

POLICY & RESOURCES COMMITTEE – 3 JUNE 2025

Policy & Resources Committee

Tuesday 3 June 2025 at 3pm

Present: Councillors Armstrong, Brennan, Brooks, Curley, Law, McCabe, McCormick, McGuire, McVey, Moran and Robertson.

Chair: Councillor McGuire presided.

In attendance:

Stuart Jamieson	Chief Executive
Angela Edmiston	Interim Chief Financial Officer
Ruth Binks	Corporate Director Education, Communities & Organisational Development
Kate Rocks	Chief Officer, Inverclyde Health & Social Care Partnership
Neale McIlvanney	Interim Director of Regeneration
Lynsey Brown	Head of Legal, Democratic, Digital & Customer Services
Morna Rae	Head of Organisational Development, Policy & Communications
Tony McEwan	Head of Culture, Communities & Educational Resources
Vicky Pollock	Legal Services Manager
Tracy Bunton	Revenues and Benefits Manager
Emma Bilsland	Service Manager, Children and Families (Inverclyde HSCP)
Colin MacDonald	Senior Committee Officer
Lindsay Carrick	Senior Committee Officer
Karen MacVey	Members' & Committee Services Team Leader
Rhoda Braddick	Corporate Policy, Performance and Communications Manager

This meeting was held at the Municipal Buildings, Greenock with Councillors Law, McCormick and Robertson attending remotely.

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

272 **Apologies, Substitutions and Declarations of Interest** 272

No apologies for absence or declarations of interest were intimated.

273 **2024/25 Policy & Resources and General Fund Revenue Budget** 273

There was submitted a report by the Interim Chief Financial Officer, Corporate Director Education, Communities & Organisational Development and Chief Executive advising the Committee of (1) the projected position of the 2024/25 Policy & Resources Revenue, (2) the projected underspend in the overall General Fund Revenue Budget, and (3) the impact this will have on the General Fund Reserve.

Decided:

- (1) that the current projected underspend in the Committee's Revenue Budget for 2024/25 of £365,000, an increase in costs of £52,000 since the last report, be noted;
- (2) that the projected underspend of £46,000 for the General Fund and the projected reserve balance of £4.052 million as at 31 March 2025, be noted;
- (3) that the projected 2024/25 surplus of £12,100 for the Common Good Budget as detailed in appendix 5 to the report be noted; and

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(4) that the Savings Workstream programme update as detailed in appendix 9 to the report be noted.

274 Policy & Resources Capital Budget and Council 2024/28 Capital Programme 274

There was submitted a report by the Interim Chief Financial Officer providing the latest position of the Policy & Resources Capital Programme and the 2024/28 Capital Programme.

Decided: that the current position of the 2024/28 Policy & Resources Capital Budget and the current position of the 2024/28 Capital Programme be noted.

275 Finance Services Update 275

There was submitted a report by the Interim Chief Financial Officer providing updates on the following matters being progressed by the Finance Service (1) Non-Domestic Rate – Empty Property Relief, (2) Council Tax Second Homes, (3) Council Tax E-Billing, (4) Council Tax Collection 2024/25, (5) Scottish Welfare Fund, (6) Welfare Reforms, (7) Citizens Advice – Supporting People with Council Tax Debt, (8) Insurance Fund Actuarial Review, (9) FMS Replacement System Update, and (10) 2024/25 Annual Accounts Closure.

Decided: that the updates from the Finance Service be noted.

276 Corporate Policy and Performance Update: March – June 2025 276

There was submitted a report by the Corporate Director Education, Communities & Organisational Development providing an update on Corporate Policy and Performance matters relating to (1) update on national developments relating to Best Value, and (2) People and Organisational Development updates.

Decided: that the latest updates relating to Corporate Policy and Performance be noted.

277 Policy & Resources Committee Delivery and Improvement Plan 2023/26 – Annual Refresh and Performance Summary 2024/25 277

There was submitted a report by the Chief Executive presenting the refreshed Policy & Resources Committee Delivery and Improvement Plan which contains new, or revised improvement actions for 2025/26 that require approval.

The Head of Organisational Development, Policy & Communications advised the Committee of a typographical error in the report and, accordingly, at Section 8 of the Committee Delivery and Improvement Plan – Annual Refresh 2025/26 the due date of ‘31/03/26’ for carrying out a Digital Maturity Exercise to benchmark the Council’s position against peer authorities, should read ‘30/11/25’.

Decided:

(1) that the progress made in the delivery of the Policy & Resources Committee Delivery and Improvement Plan 2024/25 be noted; and

(2) that the refreshed Policy & Resources Committee Delivery and Improvement Plan, to be implemented in 2025/26, be approved.

278 Impact of Hybrid Working on Inverclyde Council Service Quality and Outcomes 278

There was submitted a report by the Head of Organisational Development, Policy & Communications providing the headline results from the assessment of the impact of

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hybrid working on Inverclyde Council service quality and outcomes which was carried out by the Improvement Service.

Decided:

- (1) that the main findings of the assessment of the impact of hybrid working on Council service quality and outcomes be noted;
- (2) that it be noted that the findings of the assessment will be taken into account during the review of the Council's Flexible Working Policy and related procedures, which is scheduled to take place next year; and
- (3) that it be agreed to consider the updated Flexible Working Policy in 2026.

279 Chief Financial Officer Recruitment 279

There was submitted a report by the Chief Executive (1) proposing the award of a market supplement to enhance the role of the Chief Financial Officer, and (2) informing the Committee that a further recruitment exercise will take place.

Decided:

- (1) that the work to date in relation to the recruitment of a Chief Financial Officer be noted;
- (2) that it be agreed that a market supplement should be paid as a temporary allowance to the role; and
- (3) that it be noted that a further recruitment exercise will be undertaken.

280 Anti-Poverty Fund: Free Playschemes 2025-2027 280

There was submitted a report by the Corporate Director Education, Communities & Organisational Development requesting funding from the Council's Anti-Poverty Fund to extend the free summer playschemes for 2025 – 2027.

Decided: that it be agreed to allocate up to £60,000 from the Anti-Poverty ear-marked reserve to ensure that playschemes remain free for families for the summers of 2025, 2026 and 2027.

281 Local Government Benchmarking Framework 2023/24 281

There was submitted a report by the Head of Organisational Development, Policy and Communications providing details of Inverclyde Council's Local Government Benchmarking Framework performance in 2023/24.

Decided: that Inverclyde Council's Local Government Benchmarking Framework performance for 2023/24, as detailed in the appendix to the report, be noted.

282 Neonatal Care (Leave and Pay) 282

There was submitted a report by the Head of Organisational Development, Policy and Communications (1) informing the Committee of the implications of the new Neonatal Care (Leave and Pay) Act which came into force on Sunday 6 April 2025, and (2) seeking endorsement of an enhancement to its provisions by approving the removal of the qualifying service / minimum pay requirement for the Statutory Pay element.

Decided:

- (1) that the content of the new Neonatal Care (Leave and Pay) Act, which came into force on Sunday 6 April 2025, be noted; and
- (2) that it be agreed to enhance the provision by removing the eligibility criteria in respect of the qualifying pay / minimum pay elements.

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- 283 Addition to Flexible Working Policy 283**
- There was submitted a report by the Head of Organisational Development, Policy and Communications (1) advising that the 2023/24 Best Value audit included a recommendation that the Flexible Working Policy includes a reference to informal flexible working arrangements, and (2) seeking agreement to add additional wording to the Flexible Working Policy and Flexible Working Procedures.
- Decided:** that it be agreed to add additional wording to the Flexible Working Policy and Flexible Working Procedures, in order to meet the audit recommendation.
- 284 Amended Flexible Retirement Scheme 284**
- There was submitted a report by the Head of Organisational Development, Policy and Communications proposing amendments to the existing Flexible Retirement Scheme to allow (1) costs associated with flexible retirement to be borne by the employee, and (2) a streamlined approval process to be put in place.
- Decided:** that it be agreed that (1) where there is a strain on the fund of up to £2,000 this will be paid by the Council and thereafter recovered from the employee through payroll (subject to the employee's agreement) over a maximum period of 24 months and after an agreement has been made with the employee to this effect, and (2) costs in excess of £2,000 cannot be met via this arrangement.
- 285 Information Classification Policy Update 285**
- There was submitted a report by the Head of Legal, Democratic, Digital & Customer Services seeking approval of an updated version of the Council's Information Classification Policy.
- Decided:** that the updated Information Classification Policy, as appended to the report as appendix 2, be approved.
- 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 items on the grounds that the business involved the likely disclosure of exempt information as defined in the respective paragraphs of Part I of Schedule 7(A) of the Act as are set opposite each item.**
- | Item | Paragraph(s) |
|--|--------------|
| Tender for the Provision of an Intensive Family Support Service | 8 |
| Greenock Central Levelling Up Fund Project – Remit from Environment & Regeneration Committee | 6 & 8 |
- 286 Tender for the Provision of an Intensive Family Support Service 286**
- There was submitted a report by the Acting Chief Officer Inverclyde Health and Social Care Partnership seeking approval to vary the tender weightings for the forthcoming tender process for an Intensive Family Support Service in Inverclyde, as required in accordance with Contract Standing Order 16.3.
- Decided:** following consideration, the Committee agreed to the actions recommended, all as detailed in the private appendix.

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287	Greenock Central Levelling Up Fund Project – Remit from Environment & Regeneration Committee	287
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There was submitted a report by the Head of Legal, Democratic, Digital & Customer Services requesting consideration of a remit from the Environment & Regeneration Committee relative to the Greenock Levelling Up Fund Project.

Decided: following consideration, the Committee agreed to the actions recommended, all as detailed in the private appendix.