

COUNTY COUNCIL MEETING – 20 FEBRUARY 2015

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

CRIME REDUCTION

The co-ordination of substance misuse has moved from Public Health and is now the responsibility of the Safer Communities Service. There is a delivery plan in place and, with the commencement of the Substance Misuse Co-ordinator role, this will be refreshed to ensure greater integration of crime and community safety related activity in collaboration with a wide range of partners.

Partnership training, on the new powers and tools introduced by the Anti-Social Behaviour and Police Act 2014, has been delivered across the county. An e-learning package produced by the College of Policing has been shared with partners as an additional training tool, and a publicity campaign to promote the new legislation is well underway.

YOUTH OFFENDING SERVICE

On 2 February 2015 the Youth Offending Service launched a formal 45 day consultation with all staff as part of the Fundamental Budget Review. The service is required to generate savings of approximately £300,000 for 2015/16 to meet anticipated budget reductions from the Police and Crime Commissioner, Youth Justice Board and Lincolnshire County Council. The new service design will reflect a changing cohort within youth justice and an increased commissioning approach, whilst maintaining a strong focus on early engagement and preventative approaches.

Following implementation of the review, the service will remain committed to servicing its statutory responsibilities to the Courts and keeping public protection and safeguarding at its core. Greater integration with partner agencies (including Children's Services and Families Working Together) will be further promoted when, following a property review, the West Youth Offending Team co-locates to a new location in Lincoln in the coming months.

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 worked to achieve a resolution which was acceptable to both parties. The Trade Unions balloted their members and, as a result of the ballot, the council and trade unions have signed a collective agreement. The implementation of the changes is being planned from 1 April 2015.

Managing Sickness Absence

The corporate target for 2015/6 is to reduce sickness absence to 8 days per employee with service areas having individually agreed targets to reflect last year's performance. The projected sickness level for 2014-15 is 7.7 days (excluding schools.).

Meanwhile, 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.

Managing Workforce Change

The People Management Service is providing HR support to assist Service Areas in their restructures. Currently, there are three separate employee consultations, including Public Health, which commenced at the end of January - PAs and Secretaries and Youth Offending consultations started at the beginning of February. Subsequently, a consultation exercise will commence in mid-April for Environment and Economy including Legal and Democratic Services.

Resourcing and Retention of Key Skills

The Corporate Management Board have identified that a key priority for 2015-16 is to focus on the resourcing and retention of key skills, including qualified social workers. Additionally, commencing April 2015, the People Management Service has been requested to lead a project to promote employment opportunities within the Council for young people. This will form part of the Council's succession planning approach, ensuring the Council's capacity and resilience to deliver its strategic objectives, in both the short and medium term.

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

The LCC People Management Service is preparing for the transfer of the operational delivery of HR and OD services, as well as working with Serco to deliver improvements through new technology, including Agresso. A key priority is to ensure service continuity over this transition period so that council priorities are appropriately supported, including the implementation of Pay and Reward and organisational restructures. This is being carefully managed during this busy transition period, where the staff delivering these HR services will, themselves, be changing ways of working - for example, changing from SAP to using the new Agresso system, as well as being physically relocated to the new Serco premises as part of the TUPE transfer.

LEGAL

Legal Services Lincolnshire continues to support all its partners with legal advice to their decision-making processes and projects in a time of change. In particular, the service is supporting the whole health and social care community in meeting their legal obligations in the implementation of Lincolnshire's ambitious Better Care Fund plans.