

Report

Report to:	Clyde Valley Learning and Development Joint Committee
Date of Meeting:	1 March 2010
Report by:	Chair of Clyde Valley Learning and Development Project Implementation Steering Group

Subject:	Phase Three Subject Priorities
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1. Purpose of Report

1.1. The purpose of the report is to:-

- ♦ seek approval of the proposed subject areas for phase three of the Project

2. Recommendation(s)

2.1. The Joint Committee is asked to approve the following recommendations:-

- (1) that the subject areas identified within the report be developed under phase three of the Project;
- (2) that a revised Project Plan be produced identifying how phase three will be realised and evaluated; and
- (3) that a joint procurement protocol be produced for the Clyde Valley councils and utilised in all future joint procurement exercises.

3. Background

- 3.1. From the outset of the Project it was recognised that subject areas should be identified on an ongoing basis and that these should be grouped together in phases. This approach is in accordance with the principles of good practice in project management.
- 3.2. A development day was held in November 2009 to reflect on the progress of the Project and to prioritise what subject areas should be addressed during the next phase. This process took on board an analysis of the current economic climate in which local government operates, and recognised the importance of having the appropriate skills to meet our service requirements in the face of difficult management choices and increasingly limited resources.
- 3.3. The Implementation Steering Group agreed that a clearly argued business case for change should be the starting point for all of the Group's activities, and that this business case should include effective evaluation criteria in order to measure the impact of the activities undertaken.

4. Approach

- 4.1. Using the outputs from the development day as the basis for the decision, members of the Implementation Steering Group were asked to consider potential priority areas and to respond by selecting the top three priorities to be addressed in the next phase of the project by the Clyde Valley Group.
- 4.2. Steering Group members were also asked to identify any emerging priorities for their respective organisations which may be of common interest to fellow Clyde Valley members.
- 4.3. It was agreed that having identified the priorities and having had these approved by the Joint Committee, that a revised Project Plan should be produced for phase three, detailing:-
 - ◆ what was being addressed
 - ◆ how it will be implemented
 - ◆ resource implications
 - ◆ evaluation criteria
 - ◆ timescales for delivery
- 4.4. The significant investment in e-learning infrastructure, together with the huge potential for greater efficiency in addressing the subjects through an e-learning approach, was also highlighted.

5. Phase Three Proposals

- 5.1. The following subject areas are proposed as the priority areas for phase three of the Clyde Valley Project:-
 - ◆ support for workforce change and staff reduction (in the context of the structural and personnel changes affecting all councils in the coming months)
 - ◆ consistency in addressing the equality and diversity agenda
 - ◆ managing performance
- 5.2. In addition to these areas, the following proposals were added for consideration:-
 - ◆ energy management
 - ◆ learning and development to support Education Services
- 5.4. Given the complexities associated with joint procurement, it is also proposed that a protocol for joint procurement should be developed and introduced for use in the Clyde Valley to facilitate good communications, consultation and best practice in all future joint procurement exercises.

6 Employee Implications

- 6.1. In order to develop the priorities identified under phase three, it is recognised that Clyde Valley member councils must continue to allow officers time to attend sub-group meetings and allocate appropriate resources to developing the business case. This work will continue to be led by staff seconded to the Clyde Valley Project.

7 Financial Implications

- 7.1. No new financial implications.

8 Other Implications

- 8.1. None.

9. Equality Impact Assessment and Consultation Arrangements

- 9.1. No immediate action required.
- 9.2. All Clyde Valley member and associate member councils were invited to attend and contribute to the development day. In addition, the Implementation Steering Group was also consulted on identifying phase three priorities.

Gill Bhatti

Chair

Clyde Valley Learning and Development Project Implementation Steering Group

12 February 2010

Previous References

Development Day Outcomes – 7 December 2009

List of Background Papers

Clyde Valley EGF Training Bid

NBSS Clyde Valley Consortium Submission November 2006

NBSS Clyde Valley Consortium – Secondary Paper December 2006

Contact for Further Information

If you would like to inspect the background papers or want further information, please contact:-

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