

## **COUNTY COUNCIL MEETING – 19 DECEMBER 2014**

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

### **CRIME REDUCTION**

Lincolnshire County Council continues working to make Lincolnshire a safe place to live, work and visit. It does this in close partnership with the Police and Crime Commissioner, District Councils and Health Partners.

An excellent example of this was Operation Pottery in September to tackle organised criminals who were alleged to be using a number of adults as modern day slaves. Although investigations are still ongoing, a number of adults came into the care of professionals from the County Council and the NHS. Work continues with partners to put mechanisms in place to prevent and detect further modern day slavery issues.

The County Council, together with officers at district councils, have been preparing for the introduction of new tools and powers to control Anti-Social Behaviour. These include injunctions to prevent nuisance, criminal behaviour orders, dispersal powers and measures to control dangerous dogs. Most of the new powers became live on 1 October. Incidents of Anti-Social Behaviour continue to decrease.

### **YOUTH OFFENDING SERVICE**

The current rate of re-offending remains an area of challenge for the service, although Lincolnshire still sits below the regional and national average. Work around Integrated Offender Management, resettlement and transition to adult services remains a key focus to address re-offending rates. Custody rates of young people in Lincolnshire remain relatively low, which is underpinned by a strong relationship with the Youth Court and Crown Court, providing credible community sentencing proposals. However, a high profile case involving several young people from Spalding is currently progressing through the Courts, which is being managed in conjunction with Children's Services.

The Youth Offending Service is now a designated partner of the 'SAFE' Team which is a multi-agency team based at Grantham Police Station. The team is focussed on addressing child sexual exploitation (CSE) by providing enforcement, education and support to children and young people throughout the county. The Parliamentary Under-Secretary of State for Justice has written to all local authority Chief Executives to give notice of the intention to review the role and delivery of Youth Offending Services nationally within a changing criminal justice landscape. In addition, the Youth Justice Board have outlined the need to achieve savings of approximately £20M from April 2015 which is likely to be achieved through reductions in YOS core grants.

## **PEOPLE MANAGEMENT**

### **Pay and Reward**

Following extensive consultation on the proposed changes to terms and conditions earlier in the year, the Trade Unions invoked the Collective Dispute Procedure, during which the Management and Trade Unions Sides have worked to achieve a resolution which is acceptable to both parties. The Trade Unions will now ballot their members.

### **Managing Sickness Absence**

The corporate target to reduce sickness absence to eight days per employee in 2013-14 will continue as the corporate target for 2014/15. Sickness continues to fall month on month, and the current sickness level is 7.79 days per FTE.

In support of reducing sickness absence and achieving the council's targets there are a number of initiatives being co-ordinated and targeted action being taken in areas of higher sickness absence including

- The Corporate Global Challenge initiative, included 75 teams from across the Council, and LCC came 4<sup>th</sup> in the world in the Public Sector. It proved to be a great success, with many good news stories of improved fitness and weight loss. Analysis is being undertaken to compare levels of sickness absence for the GCC participants in the period pre and post 'the Challenge'.
- Flu vouchers have recently been issued to 406 staff. Although the primary reason for issuing the vouchers is to protect vulnerable service users, the council will be analysing the effect on sickness absence in the coming months.
- Recognising that stress is one of our highest reasons for sickness, training is being planned to support managers in improving team resilience and managing stress. This will be targeted at areas with the highest sickness absence related to stress.

### **Managing Workforce Change**

The People Management Service is providing HR support to assist Information and Commissioning in their restructure, which is planned to go live from the beginning of January. The team is also supporting other service areas in planning for changes in line with director area commissioning decisions, council budget pressures and Elected Member priorities.