimes reported to Lincolnshire Police continue to fall in line with national trends. In the first quarter of this year (April-June 2014/15) 8955 crimes were reported. Compared to the similar period in 2013/14, this is a 2.1% decrease (9143 for the period April-June 2013/14). A new measure has been introduced in place of the detection rate and this now measures resolution outcome – currently, 32.4% of crimes are recorded as having a resolution.

Partners continue to focus on the priority crime areas of domestic abuse, anti-social behaviour and the issues around drug and alcohol misuse, including an increased focus on novel psychoactive substances (legal highs). A collaborative approach is being taken with partners, including the new Community Rehabilitation Company and the National Probation Service, to address prolific offenders in the county.

YOUTH OFFENDING SERVICE

Lincolnshire Youth Offending Service performance data against the three key measures remains positive, with reductions in custody, re-offending and first time entrants in the last quarter.

The new ASB Police and Crime Act 2014 will be implemented shortly, and this places a statutory duty on key agencies to consult with the YOS when taking measures to address anti-social behaviour by young people. The Act also requires the PCC to publically consult and create a Community Remedy document to provide a response to minor crime and anti-social behaviour across the county. The service is exploring how the current delivery of Reparation could be extended to support Community Remedy, which will extend the number of restorative justice disposals within the county. A countywide Restorative Justice Conference is scheduled for Friday, 3 October 2014 which will highlight the restorative initiatives work with children and young people and the support offered to victims of crime.

Funding has been secured from partners to provide the service with a dedicated Clinical Forensic Psychologist for a period of 12 months to work with high risk behaviours, and will focus on the critical area of youth to adult transition. It is hoped that this will commence in October 2014.

PEOPLE MANAGEMENT

Pay and Reward

Discussions have been ongoing with Trade Unions to modify the Council's terms and conditions of employment. In these tough economic times, the council has to look at all ways possible to make the most of our resources. We believe that modernising our terms and conditions in line with local circumstances, whilst at the same time promoting the importance of good staff performance, will make us a more effective

organisation.

There has been extensive consultation, including trade unions and all employees -17 employee consultation briefings have been held around the county, attended by 970 employees. The consultation feedback influenced the Council's final offer. However, it has not been possible to secure a collective agreement with the Trade Unions on the proposed changes to terms and conditions. A Collective Dispute has been registered by the Trade Unions over the proposed changes, and all efforts are being made to resolve the Dispute before the end of September 2015.

Managing Sickness Absence

A key measure within the Council Business Plan is the reduction of sickness absence, which remains a high priority for the People Management Service and all Directors. This measure impacts not only the employee well-being of those absent due to sickness through effective management and investment in Occupational Health services, but also on those employees in the workplace who provide cover when colleagues are absent. Moreover, additional costs are being incurred by using agency staff to provide cover in some service areas.

The corporate target to reduce sickness absence to 8 days per employee in 2013-14 will continue as the corporate target for 2014 -15. However, this will now incorporate differential target setting per service area as this will allow more realistic targets to be set for the reduction of sickness absence within each service, based on their current performance, in line with the Council's absence management policy.

The Corporate Management Board is in the process of setting sickness absence targets within each service area, which will be supported by a planned programme of targeted measures to reduce sickness absence in each service area. The aim to achieve the corporate target of 8 days per employee is equivalent to a 5 % reduction in sickness absence, compared with actual days lost per full time employee which was 8.45 days in 2013-14. This is a realistic target for the council, which continues to drive improved performance, and is reflected year on year since 2011:

2011/12 - Target 9 days:	actual = 12.04 days per fte.
2012/13 - Target 8.5 days:	actual = 10.38 days per fte
2013/14 - Target 8 days:	actual = 8.45 days per fte

Managing Workforce Change

The People Management Service has provided HR support with the Senior Management Review, including job evaluation of all roles in the structure. The new structure was implemented on 1 September 2014, and the People Management Service is now assisting managers to plan for further changes in line with director area commissioning decisions, council budget pressures and Elected Member priorities. While there is not a re-shaping of the whole council at once, as in 2010/11, the Corporate Management Board is looking for opportunities to combine services where there are overlaps within our commissioning strategies, or where functions are duplicated.