

POLICY & RESOURCES COMMITTEE – 21 JUNE 2022

Policy & Resources Committee

Tuesday 21 June 2022 at 3pm

Present: Councillors Armstrong, Curley, Law, McCluskey, McCabe, McCormick, McGuire, McVey, Moran, Robertson and Wilson.

Chair: Councillor McCabe presided.

In attendance: Chief Executive, Interim Director Finance & Corporate Governance, Interim Director Environment & Regeneration, Corporate Director Education, Communities & Organisational Development, Head of Legal & Democratic Services, Head of Organisational Development, Policy & Communications, Mr C Given (for Corporate Director (Chief Officer) Inverclyde Health and Social Care Partnership), Mr C MacDonald and Ms D Sweeney (Legal & Democratic Services), Ms M Rae (Corporate Policy Officer), Ms A Rainey (Organisational Development, Policy and Communications), Ms T Bunton and M Thomson (Finance Services), ICT Services & Customer Services Manager, and Service Manager Communications, Tourism and Health & Safety.

This meeting was held at the Municipal Buildings with Councillors McCormick, McGuire and Wilson attending by video-conference.

The following paragraphs are submitted for information only, having been dealt with under the powers delegated to the Committee.

302 Apologies, Substitutions and Declarations of Interest 302

No apologies for absence or declarations of interest were intimated.

303 2022/23 Budget – Current Position 303

There was submitted a report by the Interim Director Finance & Corporate Governance advising of the initial position of the 2022/23 Revenue Budget and providing an update on the position of the General Fund Reserves.

Decided:

- (1) that the initial position of the 2022/23 Revenue Budget, the current position of the Free Reserves and the expected shortfall in the 2022/24 Non-Pay Inflation allowance be noted;
- (2) that (a) the initial officer assessment of the impact on the Council of the Scottish Government Resource Spending Review be noted and (b) that this will be factored into the June 2022 Finance Strategy Update; and
- (3) that the write back of the unallocated balance within the General Covid Reserve as part of the 2021/22 accounts be approved.

304 Policy & Resources Capital Budget and 2021/25 Capital Programme 304

There was submitted a report by the Interim Director Finance & Corporate Governance outlining the latest position of the Policy & Resources Capital Programme and the 2021/25 Capital Programme.

Decided:

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- (1) that the current position of the 2021/25 Policy & Resources Capital Budget be noted;
- (2) that the current position of the 2021/25 Capital Programme including the end of the Business Premises Renovation Allowance scheme and the return of £400,000 from the Health & Social Care Committee be noted;
- (3) that the use of an Emergency Powers report to allocate £0.075m of the Cost Pressure allowance to the Waterfront Pool Moveable Floor be noted; and
- (4) that the allocation of £0.400m of the Cost Pressure allowance to Property Services (£0.200m) and Roads (£0.200m) to meet the significant increase in the costs of materials and plant be approved.

305 Finance Services Update**305**

There was submitted a report by the Interim Director Finance & Corporate Governance (1) providing an update on various matters being progressed by the Finance Service and (2) seeking decisions as required.

Decided:

- (1) that the update regarding the wide range of service supports being progressed by the Finance Service including the ICT Service be noted; and
- (2) that the outcome of the triennial Insurance Fund actuarial review and the recommendations by the Interim Director of Finance & Corporate Governance regarding Fund and contribution levels be noted.

306 Corporate Policy and Performance Update Report**306**

There was submitted a report by the Corporate Director Education, Communities and Organisational Development and Interim Director Finance & Corporate Governance providing an update in relation to corporate policy and performance, specifically on the Council's Corporate Directorate Improvement Plans (CDIPs).

Decided:

- (1) that the progress made in the delivery of the Policy & Resources CDIP improvement actions at the end of 2021/22 be noted; and
- (2) that the Corporate Services improvement actions for 2022/23, as detailed in the refreshed Environment, Regeneration and Resources CDIP and the Education, Communities and Organisational Development CDIP, be approved.

307 Refresh of the Delivering Differently Programme**307**

There was submitted a report by the Interim Director Finance & Corporate Governance (1) providing an update on the current position of the Council's Delivering Differently Programme and (2) seeking approval for the addition of new projects and associated actions.

Decided:

- (1) that (a) the position of the current Delivering Differently Programme be noted and (b) the refreshed Programme as detailed in appendix 2 be approved;
- (2) that it be agreed to retain the HSCP projects within the Delivering Differently Programme at this point in time pending a review of the Council/IJB Budget process due to be completed over summer 2022;
- (3) that authority be delegated to the Chief Executive to undertake voluntary severance trawls where it is believed that this would inform the recommendations in any project, on the understanding that any decisions regarding the release of employees

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would be taken by the relevant Committee; and

(4) that it be noted that a report setting out the proposed 2023/26 Budget Strategy will be presented to the next meeting of the Committee.

308 Accounts Commission Report on Local Government in Scotland Overview 2022 308

There was submitted a report by the Corporate Director Education, Communities and Organisational Development providing (1) an update in relation to the Accounts Commission Report Local Government in Scotland Overview 2022 and information on how Inverclyde Council is currently tackling the issues raised and (2) an opportunity to consider if any additional actions are required.

Decided:

(1) that the contents of the Local Government in Scotland Overview 2022 report as detailed in appendix 1 of the report be noted;

(2) that (a) the work already underway or planned in response to the issues raised be noted and (b) it be agreed that no additional actions are required.

309 Pregnancy Loss Pledge 309

There was submitted a report by the Head of Organisational Development, Policy and Communications (1) providing information on the Miscarriage Association's Pregnancy Loss Pledge (2) seeking approval to enhance the support it provides to employees dealing with grief by signing the Pledge and (3) seeking approval of an increase from the Parental Bereavement (Leave and Pay) Act 2018 from two weeks statutory paid leave to two weeks full paid leave, regardless of service.

Decided:

(1) that (a) the Miscarriage Association's Pregnancy Loss Pledge be noted and (b) that it be agreed to enhance the support Inverclyde Council provides to employees dealing with grief by signing up to the Pledge;

(2) that it be agreed to enhance the current Council provisions under Parental Bereavement Leave and Pay and the Conditions of Service to offer all parents 2 weeks full pay if they suffer a pregnancy loss at any time during their pregnancy and/or they lose a child up to the age of 18 years old; and

(3) that it be noted that a review will be undertaken of wider HR policies and procedures related to support for employees experiencing bereavement.

310 Review of Committee Report Format 310

There was submitted a report by the Interim Director Finance & Corporate Governance seeking approval for proposed changes to the Council's corporate committee report template.

Decided:

(1) that the revised committee report template as detailed in appendix 1 of the report be approved subject to a review in 12 months' time; and

(2) that it be noted that the revised committee report template will be rolled out to officers, with guidance and training, ready for use from the start of the 2022/23 committee cycle of meetings in August 2022.

It was agreed in terms of Section 50(A)(4) of the Local Government (Scotland) Act 1973 as amended, that the public and press be excluded from the meeting during consideration of the following item on the grounds that the business involved the

likely disclosure of exempt information as defined in paragraph 1 of Part I of Schedule 7(A) of the Act.

311 Voluntary Severance Scheme Releases

311

There was submitted a report by the Head of Organisational Development, Policy & Communications providing an update on the position of releases that have been agreed under the Council's Voluntary Severance Scheme since the previous report to committee on 20 May 2021.

Decided:

- (1) that the agreement to release 39 employees under the Council's Voluntary Severance Scheme as detailed in appendix 1 of the report be noted; and
- (2) that it be noted that future reports will be submitted to update Members on the release of employees by the Chief Executive under delegated authority on an annual basis.