



Council Offices, Almada Street
Hamilton, ML3 0AA

Tuesday, 23 November 2021

Dear Councillor

Executive Committee

The Members listed below are requested to attend a meeting of the above Committee to be held as follows:-

Date: Wednesday, 01 December 2021
Time: 10:00
Venue: By Microsoft Teams,

The business to be considered at the meeting is listed overleaf.

Yours sincerely

Cleland Sneddon
Chief Executive

Members

John Ross (Chair/ex officio), Maureen Chalmers (Depute Chair), Alex Allison, John Anderson, John Bradley, Robert Brown, Gerry Convery, Margaret Cooper, Poppy Corbett, Peter Craig, Maureen Devlin, Isobel Dorman, Joe Fagan, Allan Falconer, Lynsey Hamilton, Mark Horsham, Eileen Logan, Katy Loudon, Hugh Macdonald, Monique McAdams, Kenny McCreary, Jim McGuigan, Gladys Miller, Lynne Nailon, Richard Nelson, David Shearer, Jim Wardhaugh, Josh Wilson

Substitutes

Stephanie Callaghan, Andy Carmichael, George Greenshields, Ian Harrow, Graeme Horne, Martin Grant Hose, Ann Le Blond, Richard Lockhart, Catherine McClymont, Mark McGeever, Graham Scott, Collette Stevenson, Margaret B Walker, David Watson

BUSINESS

1 Declaration of Interests

- 2 Minutes of Previous Meeting** 5 - 14
The minutes of the meeting of the Executive Committee held on 3 November 2021 submitted for approval as a correct record. (Copy attached)

Monitoring Item(s)

- 3 Revenue Budget Monitoring for Period 7: 1 April 2021 to 8 October 2021** 15 - 26
Report dated 27 October 2021 by the Executive Director (Finance and Corporate Resources). (Copy attached)
- 4 Capital Programme 2021/2022 Update and Monitoring for Period 7 – 1 April to 8 October 2021** 27 - 36
Report dated 10 November 2021 by the Executive Director (Finance and Corporate Resources). (Copy attached)
- 5 Additional Funding from Scottish Government and Other External Sources** 37 - 40
Report dated 27 October 2021 by the Executive Director (Finance and Corporate Resources). (Copy attached)
- 6 Workforce Monitoring Information - April to September 2021 - Summary** 41 - 64
Report dated 3 November 2021 by the Executive Director (Finance and Corporate Resources). (Copy attached)

Item(s) for Decision

- 7 International Children's Games 2022** 65 - 68
Report dated 8 November 2021 by the Executive Director (Community and Enterprise Resources). (Copy attached)

Item(s) for Noting

- 8 Changes to Memberships of Committees, Forums and Joint Boards/Outside Bodies - Update** 69 - 88
Report dated 8 November 2021 by the Executive Director (Finance and Corporate Resources). (Copy attached)

Urgent Business

- 9 Urgent Business**
Any other items of business which the Chair decides are urgent.

For further information, please contact:-

Clerk Name:	Pauline MacRae/Lynn Paterson
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EXECUTIVE COMMITTEE

2

Minutes of meeting held via Microsoft Teams on 3 November 2021

Chair:

Councillor John Ross (ex officio)

Councillors Present:

Councillor Alex Allison, Councillor John Anderson, Councillor John Bradley, Councillor Maureen Chalmers (Depute), Councillor Gerry Convery, Councillor Peter Craig, Councillor Maureen Devlin, Councillor Isobel Dorman, Councillor Joe Fagan, Councillor Allan Falconer, Councillor Lynsey Hamilton, Councillor Ian Harrow (*substitute for Councillor Poppy Corbett*), Councillor Mark McGeever (*substitute for Councillor Robert Brown*), Councillor Mark Horsham, Councillor Eileen Logan, Councillor Joe Lowe, Councillor Katy Loudon, Councillor Monique McAdams, Councillor Kenny McCreary, Councillor Gladys Miller, Councillor Lynne Nailon, Councillor Richard Nelson, Councillor David Shearer, Councillor David Watson (*substitute for Councillor Jim Wardhaugh*), Councillor Josh Wilson

Councillors' Apologies:

Councillor Robert Brown, Councillor Margaret Cooper, Councillor Poppy Corbett, Councillor Jim McGuigan, Councillor Jim Wardhaugh

Attending:

Chief Executive's Service

C Sneddon, Chief Executive

Community and Enterprise Resources

M McGlynn, Executive Director

Education Resources

C McKenzie, Head of Education (Broad General Education)

Finance and Corporate Resources

P Manning, Executive Director; C Fergusson, Head of Finance (Transactions); R Leith, Community, Participation and Development Manager; T Little, Head of Communications and Strategy; P MacRae, Administration Adviser; G McCann, Head of Administration and Legal Services; K McLeod, Administration Assistant; K McVeigh, Head of Personnel Services

Housing and Technical Resources

D Lowe, Executive Director

Health and Social Care/Social Work Resources

S Sengupta, Director, Health and Social Care

1 Declaration of Interests

The following interest was declared:-

Councillor(s)	Item(s)	Nature of Interest(s)
Chalmers	Review of Financial Advice and Support	Referred to her Register of Interests

2 Minutes of Previous Meeting

The minutes of the meeting of the Executive Committee held on 22 September 2021 were submitted for approval as a correct record.

The Committee decided: the minutes be approved as a correct record.

3 Revenue Budget Monitoring for Period 6: 1 April 2021 to 10 September 2021

A report dated 21 September 2021 by the Executive Director (Finance and Corporate Resources) was submitted on the overall financial position of the Council's General Fund Revenue Account and Housing Revenue Account for the period 1 April 2021 to 10 September 2021.

Since the previous update submitted to the Committee at its meeting on 22 September 2021, further information had become available in relation to cost pressures which were attributable to COVID-19, as detailed in the report. The Council had also been notified of 4 new funding allocations for COVID and those were also detailed in the report. Total funding now amounted to £59.661 million, of which £27.402 million was specific, leaving £32.259 million to meet other COVID cost pressures. The updated cost position showed an estimated £18.649 million of spend to be met from the funding in 2021/2022. The revised funding and costs had been added to the Cost of Recovery position, detailed at Appendix 1 to the report.

The total COVID net expenditure, before funding, at 10 September 2021 amounted to £14.016 million. This was an increase of £6.040 million on the previously reported figure. Those costs were partially offset by specific funding of £10.121 million, leaving costs of £3.895 million to be met from the non-specific funding. A full breakdown of the position to 10 September 2021 was provided in Appendix 3 to the report.

At 10 September 2021, the position on the General Fund Revenue Account was an overspend of £0.120 million, as detailed in Appendix 2 to the report.

The Housing Revenue Account showed a breakeven position at 10 September 2021, as detailed in Appendix 4 to the report.

There followed a full discussion on various aspects of the report during which officers:-

- ♦ responded to members' questions
- ♦ advised that a number of the issues raised would be addressed at the Members' Awareness Session to be held on 19 November 2021

The Committee decided:

- (1) that the net overspend of £0.120 million on the General Fund Revenue Account at 10 September 2021, after COVID-19 spend and funding, as detailed in section 4.1 and Appendix 2 to the report, be noted;
- (2) that the total net expenditure of £3.895 million, after specific funding in relation to COVID-19, offset by Government Grant included in the Council's position as at 10 September 2021, as detailed in section 5.5 of the report, be noted;
- (3) that the updated COVID position for 2021/2022, as detailed in section 5.4 of the report, be noted; and
- (4) that the breakeven position on the Housing Revenue Account at 10 September 2021, as detailed in section 6 and Appendix 4 to the report, be noted.

[Reference: Minutes of 22 September 2021 (Paragraph 3)]

4 Capital Programme 2021/2022 Update and Monitoring for Period 6 – 1 April 2021 to 10 September 2021

A report dated 13 October 2021 by the Executive Director (Finance and Corporate Resources) was submitted on the General Fund Capital Programme and the Housing Capital Programme for the period 1 April 2021 to 10 September 2021.

At its meeting on 22 September 2021, the Committee had agreed a General Fund Capital Programme for 2021/2022 amounting to £83.304 million. A revised programme of £83.477 million was now anticipated. This reflected proposed adjustments to the programme totalling a net increase of £0.173, as shown in Appendix 1 to the report. Those adjustments included funding for replacement of the audio visual equipment in the Council Chamber and Committee Room 1. The Executive Director advised that, due to issues in obtaining supplies, this project was not expected to be completed prior to the end of February 2022. Budget for the period amounted to £120.104 million and, at 10 September 2021, £20.181 million had been spent on the General Fund Capital Programme, an overspend of £0.077 million. Actual funding received to 10 September 2021 totalled £57.300 million. The programme spend and funding for the General Fund for the period was detailed in appendices 2 and 3 to the report.

At its meeting on 22 September 2021, the Committee had agreed a revised Housing Capital Programme for 2021/2022 amounting to £79.640 million. Programmed funding for the year also amounted to £79.640 million. The funding sources were detailed in Appendix 4 to the report. Budget for the period amounted to £31.798 million and, at 10 September 2021, £31.657 million had been spent on the Housing Capital Programme, an underspend of £0.141 million.

Members having referred to the potential to hold “blended” Committee meetings where attendance could be virtual or in person prior to the end of February 2022, the Executive Director (Finance and Corporate Resources) undertook to submit a report detailing options and costs to the meeting of the Standards and Procedures Advisory Forum to be held on 30 November 2021.

The Committee decided:

- (1) that the Period 6 position, as at 10 September 2021, of the General Fund Capital Programme, detailed in appendices 1 to 3 to the report, and the Housing Capital Programme, detailed in Appendix 4 to the report, be noted;
- (2) that the adjustments to the General Fund programme, detailed in Appendix 1 to the report, be approved; and
- (3) that the revised programmes be monitored by the Financial Resources Scrutiny Forum.

[Reference: Minutes of 22 September 2021 (Paragraph 4)]

Councillor Lowe entered the meeting during this item of business

5 Additional Funding from Scottish Government and Other External Sources

A report dated 22 September 2021 by the Executive Director (Finance and Corporate Resources) was submitted on additional funding, totalling £4.267 million, which had been made available to the Council by the Scottish Government and other external sources.

The funding had been allocated as follows:-

Revenue Funding

Resource	2021/2022 (£m)
Finance and Corporate	3.391
Housing and Technical	0.462
Total	3.853

Capital Funding

Resource	2021/2022 (£m)
Community and Enterprise	0.414
Total	0.414
Overall Total	4.267

The Committee decided: that the report be noted.

[Reference: Minutes of 22 September 2021 (Paragraph 5)]

6 Community Plan Quarter 4 Progress Report 2020/2021 and Annual Outcome Improvement Report

A report dated 6 October 2021 by the Executive Director (Finance and Corporate Resources) was submitted on progress against the outcomes within the Community Plan as at 31 March 2021.

The South Lanarkshire Community Plan, approved in October 2017, set out the priorities and outcomes for the Community Planning Partnership over a 10-year period from 2017 to 2027. The Quarter 4 progress report, attached as Appendix 1 to the report, summarised progress against the Plan to March 2021 and, in line with the target setting requirements of the Community Empowerment (Scotland) Act 2015, set out performance at year 4.

The Annual Outcome Improvement Report, which detailed the progress of the South Lanarkshire Community Planning Partnership during 2020/2021, was attached as Appendix 2 to the report.

The report provided a summary of progress against the outcomes of the Community Plan using a traffic light system of red/amber/green. A blue status had also been added which indicated that the action to achieve change had been completed. Of the 194 measures contained within the Plan, 3 had been completed, 102 were judged to be on course to achieve the targets set, 12 were judged to be considerably off target and 32 were judged to be slightly off target. There were 6 measures with contextual data and 39 measures for which no data was available except for the baseline set in the Community Plan. The Plan also reflected the updates on neighbourhood planning activity, the Rapid Rehousing Transition Plan, including a review of the language used, and the removal of the Thematic Partnership Improvement Plans. However, a final update on those was included in Appendix 1 to the report.

The Community Planning Progress Group had carried out a light touch peer review of the Community Plan in early 2021. The revised Community Plan had been approved by the Community Planning Partnership Board on 24 June 2021 and the new/revised indicators were outlined in Appendix 2 to the report.

There followed a full discussion on various aspects of the report during which officers:-

- ◆ responded to members' questions
- ◆ undertook to:-
 - ◆ submit a report on the position regarding the East Kilbride rail line and associated matters to a future meeting of the Community and Enterprise Resources Committee
 - ◆ provide an update to the Clydesdale members regarding the Clydesdale Scottish Transport Appraisal Guidance (STAG)
 - ◆ submit a report to a future meeting of the Education Resources Committee on ways to address the widening gap in school leaver destinations for young people residing in the most and least deprived datazones

In response to a member's request, the Community, Participation and Development Manager undertook to speak to Hillhouse Community Council on Participatory Budgeting.

The Committee decided:

- (1) that the progress made to date against the outcomes within the Community Plan, as detailed in Appendix 1 to the report, be noted; and
- (2) that the content of the Annual Outcome Improvement Report, as detailed in Appendix 2 to the report be noted.

In terms of Standing Order No 13, the Chair adjourned the meeting at 11.17am during consideration of this item of business. The meeting reconvened at 11.25am.

7 Land and Property Transfers and Disposals

A report dated 7 October 2021 by the Executive Director (Housing and Technical Resources) was submitted on actions required in respect of land and property transactions.

The recommendations had been made in terms of agreed procedures for dealing with surplus land and property.

The Committee decided: that the land and property, as detailed in Appendix A to the report, be declared surplus to Council requirements.

8 Review of Financial Advice and Support

A report dated 17 October 2021 by the Executive Director (Finance and Corporate Resources) was submitted on the review of financial advice and support services provided by the Council and key improvement actions which had been identified as a result of the review.

The review aimed to:-

- ◆ provide an overview of the range of financial support and advice services
- ◆ consider the measures used to assess performance levels
- ◆ explain the links and dependencies to other Council services and organisations
- ◆ identify improvements to the service delivery model for Council services

The core provider of financial advice and support in the Council was the Money Matters Advice Service (MMAS) while the Citizens' Advice Bureaux provided financial advice and support, operating across all 4 South Lanarkshire localities. The review had been progressed by 2 working groups which focussed respectively on the provision of Council services and improvements to the joint working arrangements with Citizens' Advice Bureaux.

The review had identified 16 improvement actions to be taken forward and those were detailed in Appendix 2 to the report.

It was considered that, by moving the MMAS from Social Work Resources to Finance Transactions within Finance and Corporate Resources, a range of benefits could be gained including:-

- ◆ contribution towards a higher profile of wellbeing services and improved joint working across management teams
- ◆ closer links with the Community Engagement Team within Finance and Corporate Resources and the remit over tackling poverty and provision of support to customers

- ♦ closer links with the Wellbeing Team within Finance and Corporate Resources and the provision of support to customers

It was proposed that the MMAS Manager would report directly to the Head of Finance (Transactions) and the Service would operate independently of the Benefits and Revenues Service. The Service would also work towards accreditation through the Scottish National Standards for debt advice administered by the Scottish Legal Aid Board over the next 2 years. The proposed new service structure was detailed in Appendix 3 to the report.

Officers responded to members' questions on various aspects of the report.

The Committee decided:

- (1) that the summary of the review of financial advice and support be noted;
- (2) that the range of actions detailed in section 6 and Appendix 2 to the report specifying improvements to internal systems and processes, customer engagement, investment in staff and joint working with Citizens Advice Bureaux, be noted; and
- (3) that the transfer of Money Matters Advice Service from Social Work Resources to Finance and Corporate Resources be approved

Councillor Chalmers, having declared an interest in the above item of business, withdrew from the meeting during its consideration

9 South Lanarkshire Council Response to the Scottish Government's National Care Service Consultation

A report dated 30 September 2021 by the Chief Executive was submitted on the draft South Lanarkshire Council response to the Scottish Government's National Care Service consultation.

The findings of the Independent Review of Adult Social Care (IRASC), published in February 2021, included a recommendation that a National Care Service (NCS) be established on an equal footing with NHS Scotland, with both bodies reporting to the Scottish Ministers. Subsequently, in August 2021, the Scottish Government launched a consultation on the NCS which covered a wide range of the topics encompassed by the IRASC and went beyond that original remit.

The Convention of Scottish Local Authorities (COSLA) expressed concern that the proposals had been drafted without engagement with local government and had serious implications for local authorities, endangering the principles of localism and the ability of local people to be engaged in democratic decisions about how their local services were delivered. This view was endorsed by all political parties at the COSLA Leaders' meeting on 24 September 2021 where there was cross party support for local retention of responsibility and accountability for social care and consensus that the NCS, as proposed, would significantly undermine local democracy, accountability and choice across a wide range of services. The Council's draft response to the consultation, attached as Appendix 1 to the report, aligned with that consensus cross party view.

Details were given on the content and structure of the draft response which was presented in a narrative format, structured thematically, taking into account the sections and themes within the consultation paper. It was considered that this format allowed:-

- ♦ appropriate weight to be given to topics which were a crucial part of the debate but which were not the subject of specific questions
- ♦ detailed exploration of specific issues
- ♦ proper contextualisation of the issues

The format also avoided the limitations of the "tick box" questionnaire approach.

If approved, the response would be submitted to the Scottish Government as the Council's response to the NCS consultation.

The Committee decided: that the draft South Lanarkshire Council response to the National Care Service consultation, attached at Appendix 1 to the report, be approved and submitted to the Scottish Government.

Councillor Harrow left the meeting during this item of business

10 2023 Review of UK Parliamentary Constituencies – Publication of Initial Proposals

A report dated 14 October 2021 by the Chief Executive was submitted providing an update on the Boundary Commission for Scotland's 2023 Review of UK Parliamentary Constituencies and the Publication of Initial Proposals.

The Boundary Commission for Scotland was responsible for reviewing Constituencies in Scotland for the UK Parliament. Full reviews of UK Parliamentary constituencies were undertaken every 5 years and the next review would take place in 2023. The Boundary Commission for Scotland published its Initial Proposals for a new map of UK Parliamentary Constituencies in Scotland on 14 October 2021 which marked the start of an 8 week consultation period which would conclude on 8 December 2021.

The UK Parliament had retained 650 constituencies for the review in 2023 and, in Scotland, the 59 existing constituencies would be reduced to 57. The boundaries of 2 of those constituencies, Western Isles and Orkney and Shetland, were defined in legislation and would not be subject to review.

Details were given on:-

- ◆ the criteria for the remaining 55 constituencies
- ◆ the proposed constituencies covering the South Lanarkshire Council Area
- ◆ proposals with a particular impact on existing boundaries within the South Lanarkshire area

Appendix 1 of the report provided details of the relationship between current and proposed constituencies and South Lanarkshire electoral wards.

Details were given on where the maps of the Initial Proposals could be viewed and how comments on could be made. The Commission would publish all of the comments received during the initial consultation in early 2022 and invite further comments on those, in addition to holding public hearings. Final recommendations would be submitted by the Commission before 1 July 2023.

The Committee decided:

- (1) that the Boundary Commission for Scotland's Initial Proposals for the UK Parliament Constituencies, published on 14 October 2021, be noted;
- (2) that it be noted that the Initial Proposals were displayed in Rutherglen, East Kilbride and Lanark libraries, at the Cambuslang Institute, at the main entrance to the Council Offices, Almada Street, Hamilton and were detailed on the Council's website;
- (3) that the statutory consultation period of 8 weeks until 8 December 2021, be noted; and

- (4) that it be noted that comments on the Initial Proposals could be made on the Boundary Commission's consultation portal at www.bcs2023review.com, by email to bcsc@scottishboundaries.gov.uk or by letter to Boundary Commission for Scotland, Thistle House, 91 Haymarket Terrace, Edinburgh EH12 5HD.

11 Programme for Government 2021

A report dated 7 October 2021 by the Executive Director (Finance and Corporate Resources) was submitted on key aspects of the Scottish Government's Programme for Government 2021/2022 and progression of relevant elements in South Lanarkshire.

The Scottish Government published its Programme for Government (PfG) 2021/2022 on 11 September 2021. Entitled "A fairer, greener Scotland," it set out the Government's key legislative and policy priorities over the current administrative term to 2025/2026 and beyond to 2026/2027

The programme contained the following 5 themes:-

- ◆ establish a caring nation society, setting out a new vision for health and social care
- ◆ create a land of opportunity, supporting young people and promoting a fairer and more equal society
- ◆ secure a net zero nation, ending Scotland's contribution to climate change, enhancing nature and climate resilience in a just and fair way
- ◆ create an economy which worked for all of Scotland's people and places, putting sustainability, wellbeing and fair work at the heart of economic transformation
- ◆ living better, supporting thriving resilient and diverse communities

The Programme had also highlighted a range of high level and more detailed initiatives under the 5 themes and a number of headline actions, identified as relating significantly to local government, were detailed in the report. It also asserted that leading Scotland out of the pandemic remained the foremost priority, together with building a more resilient health and care system, renewing the drive to eradicate child poverty and securing sustainable inclusive growth for everyone.

Appendix 1 to the report showed the following for each of the themes identified in the Programme for Government 2021/2022:-

- ◆ a summary of the relevant element in the Programme
- ◆ the focus from a Council perspective
- ◆ actions identified
- ◆ an indicative timeline and route for reporting to the relevant Committees

Executive Directors would report on relevant aspects of the Programme for Government in their regular Resource Plan monitoring reports to Committee.

The Committee decided:

- (1) that the report be noted; and
- (2) that it be noted that Executive Directors would report on relevant aspects of Programme for Government as part of their regular Resource Plan monitoring reports to Committees.

12 South Lanarkshire Local Housing Strategy Annual Review 2020/2021

A report dated 7 October 2021 by the Executive Director (Housing and Technical Resources) was submitted on the progress achieved during 2020/2021 in delivering the agreed outcomes set out in the Local Housing Strategy (LHS) 2017 to 2022.

A summary of significant changes, which had taken place both nationally and locally since the last review of the LHS, was provided in the report.

The LHS was structured around 5 chapters and 9 priority outcomes and was monitored through 95 indicators, comprising 65 actions and 30 measures, which showed that:-

- ◆ 9 indicators had been completed in full
- ◆ 70 indicators were categorised as green and were on course to achieve with no issues anticipated
- ◆ 10 indicators were categorised as amber with some minor slippage against targets
- ◆ 1 indicator was categorised as red with below anticipated performance
- ◆ 5 indicators would be reported at a later date

Actions to address the red and amber indicators were detailed in the report together with highlights in areas where good progress had been identified. Despite the challenges presented by the COVID-19 pandemic, the review had identified that the Council and its housing, health and homelessness partners had made good progress in 2020/2021 towards delivering on the current, agreed LHS priority outcomes.

The Council would continue to monitor, influence and, where possible, enact any national policy changes which related to the LHS, including the associated impact and recovery from the COVID-19 pandemic.

The Committee decided: that the report be noted.

[Reference: Minutes of 4 November 2020 (Paragraph 9)]

13 Amendments to Memberships of Committees, Forums and Joint Boards/Outside Bodies

A report dated 14 October 2021 by the Executive Director (Finance and Corporate Resources) was submitted on:-

- ◆ proposed amendments to the membership of various Committees, Forums, Joint Boards and Outside Bodies following recent changes in the political composition of the Council
- ◆ a change in the membership of the Equal Opportunities Forum

As a result of recent changes in the membership of the Conservative and Independent Groups, it was proposed that the composition of Committees be amended. Details of the current and proposed committee memberships were provided in Appendix 1 to the report. It was also proposed that changes be made to memberships of certain Joint Boards and Partnership/Outside Bodies, as detailed in Appendix 2 to the report.

Following a request from the Labour Group Business Manager, it was proposed that Councillor Razzaq replace Councillor Lennon as a member of the Equal Opportunities Forum and that Councillor Lennon fill the resulting vacancy as a substitute member.

The Committee decided:

- (1) that the changes in membership of the Conservative and Independent Groups, as detailed in paragraph 3.3 of the report, be noted;
- (2) that, to reflect the current political composition of the Council:-
 - ◆ amendments to the committee memberships, as detailed in Appendix 1 to the report, be approved
 - ◆ amendments to the memberships of certain Joint Boards/Outside Bodies, as detailed in Appendix 2 to the report, be approved;
- (3) that Councillor Razzaq replace Councillor Lennon as a member of the Equal Opportunities Forum and that Councillor Lennon fill the resulting vacancy as a substitute member; and
- (4) that authority be delegated to the Chief Executive, in consultation with the Leaders of the political/independent groups and independent members, to finalise memberships as a consequence of the changes outlined in Recommendation (2).

14 Urgent Business

There were no items of urgent business.

Report

3

Report to:	Executive Committee
Date of Meeting:	1 December 2021
Report by:	Executive Director (Finance and Corporate Resources)

Subject:	Revenue Budget Monitoring for Period 7: 1 April 2021 to 8 October 2021
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1. Purpose of Report

1.1. The purpose of the report is to:

- ♦ advise the Committee on the overall financial position of the Council's General Fund Revenue Account and Housing Revenue Account for the period 1 April 2021 to 8 October 2021.

2. Recommendation(s)

2.1. The Committee is asked to approve the following recommendation(s):

- (1) that the net overspend of £0.146 million on the General Fund Revenue Account at 8 October 2021, after COVID-19 spend and funding (section 4.1 and Appendix 1), be noted;
- (2) that the total net expenditure of £4.828 million, after specific funding in relation to COVID-19, offset by Government Grant included in the Council's position as at 8 October 2021 (section 5.3) be noted;
- (3) that the current COVID position for 2021/2022 (section 5.4), be noted; and
- (4) that the breakeven position on the Housing Revenue Account at 8 October 2021 (section 6 and Appendix 4 of the report), be noted.

3. Background

3.1. General Fund Position

The report will summarise the actual expenditure and income to 8 October 2021 compared with the budget for the same period. This includes spend to date due to the ongoing COVID-19 pandemic.

3.2. The Council's General Fund position is detailed in section 4 while the 2021/2022 in-year costs of the pandemic to 8 October 2021 are detailed in section 5. The Housing Revenue Account position to 8 October 2021 is summarised in section 6.

4. 2021/2022 General Services Position (excluding COVID)

4.1. General Services Current Position as at 8 October 2021

As at 8 October 2021, the position on the General Services budget is an overspend of £0.146 million (Appendix 1). This includes a break-even position on COVID spend and income referred to in section 5.5.

- 4.2. The majority of the overspend of £0.146 million relates to Social Work Resources. The full year expected overspend for the service (excluding covid) is £0.500 million. This is a reduction in the position reported in the report to the September Executive Committee and reflects the outcome of work carried out to review the costs that are a result of the pandemic (see section 5.1).
- 4.3. **Early Years Expansion:** As at period 7, there is a forecast underspend in the 2021/2022 expansion budget relating to staff costs and food provision. This relates to the time taken to fill new posts as well as vacancies within central posts and the delay in management requirements at Bothwell this year. Additionally, the cost for food provision is lower than expected and will result in an underspend based on actual spend by the end of the financial year. This is forecast at £1.200 million and it will be proposed that it be carried forward in reserves to meet ELC commitments in future years.
- 4.4. **Utilities Price Increases:** There has been much publicity around the global increase in prices and potential issues with availability of energy. The Council's energy contracts are procured via the Scottish Government. Energy is bought in advance to provide some hedge against future price increases and provide some protection from the surge in prices. As at end September 2021, 100% of the Council's electricity and gas had been bought for this current year and for next year, the amount purchased to end September was 86% for electricity and 83% for gas. The Council has budget within the Corporate Items budget line, and unless this is required in the current year, it will be proposed at year end that this will be transferred to reserves to manage price increases next year.
- 5. 2021/2022 COVID-19 Position**
- 5.1. **Cost of Recovery 2021/22:** As reported in the last report to Committee (3 November 2021), the revised total funding is now £59.661 million of which £27.402 million is specific, leaving £32.259 million to meet other COVID cost pressures. The report also provided an updated cost position to include changes to the Education, Social Work and South Lanarkshire Leisure and Culture positions, resulting in a revised estimate of £18.649 million of spend to be met from this funding in 2021/2022. A breakdown of the Cost of Recovery is provided in Appendix 2.
- 5.2. The cost position includes the increasing costs of children and families' placements and spend incurred due to breakdowns in family situations as a result of the pandemic, which is an issue that appears to be evident across the Country. These placements are unlikely to be temporary. There is an estimated cost of £2.700 million into 2022/23 for these placements.
- 5.3. **COVID-19 Current Position as at 8 October 2021**
The total COVID net expenditure before funding as at 8 October 2021 is £17.871 million. **This is an increase of £3.855 million on the period 6 figure** and is mainly due to the payment of the Family Pandemic Child Bridging Payments and also Study Support within Education Resources which are offset by specific funding. These costs are partially offset by specific funding of £13.043 million, leaving costs of £4.828 million to be met from the non-specific funding. As lockdown restrictions ease, it is anticipated that there will be an impact on the level of spend moving forward. This position will continue to be monitored and reported throughout the year.
- 5.4. A summary of the current position is included in Table 1 with a full breakdown included in Appendix 3.

Table 1: Analysis of COVID expenditure as at 8 October 2021 (Period 7)

	As at 8 October 2021 £m	Movement from period 6 £m
Additional Resource Spend	16.656	3.750
Lost Income	1.451	0.207
Less: Unspent Budget	(0.236)	(0.102)
Total Net Expenditure inc. in Resources	17.871	3.855
Specific Funding Utilised	(13.043)	(2.922)
Net COVID Expenditure	4.828	0.933
Non Specific Funding Utilised	(4.828)	(0.933)
Net COVID Expenditure	-	-

- 5.5. The COVID costs above exclude the costs of the Social Work Mobilisation Plan. The assumption is that this will continue to be fully funded. The spend to period 7 in relation to the Social Work Mobilisation Plan is £9.988 million.
- 5.6. **Social Care:** As noted previously, an amount for Care at Home is included in the charges being made to the mobilisation plan. It has been observed that as part of re-mobilisation of services, hospitals are seeing presentation of service users with a much higher requirement for packages of Care at Home on discharge. There are also pressures around supported living, direct payments and unachieved savings. The total full year estimated pressure at period 7 is currently estimated at up to £3.700 million with the mobilisation plan providing funding to cover these COVID-19 related costs.
- 5.7. As reported previously, Adults and Older People Services are also reporting a significant concern around unmet need in Care at Home and increasing delays in hospital, and recruitment for Care at Home staffing has been authorised to be funded by the mobilisation plan this year at a cost of up to £1.900 million. Also, the full year costs of additional Care Home placements that have now resulted from interim care home placement made to manage delayed discharges are resulting in an in-year pressure of £1.500 million. Again, this will be charged to the mobilisation plan for 2021/2022, but these costs represent service delivery that will recur into next financial year.
- 5.8. On the 5 October 2021, the Scottish Government announced recurring investment funding nationally of £300 million, however, the Council / Health and Social Care Partnership has yet to be notified of it's share of these funds. Planning for future year budgets is ongoing with the Service and the Chief Financial Officer of the Integration Joint Board, and it has been agreed that an update on the financial strategy for 2022/2023 will be presented to the next IJB Board meeting. This will include an update on recurring funding; an estimate of remaining financial pressures for 2022/2023 and the requirement to bridge any remaining budget gap
- 5.9. Whilst these costs are being charged to the Mobilisation plan for 2021/2022, there is a risk that if these packages are prolonged, this will be an additional pressure moving into 2022/2023, that additional funding may not fully cover. Separately, there are also costs being charged directly to the Mobilisation plan which are not directly linked to ongoing service delivery of Home Care, or Care Homes and as such represent a lesser risk of their impact on the financial position of the IJB into 2022/2023. These costs total £8 million and reflect staff overtime to cover absence, PPE hub and supply, and interim placements to avoid delays in discharging patients from hospital. Whilst these costs are being incurred this year, and met from the mobilisation plan, in the absence of further funding these will result in additional pressures for the IJB if they recur. The

additional funding announced on 5 October (as detailed in section 5.8) may assist in some of these pressures if they are recurring, specifically interim placements

6. Housing Revenue Account Position

- 6.1. As at 8 October 2021, Appendix 4 of the report shows a breakeven position against the phased budget on the Housing Revenue Account.

7. Employee Implications

- 7.1. None.

8. Financial Implications

- 8.1. As detailed within this report.

9. Climate Change, Sustainability and Environmental Implications

- 9.1. There are no implications for climate change, sustainability or the environment in terms of the information contained in this report.

10. Other Implications

- 10.1. The main risk associated with the Council's Revenue Budget is that there is an overspend. The risk has been assessed as low given the detailed budget management applied across the Resources. The risk is managed through four weekly Budget Monitoring Meetings at which any variance is analysed. In addition, the probable outturn exercise ensures early warning for corrective action to be taken where appropriate.

11. Equality Impact Assessment and Consultation Arrangements

- 11.1. This report does not introduce a new policy, function or strategy or recommend a change to an existing policy, function or strategy and, therefore, no impact assessment is required.
- 11.2. There is also no requirement to undertake any consultation in terms of the information contained in this report.

Paul Manning

Executive Director (Finance and Corporate Resources)

27 October 2021

Link(s) to Council Values/Ambitions/Objectives

- ◆ Accountable, Effective, Efficient and Transparent

Previous References

- ◆ None

List of Background Papers

- ◆ Financial ledger and budget monitoring results to 8 October 2021

Contact for Further Information

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

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SOUTH LANARKSHIRE COUNCIL

Revenue Budget Monitoring Report

Period Ended 8 October 2021 (No.7)

<u>Committee</u>	Annual Budget	Annual Forecast Transfers	Annual Forecast Variance Transfers	Budget Proportion To 08/10/21	Actual to Period 7 08/10/21	Variance to 08/10/21	
	£m	£m	£m	£m	£m	£m	
Departments:							
Community and Enterprise Resources	116.203	116.203	0.000	48.872	51.340	(2.468)	over
Facilities, Waste and Grounds	69.231	69.231	0.000	30.724	30.951	(0.227)	over
Fleet, Environmental and Projects	(0.643)	(0.643)	0.000	(2.653)	(2.344)	(0.309)	over
Leisure and Culture Services	19.470	19.470	0.000	9.695	9.675	0.020	under
Planning and Economic Development	7.781	7.781	0.000	1.265	1.123	0.142	under
Roads	20.364	20.364	0.000	9.841	10.591	(0.750)	over
COVID-19	0.000	0.000	0.000	0.000	1.344	(1.344)	over
Education Resources	369.882	369.882	0.000	162.120	162.658	(0.538)	over
Education	358.521	358.521	0.000	156.581	156.660	(0.079)	over
COVID-19	11.361	11.361	0.000	5.539	5.998	(0.459)	over
Finance and Corporate Resources	37.545	37.545	0.000	22.307	30.192	(7.885)	over
Finance Services - Strategy	1.962	1.962	0.000	1.690	1.690	0.000	-
Finance Services - Transactions	12.694	12.694	0.000	6.189	6.140	0.049	under
Audit and Compliance Services	0.339	0.339	0.000	0.280	0.280	0.000	-
Information Technology Services	5.037	5.037	0.000	5.804	5.798	0.006	under
Communications and Strategy Services	2.464	2.464	0.000	1.444	1.478	(0.034)	over
Administration and Licensing Services	4.069	4.069	0.000	2.441	2.570	(0.129)	over
Personnel Services	10.980	10.980	0.000	4.459	4.371	0.088	under
COVID-19	0.000	0.000	0.000	0.000	7.865	(7.865)	over
Housing and Technical Resources	16.142	16.142	0.000	10.607	10.859	(0.252)	over
Housing Services	8.234	8.234	0.000	5.194	5.194	0.000	-
Property Services	7.908	7.908	0.000	5.413	5.413	0.000	-
COVID-19	0.000	0.000	0.000	0.000	0.252	(0.252)	over
Social Work Resources	175.139	175.139	0.000	94.093	95.440	(1.347)	over
Performance and Support Services	8.004	8.004	0.000	4.242	3.983	0.259	under
Children and Families	34.367	34.367	0.000	17.665	18.074	(0.409)	over
Adults and Older People	131.183	131.183	0.000	71.451	71.436	0.015	under
Justice and Substance Misuse	1.585	1.585	0.000	0.735	0.750	(0.015)	over
COVID-19	0.000	0.000	0.000	0.000	1.197	(1.197)	over
Joint Boards	2.155	2.155	0.000	1.053	1.053	0.000	-
	717.066	717.066	0.000	339.052	351.542	(12.490)	over

<u>Committee</u>	Annual Budget	Annual Forecast Transfers	Annual Forecast Variance Transfers	Budget Proportion to 08/10/21	Actual to Period 7 08/10/21	Variance to 08/10/21	
	£m	£m	£m	£m	£m	£m	
Service Departments Total	717.066	717.066	0.000	339.052	351.542	(12.490)	over
CFCR	0.336	0.336	0.000	0.000	0.000	0.000	-
Loan Charges	36.942	36.942	0.000	18.471	18.471	0.000	-
Corporate Items	10.967	10.967	0.000	0.058	0.058	0.000	-
Corporate Items - COVID-19	33.970	33.970	0.000	12.344	0.000	12.344	under
Corporate Items - 2022/2023 Strategy	13.550	13.550	0.000	0.000	0.000	0.000	-
Investments – Transfer to Reserves	4.580	4.580	0.000	0.000	0.000	0.000	-
Total Expenditure	817.411	817.411	0.000	369.925	370.071	(0.146)	over
Council Tax	161.171	161.171	0.000	80.585	80.585	0.000	-
Less: Council Tax Reduction Scheme	(21.444)	(21.444)	0.000	(10.722)	(10.722)	0.000	-
Net Council Tax	139.727	139.727	0.000	69.863	69.863	0.000	-
General Revenue Grant	273.209	273.209	0.000	136.604	136.604	0.000	-
General Revenue Grant – COVID19	27.659	27.659	0.000	0.000	0.000	0.000	-
Non-Domestic Rates	319.312	319.312	0.000	159.656	159.656	0.000	-
Transfer from Reserves	57.504	57.504	0.000	57.504	57.504	0.000	-
Total Income	817.411	817.411	0.000	423.627	423.627	0.000	-
Net Expenditure / (Income)	0.000	0.000	0.000	(53.702)	(53.556)	(0.146)	over

SOUTH LANARKSHIRE COUNCIL

Revenue Budget Monitoring Report

Period Ended 8 October 2021 (No.7)

<u>Budget Category</u>	Annual Budget	Annual Forecast Transfers	Annual Forecast Variance Transfers	Budget Proportion to 08/10/21	Actual to Period 6 08/10/21	Variance to 08/10/21	
	£m	£m	£m	£m	£m	£m	
Service Departments:							
Expenditure							
Employee Cost	554.829	554.829	0.000	271.851	273.675	(1.824)	over
Property Costs	56.527	56.527	0.000	36.515	37.396	(0.881)	over
Supplies and Services	59.041	59.041	0.000	26.114	32.025	(5.911)	over
Transport Costs	40.817	40.817	0.000	21.740	22.620	(0.880)	over
Administration Costs	16.349	16.349	0.000	9.320	9.167	0.153	under
Payments to Other Bodies	110.692	110.692	0.000	58.970	60.876	(1.906)	over
Payments to Contractors	199.809	199.809	0.000	94.245	98.103	(3.858)	over
Transfer Payments	6.101	6.101	0.000	3.949	4.318	(0.369)	over
Housing Benefits	68.542	68.542	0.000	31.717	30.972	0.745	under
Financing Charges (controllable)	1.660	1.660	0.000	0.938	1.209	(0.271)	over
Total	1,114.367	1,114.367	0.000	555.359	570.361	(15.002)	over
Service Departments Total	1,114.367	1,114.367	0.000	555.359	570.361	(15.002)	over
CFCR	0.336	0.336	0.000	0.000	0.000	0.000	-
Loan Charges	36.942	36.942	0.000	18.471	18.471	0.000	-
Corporate Items	10.967	10.967	0.000	0.058	0.058	0.000	-
Corporate Items - COVID-19	33.970	33.970	0.000	12.344	0.000	12.344	under
Corporate Items - 22/23 Strategy	13.550	13.550	0.000	0.000	0.000	0.000	-
Investments – Transfer to Reserves	4.580	4.580	0.000	0.000	0.000	0.000	-
Total Expenditure	1,214.712	1,214.712	0.000	586.232	588.890	(2.658)	over
Income							
Housing Benefit Subsidy	64.158	64.158	0.000	31.119	30.603	(0.516)	under rec
Other Income	333.143	333.143	0.000	185.188	188.216	3.028	over rec
Council Tax (Net of Council Tax Reduction Scheme)	139.727	139.727	0.000	69.863	69.863	0.000	-
General Revenue Grant	273.209	273.209	0.000	136.604	136.604	0.000	-
General Revenue Grant - COVID-19	27.659	27.659	0.000	0.000	0.000	0.000	-
Non Domestic Rates	319.312	319.312	0.000	159.656	159.656	0.000	-
Transfer from Reserves	57.504	57.504	0.000	57.504	57.504	0.000	-
Total Income	1,214.712	1,214.712	0.000	639.934	642.446	2.512	over rec
Net Expenditure / (Income)	0.000	0.000	0.000	(53.702)	(53.556)	(0.146)	over

COVID-19 Costs 2021/2022	Community and Enterprise	Education	Finance and Corporate	Housing and Technical	Social Work	Total £m
Projected Costs	4.297	3.063	0.652	0.331	2.350	10.693
Lost Income	2.577	0.139	0.020	0.500	-	3.236
Total Costs	6.874	3.202	0.672	0.831	2.350	13.929
Less: Spend Not Made	(0.380)	-	-	-	-	(0.380)
Net Cost to the Council in 2021/2022	6.494	3.202	0.672	0.831	2.350	13.549
Add: Savings Not Achievable	-	-	-	-	-	0.000
Add: SLLC (early estimate)					-	3.900
Add: Property Services for capital	-	-	-	-	-	1.200
Balance	6.494	3.202	0.672	0.831	2.350	18.649

Funding available						£m
Reserves – carried forward (non-specific)						15.955
Revised New Funding as at P7						16.304
Total funding available						32.259

COVID Expenditure**Summary**

Cost of COVID 2021/2022 (to 8 October 2021)	Costs Incurred	Lost Income	Less: Spend Not Made	Total Costs	Movement from P6
	£m	£m	£m	£m	
Community and Enterprise	1.344	1.352	(0.236)	2.460	0.201
Education	5.998	0.079	0.000	6.077	1.694
Finance and Corporate	7.865	0.020	0.000	7.885	1.584
Housing and Technical	0.252	0.000	0.000	0.252	0.071
Social Work	1.197	0.000	0.000	1.197	0.848
Net Resource Expenditure in 2021/2022				17.871	4.398
Specific Funding					
Education				(5.527)	(1.402)
Corporate Items				(7.516)	(1.520)
Total Specific Funding Utilised				(13.043)	(2.922)
Net Cost to be funded from Non-Specific Funding				4.828	1.476

Detail**Additional Costs:**

Service	Description of Cost	Value £m	Movem't from P6
Community and Enterprise Resources			
FWG/Fleet & Environmental	Staffing costs supporting COVID response	0.324	0.034
FWG/Fleet & Environmental/Roads	Cleaning, janitorial and utilities costs	0.086	0.015
FWG	Carlisle Civic Amenity Site - Compactor Installation	0.008	0.002
FWG/Fleet & Environmental/Roads	Materials and PPE	0.042	0.010
FWG/Roads	Fleet costs including fuel supporting COVID19 response	0.226	0.001
All Services	Telephones / Stationery / IT Costs	0.013	(0.001)
FWG	Increase in domestic waste tonnage	0.635	0.035
FWG	Webcast system and live webcasts	0.010	-
Education Resources			
Schools	Additional Staffing (General)	0.002	-
Schools	Additional Teachers (Apr to Aug)	1.538	-
Support Services	Additional Support Assistants (Apr to Aug)	0.107	-
Schools	Additional Teachers (Aug to Oct)	1.036	0.446
Support Services	Additional Support Assistants (Aug to Oct)	0.045	0.022
Support Services	Additional Support Assistants - Literacy/Numeracy (Aug to Oct)	0.097	0.049
Support Services	Additional Support Assistants – Lateral Flow Testing	0.153	0.023
Schools	Study Support	0.804	0.804
Schools	Pathfinder Initiative	0.142	-
Schools / ELC	Additional Cleaning	1.338	-
Schools / ELC	Facilities Orders (Hand sanitisers / soap dispensers / bins / wipes / hand towels)	0.232	0.048
Schools / ELC	Utilities - Additional Ventilation	0.180	0.012

Service	Description of Cost	Value £m	Movem't from P6
Schools	Central Orders and Social Work Recharges (gloves / wipes / aprons / visors / masks / face coverings)	0.033	0.008
Schools	Digital Inclusion	0.002	0.002
Schools	Test and Trace Administration	0.012	0.003
Inclusion	Inclusive Education - Independent COVID places	0.277	0.277
Finance and Corporate Resources			
Personnel Services	Foodbank expenditure	0.105	0.028
Finance (Transactions)	Self Isolation Payments	0.039	0.012
Finance (Transactions)	£100 Spring Hardship Payments	0.056	-
Finance (Transactions)	Free School Meals – Easter / Holidays	0.029	-
Finance (Transactions)	Family Pandemic Payments	0.985	-
Finance (Transactions)	Low Income Pandemic Payments	4.427	0.017
Finance (Transactions)	Family Pandemic – Child Bridging Payments	1.450	1.450
Finance (Transactions) / IT	Staff Supporting COVID	0.293	0.048
Finance (Transactions)	Telephones / Paypoint / SMS Messages / Support Costs	0.063	0.029
Finance (Transactions)	Benefits in relation to temporary accommodation	0.058	-
Personnel Services	Support to Third Sector Organisations	0.360	-
Housing and Technical Resources			
Housing and Property Services	Homelessness accommodation and property related costs	0.252	0.071
Social Work Resources			
Children and Families	External and residential placements within Children and Family services.	1.170	0.844
Children and Families	Payments to support service users experiencing hardship and to prevent children going into care	0.027	0.004
Total Additional Costs as at Period 7		16.656	4.293

Lost Income:

Service	Description of Lost Income	Value £m	Movem't from P6
Community and Enterprise Resources			
Facilities, Waste and Grounds	Reduced school meals and coffee shop income	0.505	0.099
Facilities, Waste and Grounds	Care of Gardens	0.067	0.011
Fleet, Environmental and Projects	Reduced income from taxi inspections.	0.027	(0.002)
Roads	Reduced Parking income	0.753	0.099
Education Resources			
Instrumental Music Services	Reduced income from Music Tuition fees	0.059	-
Support Services	Privileged Transport / Playgroups	0.020	-
Finance and Corporate Resources			
Licensing and Registration	Birth and death registration	0.020	-
Total Lost Income as at Period 7		1.451	0.207

Unspent Budget

Service	Description of Lost Income	Value £m	Movem't from P6
Community and Enterprise Resources			
Facilities, Waste and Grounds	Reduced expenditure on food purchases	(0.216)	(0.102)
Leisure	Firework Event	(0.020)	-
Unspent Budget as at Period 7		(0.236)	(0.102)

Net Cost of COVID-19 as at Period 7		17.871	4.398
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Specific Funding

Service		Value £m	Movem't from P6
Education Resources			
Education (t/f from reserves)	Education Recovery Teachers / Support	(2.726)	(0.468)
Education (t/f from reserves)	Loss of Learning Support	(0.531)	(0.341)
Education (21/22 - Investments)	Education – Recovery Investments	(0.513)	(0.513)
Education (t/f from reserves)	Logistics	(1.757)	(0.080)
Corporate Items (new)	Family Pandemic Payments	(0.985)	-
Corporate Items (new)	Low Income Pandemic Payments	(4.427)	(0.017)
Corporate Items (new)	Family Pandemic – Child Bridging Payments	(1.450)	(1.450)
Corporate Items (T/f from reserves)	Financial Insecurities and Flexible Fund	(0.654)	(0.053)
Specific Funding Utilised as at Period 7		(13.043)	(2.922)

SOUTH LANARKSHIRE COUNCIL

Revenue Budget Monitoring Report

Period Ended 8 October 2021 (No.7)

Housing Revenue Account

	Annual Budget	Forecast for Year	Annual Forecast Variance	Budget Proportion to 08/10/21	Actual to Period 7 08/10/21	Variance to 08/10/21		%	Note
	£m	£m	£m	£m	£m	£m			
Employee Costs	14.090	14.090	0.000	7.072	6.869	0.203	under	2.9%	1
Property Costs	48.021	48.021	0.000	24.302	24.350	(0.048)	over	(0.2%)	
Supplies & Services	0.879	0.879	0.000	0.272	0.275	(0.003)	over	(1.1%)	
Transport & Plant	0.195	0.195	0.000	0.080	0.080	0.000	-	0.0%	
Administration Costs	5.645	5.645	0.000	0.246	0.245	0.001	under	0.4%	
Payments to Other Bodies	2.976	2.976	0.000	1.052	1.052	0.000	-	0.0%	
Payments to Contractors	0.100	0.100	0.000	0.000	0.000	0.000	-	n/a	
Transfer Payments	0.000	0.000	0.000	0.000	0.000	0.000	-	n/a	
Financing Charges	19.637	19.637	0.000	19.687	19.695	(0.008)	over	0.0%	
Total Controllable Expenditure	91.543	91.543	0.000	52.711	52.566	0.145	under	0.3%	
Total Controllable Income	(108.345)	(108.345)	0.000	(48.607)	(48.620)	0.013	over recovered	0.0%	
Transfer to/(from) Balance Sheet	(0.839)	(0.839)	0.000	(0.387)	(0.229)	(0.158)	under recovered	(40.8%)	2
Net Controllable Expenditure	(17.641)	(17.641)	0.000	3.717	3.717	0.000	-	0.0%	
Add: Non Controllable Budgets									
Financing Charges	17.641	17.641	0.000	0.000	0.000	0.000	-	0.0%	
Total Budget	0.000	0.000	0.000	3.717	3.717	0.000	-	0.0%	

Variance Explanations

1. Employee Costs

This underspend reflects higher than anticipated staff turnover within the Service.

2. Transfer to / (from) Balance Sheet

The net underspend across expenditure has resulted in a lower transfer from reserves being required to date.

Report

4

Report to:	Executive Committee
Date of Meeting:	1 December 2021
Report by:	Executive Director (Finance and Corporate Resources)

Subject:	Capital Programme 2021/2022 Update and Monitoring for Period 7 – 1 April to 8 October 2021
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1. Purpose of Report

1.1. The purpose of the report is to:

- ◆ update the Executive Committee of progress on the General Fund Capital Programme and the Housing Capital Programme for the period 1 April 2021 to 8 October 2021

2. Recommendation(s)

2.1. The Executive Committee is asked to approve the following recommendation(s):

- (1) that the Period 7 position (ended 8 October 2021) of the General Fund Capital Programme itemised at Appendices 1 – 3 and the Housing Capital Programme at Appendix 4, be noted;
- (2) that the adjustments to the General Fund programme listed at Appendix 1, be approved; and
- (3) that the revised programmes be monitored by the Financial Resources Scrutiny Forum.

3. Background

3.1. The attached statements to this report provide a summarised monitoring position as at 8 October 2021. Spending has been split into two separate sections:-

- ◆ General Fund Capital Programme including Education, Social Work, Roads and Transportation and General Services (Section 4)
- ◆ Housing Capital Programme (Section 5)

4. General Fund Capital Programme

4.1. **2021/2022 Budget:** The budget agreed at Executive Committee on 3 November 2021 was £83.477 million. A revised programme of £78.310 million is now anticipated, which includes adjustments to the programme totalling a net decrease of £5.167 million, which are proposed in Appendix 1.

4.2. The £5.167 million reduction in the programme this year includes the impact of slippage in a number of projects due to market conditions, including availability of resources and price increases, and the ongoing impact of Covid-19. Of the items in

Appendix A. movements to the value of £2.295m are due specifically to these market conditions. Given these issues are unlikely to change in the foreseeable future, further slippage in the 2021/2022 programme may occur. This will continue to be monitored and a revised position will be presented to a future meeting of this Committee for approval, if required.

4.3. **Period 7 Position:** The programme spend and funding for the General Fund is summarised in Appendices 2 and 3. As noted in 4.1, the total capital spending programme for the year is £78.310 million.

4.4. Budget for the period is £26.778 million and spend to the 8 October 2021 is £26.374 million, an underspend of £0.404 million.

4.5. Actual funding received to 8 October 2021 is £54.853 million.

4.6. Relevant officers will continue to closely monitor the generation of all income.

5. Housing Capital Programme

5.1. **2021/22 Budget:** Appendix 5 summarises the position on the Housing programme as at 8 October 2021. The revised capital programme for the year was £79.640 million, as approved by the Executive Committee on 22 September 2021.

5.2. Programmed funding for the year also totals £79.640 million. The funding sources are also detailed in Appendix 4.

5.3. The timescales for some projects within the Housing Investment Programme (HIP) have changed and the financial programme has been amended to reflect these changes. The impact of material shortages and price increases will continue to be monitored on a project by project basis.

5.4. **Period 7 Position:** Budget for the period is £37.517 million and spend to 8 October 2021 amounts to £37.431 million, an underspend of £0.086 million.

5.5. As at 8 October 2021, £37.431 million of funding had been received.

5.6. Regular monitoring of both the General Fund Programme and the Housing Programme will be carried out in detail by the Financial Resources Scrutiny Forum and reported on a regular basis to the Executive Committee.

6. Employee Implications

6.1. There are no employee implications as a result of this report.

7. Financial Implications

7.1. The financial implications are contained in sections 4 and 5 of the report for the General Services and Housing Capital Programmes respectively.

8. Climate Change, Sustainability and Environmental Implications

8.1. There are no implications for climate change, sustainability or the environment in terms of the information contained in this report.

9. Other Implications

9.1. The main risk associated with the Council's Capital Programme is an overspend. The risk had been assessed as low given the detailed project management plans prepared

and monitored for each project. The risk of overspend is managed through four weekly Investment management meetings.

- 9.2. The Coronavirus (COVID-19) Pandemic has led to materials shortages, longer lead times and steep price increases and this will continue to impact the supply chain for the foreseeable future. The impact of this will be monitored through the four weekly investment management meetings. Further updates will be reported in the coming months with any significant increases in contract values being brought to members' attention.

10. Equality Impact Assessment and Consultation Arrangements

- 10.1. This report does not introduce a new policy, function or strategy or recommend a change to existing policy, function or strategy and therefore no impact assessment is required.
- 10.2. There was also no requirement to undertake any consultation in terms of the information contained in this report.

Paul Manning

Executive Director (Finance and Corporate Resources)

10 November 2021

Link(s) to Council Values/Ambitions/Objectives

- ◆ Accountable, Effective, Efficient and Transparent

Previous References

- ◆ Executive Committee, 3 November 2021

List of Background Papers

Capital Ledger prints to 8 October 2021

Contact for Further Information

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

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SOUTH LANARKSHIRE COUNCIL
CAPITAL EXPENDITURE 2021/22
GENERAL FUND PROGRAMME
FOR PERIOD 1 APRIL 2021 TO 8 OCTOBER 2021

Proposed Adjustments

Community and Enterprise Resources

Synthetic and Grass Pitches

Approval is sought to slip £0.245m into the 2022/23 Capital Programme to allow the planned works at Hamilton Palace Sports Grounds to be delivered when the market has stabilised and to links in with timescales to potentially attract Sports Scotland funding during the next window of opportunity in April 2022. (£0.245m)

Memorial Headstone Remedial Works

Funding was included within the 2021/22 Capital programme to undertake annual maintenance programme and to undertake works to larger memorials. Due to ongoing Covid-19 issues, priority has been placed on ensuring the annual headstone inspection programme has been completed and any emergency issues were resolved. The service has been experiencing issues sourcing suitable contractors to carry out the works to some of the larger memorials and therefore approval is sought to allow slippage into the 2022/23 capital programme of £0.200m to deliver these works next financial year. (£0.200m)

Cunningar Allotments - Vacant and Derelict Land fund

This project involves remediation of existing greenspace and creation of food growing space/community greenspace with car park. Following confirmation of 2021/22 Scottish Government Vacant and Derelict Land Fund (VDLF) in September 2021 amounting to £0.737m, approval is sought to slip £0.137m into 2022/23 Capital programme. This reflects the ability to progress the project design, consultation elements and enabling works associated with the project this financial year. Approval will be sought from the Scottish Government to carry forward this funding. (£0.137m)

On-street Residential Chargepoint Scheme

The Office for Zero Emission Vehicles (OZEV) have awarded the Council £0.118m for the installation of plug-in vehicle chargepoints, for the use of local residents in areas without off-street parking facilities. Approval is sought to increase the 2021/22 Capital programme by £0.118m to allow these works to progress. £0.118m

Glasgow City Region City Deal Community Growth Area - Hairmyres Park and Ride

This project entails design and construction of a new Park and Ride facility adjacent to the re-located Hairmyres Railway station, East Kilbride. Approval is sought to slip the full 2021/22 budget of £0.079m into 2022/23. This will allow the use of SPT funds to pay for the design work being carried out on this project this year. (£0.079m)

Glasgow City Region City Deal Community Growth Area - Jackton Primary School

Approval is sought to slip funding of £1.850m into next financial year 2022/23 to reflect tender timescales and City Deal approval meaning construction works will now commence on site in February 2022. (£1.850m)

Glasgow City Region City Deal Community Growth Area - Calderside Academy

Education Resources are currently reviewing the requirements within Calderside Academy and approval is therefore sought to slip £0.200m into the 2022/23 Capital Programme to reflect proposed timescales for design works. (£0.200m)

Glasgow City Region City Deal Community Growth Area – Glengowan Extension

As a result of the availability of steel, the contractor had to delay the site start of the extension by two months to October 2021. Approval is sought to slip £0.500m into the 2022/23 Capital Programme to reflect the revised programme timescales. The completion date for the extension remains July 2022. (£0.500m)

Glasgow City Region City Deal - Stewartfield Way

City Deal funding is in place to progress preparatory design and business case work for the Stewartfield Way project. It was anticipated expenditure in financial year 2021/22 would be in the region of £0.550m, however the project has not progressed as expected due to the availability of design resources and the need to assess the wider impacts of Covid-19 on travel through an update to traffic modelling. Approval is sought to allow slippage of £0.400m into the 2022/23 Capital Programme. (£0.400m)

Education Resources

Holy Cross High School

Education Resources are currently reviewing the requirements within Holy Cross High School and therefore approval is sought to slip £0.500m into the 2022/23 Capital Programme to reflect proposed timescales for design works. (£0.500m)

Uddingston Nursery Expansion

The purchase of the modular accommodation units and design at St John the Baptist Primary School will be undertaken in 2021/22 with the majority of the construction works now planned to be undertaken during the school holiday period in summer 2022. Approval is sought to allow slippage of £0.250m into 2022/23 to accommodate the timescale for these works. (£0.250m)

Skylark Nursery at Robert Smillie

Due to material shortages experienced with this project, Housing and Technical Resources are undertaking a review of the design to seek alternative materials and mitigate any further delays. Approval is sought to allow slippage of £0.650m into the 2022/23 Capital Programme to reflect this delay in the project. (£0.650m)

St Mark's Primary school, Hamilton – Nursery and Classroom Extension

Project progress is experiencing problems procuring steelwork, therefore approval is sought to slip £0.400m into the 2022/23 Capital Programme to reflect the revised profile of spend. (£0.400m)

Newton Farm Primary School Extension

This project is currently three weeks behind programme due to delays problems procuring steelwork, therefore approval is sought to slip £0.300m into the 2022/23 Capital programme to reflect the revised profile of spend. (£0.300m)

CO2 Monitoring in Schools and Early Learning Childcare Establishments

Approval is sought to increase the 2021/22 Capital programme by £0.433m to reflect funding awarded by the Scottish Government to purchase and install CO2 monitors at all schools and nursery establishments. This will ensure each establishment has access to CO2 monitoring to mitigate against the risks of airborne transmission of Covid-19. £0.433m

Minor adjustments (£0.007m)

TOTAL ADJUSTMENTS (£5.167m)

APPENDIX 2

SOUTH LANARKSHIRE COUNCIL
CAPITAL EXPENDITURE 2021/22
GENERAL FUND PROGRAMME
FOR PERIOD 1 APRIL 2021 TO 8 OCTOBER 2021

£m

Total Budget	83.477
Proposed Adjustments – Period 7	(5.167)
Total Revised Budget	78.310

<u>Resource</u>	<u>2021/22 Budget</u>	<u>Period 7 Proposed Adjustments</u>	<u>Revised 2021/22 Budget</u>
	<u>£m</u>	<u>£m</u>	<u>£m</u>
Community & Enterprise	47.615	(3.500)	44.115
Education	17.986	(1.667)	16.319
Finance & Corporate	3.176	-	3.176
Housing & Technical	8.146	-	8.146
Social Work	6.554	-	6.554
TOTAL CAPITAL PROGRAMME	83.477	(5.167)	78.310

APPENDIX 3

SOUTH LANARKSHIRE COUNCIL CAPITAL EXPENDITURE 2021/22 GENERAL FUND PROGRAMME FOR PERIOD 1 APRIL 2021 TO 8 OCTOBER 2021

	<u>2021/22</u> <u>Original</u> <u>Estimate inc</u> <u>C/F</u>	<u>2021/22</u> <u>Revised</u> <u>Budget</u>	<u>2021/22</u> <u>Budget to</u> <u>08/10/21</u>	<u>2021/22</u> <u>Actual to</u> <u>08/10/21</u>
Expenditure	£m	£m	£m	£m
General Fund Programme	85.066	78.310	26.778	26.374
Income	<u>2021/22</u> <u>Budget</u>	<u>2021/22</u> <u>Revised</u> <u>Budget</u>		<u>2021/22</u> <u>Actual</u> <u>To</u> <u>08/10/21</u>
	£m	£m		£m
Prudential Borrowing	40.289	33.006		33.006
Developers Contributions	4.474	2.674		2.123
Partners (Including SPT, Sustrans, Clyde Wind Farm and CARES)	4.647	4.650		1.008
Scottish Government:				
- Capital Grant	21.362	21.924		8.901
- Cycling, Walking and Safer Routes	1.912	1.912		0.000
- Vacant and Derelict Land	0.831	0.694		0.416
- Early Years 1,140 Hours	2.024	2.024		2.024
- Regeneration Capital Grant	1.230	1.230		0.510
- Town Centre Regeneration Fund	2.739	2.739		2.739
- Place Based Investment Programme	2.003	2.003		2.003
- Gaelic Capital Fund	0.038	0.038		0.038
- Department for Transport	0.000	0.118		0.000
- Gypsy Travellers	0.107	0.107		0.107
- CO2 Monitoring	0.000	0.433		0.000
Glasgow City Region City Deal	2.386	2.780		0.000
Specific Reserves	1.024	1.642		1.642
Revenue Contribution	0.000	0.336		0.336
TOTAL FUNDING	85.066	78.310		54.853

SOUTH LANARKSHIRE COUNCIL
CAPITAL EXPENDITURE 2021/22
HOUSING PROGRAMME
FOR PERIOD 1 APRIL 2021 TO 8 OCTOBER 2021

	<u>2021/22</u> <u>Annual</u> <u>Budget</u> £m	<u>2021/22</u> <u>Budget to</u> <u>08/10/21</u> £m	<u>2021/22</u> <u>Actual to</u> <u>08/10/21</u> £m
Expenditure			
2021/22 Budget Incl. adjustment from 2020/21	79.640	37.517	37.431

	<u>2021/22</u> <u>Annual</u> <u>Budget</u> £m	<u>2021/22</u> <u>Actual to</u> <u>08/10/21</u> £m
INCOME		
Capital Funded from Current Revenue	19.637	19.637
Prudential Borrowing	50.532	16.106
Scottish Government Specific Grant:		
- New Build	7.191	1.688
- Open Market Purchase Scheme	2.160	0.000
- Mortgage to Rent	0.120	0.000
	<u>79.640</u>	<u>37.431</u>

Report

5

Report to:	Executive Committee
Date of Meeting:	1 December 2021
Report by:	Executive Director (Finance and Corporate Resources)

Subject:	Additional Funding from Scottish Government and Other External Sources
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1. Purpose of Report

1.1. The purpose of the report is to:

- ♦ advise Members of additional funding that has been made available to the Council by the Scottish Government and other external sources since the last report to this Committee (3 November 2021)

2. Recommendation(s)

2.1. The Committee is asked to approve the following recommendation(s):

- (1) that the additional funding totalling £0.620 million, as detailed at Appendix 1 of the report, be noted.

3. Background

3.1. The Council is periodically advised of additional funding which is made available from the Scottish Government and other sources to enable various initiatives to be undertaken.

3.2. Additional funding may either be paid through the General Revenue Grant mechanism or by the completion of appropriate grant claims.

3.3. Details of the additional funding are attached at Appendix 1 to the report. The report details additional funding that has been reported by Resources as part of the additional resources notification process, as well as any additional funding that has increased the Council's budget by more than £0.100 million.

4. Employee Implications

4.1. None.

5. Financial Implications

5.1. Additional revenue funding of £0.187 million has been identified for 2021/2022. In addition, capital funding of £0.433 million has been identified for 2021/2022. Total funding identified is £0.620 million.

5.2. Resource budgets will be updated to reflect this additional funding as required, and where appropriate, details of spending plans will be presented to Resource Committees for approval.

6. Climate Change, Sustainability and Environmental Implications

- 6.1. There are no implications for climate change, sustainability or the environment in terms of the information contained in this report.

7. Other Implications

- 7.1. There are no other implications in terms of the information contained in this report.

8. Equality Impact Assessment and Consultation Arrangements

- 8.1. This report does not introduce a new policy, function or strategy or recommend a change to existing policy, function or strategy and therefore no impact assessment is required.
- 7.2. There was also no requirement to undertake any consultation in terms of the information contained in this report.

Paul Manning

Executive Director (Finance and Corporate Resources)

27 October 2021

Link(s) to Council Objectives/Values

- ◆ Accountable, Effective and Efficient

Previous References

- ◆ Executive Committee, 3 November 2021

List of Background Papers

- ◆ Additional Funding Reports:-
4 October 2021 to 27 October 2021

Contact for Further Information

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

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E-mail: lorraine.o'hagan@southlanarkshire.gov.uk

Additional Revenue Funding

Resource	Description	2021/2022 £m	2022/2023 £m	Total £m	Method
Education Resources and Housing and Technical Resources	Funding to Support increased CO2 Monitoring – Additional Staff, Training and Consultants	0.187	0.000	0.187	Scottish Government Grant
	TOTAL REVENUE FUNDING	0.187	0.000	0.187	

Additional Capital Funding

Resource	Description	2021/2022 £m	2022/2023 £m	Total £m	Method
Education Resources and Housing and Technical Resources	Funding to Support increased CO2 Monitoring - Purchase and Installation of Monitors	0.433	0.000	0.433	Scottish Government Grant
	TOTAL CAPITAL FUNDING	0.433	0.000	0.433	

Report

6

Report to:	Executive Committee
Date of Meeting:	1 December 2021
Report by:	Executive Director (Finance and Corporate Resources)

Subject:	Workforce Monitoring Information - April to September 2021 - Summary
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1. Purpose of Report

1.1. The purpose of the report is to:-

- ◆ provide employment information relating to the Council for the period April – September 2021.

2. Recommendation(s)

2.1. The Committee is asked to approve the following recommendation(s):-

(1) that the following employment information for April – September 2021 relating to the Council be noted:-

- ◆ attendance statistics
- ◆ occupational health
- ◆ accidents/incidents
- ◆ discipline, grievance and dignity at work
- ◆ employee development
- ◆ labour turnover/analysis of leavers and exit interviews
- ◆ recruitment monitoring
- ◆ staffing watch as at 11 September 2021

3. Background

3.1. As part of the Council's performance management arrangements, the following monitoring information is submitted to the Executive Committee. This report for the Council provides information on the position for the period April – September 2021.

4. Attendance Statistics

4.1. Information on absence statistics for April – September 2021 for the Council and each Resource is provided in Appendices 1 – 8. Points to note are:-

- ◆ the Council's average absence rate for April – September 2021 is 4.8%, an increase of 1.5% when compared to the same period last year
- ◆ the APT&C average absence rate for April – September 2021 is 4.7%, an increase of 1.6% when compared to the same period last year
- ◆ the teaching staff average absence rate for April – September 2021 is 2.6%, an increase of 1.0% when compared with the same period last year
- ◆ the manual workers' average absence rate for April – September 2021 is 7.0%, an increase of 1.9% when compared with the same period last year

In comparison to April to September 2021 (Appendix 8):

- ◆ musculoskeletal and psychological conditions remain the main reasons for absence
- ◆ total days lost due to musculoskeletal conditions have increased by 5966 days
- ◆ total days lost due to psychological conditions have increased by 8752 days
- ◆ total days lost due to stomach, bowel, blood and metabolic disorders have increased by 4361 days
- ◆ total days lost due to respiratory conditions have increased by 4775 days

5. Occupational Health

5.1. Information on Occupational Health for the period April – September 2021 is provided in Appendix 9.

- ◆ over the year musculoskeletal and psychological conditions were the main reasons for medical referrals; this remains unchanged from the previous year
- ◆ during the year there were a total of 781 employees referred for a medical examination and when compared to the previous year this represents an increase of 285 when compared to the previous year
- ◆ during the period, a total of 910 employees attended physiotherapy treatment, which is an increase of 494 when compared to the previous year. Of the 910 employees referred, 71% remained at work whilst undertaking treatment
- ◆ over the year 801 employees were referred to the Employee Support Officer, an increase of 342 when compared to the previous year. Of those referrals made during the period, 88% related to personal issues
- ◆ during the year there were 258 referrals for counselling, this represents an increase of 81 referrals when compared to the previous year
- ◆ over the year a total of 35 employees were referred for Cognitive Behavioural Therapy, a decrease of 15 when compared to the previous year

6. Accidents/Incidents

6.1. The accident/incident report for the period April – September 2021 is contained in Appendix 10.

- ◆ the number of accidents/incidents recorded for the year was 494, an increase of 211 from April – September 2020
- ◆ during the year there were no specified injuries/incidents, this remains unchanged when compared to April – September 2020
- ◆ overall minor accidents/incidents have increased by 210 when compared with April – September 2020
- ◆ during the year the number of accidents resulting in an absence lasting over 3 days have increased by one when compared with April – September 2020
- ◆ during the year the number of accidents resulting in an absence lasting over 7 days have remained the same when compared with April – September 2020

7. Discipline, Grievance, Dignity at Work

7.1. Information on Disciplinary, Grievance Hearings and Dignity at Work for the period April – September 2021 is contained in Appendices 11 and 12.

- ◆ during the period, a total of 47 disciplinary hearings were held across Resources within the Council which represents an increase of 30 when compared to April – September 2020. Action was taken in 41 of these cases and there was one appeal raised against the outcomes

- ◆ our target is to convene disciplinary hearings within 6 weeks. During the period 55% of hearings met this target which is an increase of 8% when compared to the same period last year
- ◆ during the period 2 appeals were submitted to the Appeals Panel, both were upheld in part
- ◆ at the end of September 2021, no Appeals Panels were pending
- ◆ overall, 1 grievance was raised during the period, a decrease of 12 when compared with April – September 2020
- ◆ there were no dignity at work incidents raised this year, a decrease of 8 when compared with April – September 2020
- ◆ during the period no referrals for mediation were submitted, which remains unchanged when compared with April – September 2020

8. Employee Development

8.1. Information on Employee Development for the period April – September 2021 is contained in Appendices 13 and 13a.

- ◆ the Council is committed to ensuring that every employee has the opportunity to undertake learning and development which relates to their job
- ◆ during this period there were 2,650 attendances at classroom learning and development events. There were also 1,476 attendances at virtual classroom learning and development events
- ◆ as our Learn on Line continues to develop, employees have successfully completed 50,755 e-learning packages covering a wide variety of subjects

9. Labour Turnover/Analysis of Leavers and Exit Interviews

9.1. Labour Turnover

Information on the number of leavers and exit interviews for the period April – September 2021 is contained in Appendix 14. Exit interviews are conducted with leavers who leave voluntarily.

The Council's labour turnover figure for April – September 2021 is 4.7 % and this figure has increased by 2.4% when compared to the same period last year.

9.2. Analysis of Leavers and Exit Interviews:-

- ◆ During April – September 2021 there were 354 leavers eligible for an exit interview, an increase of 185 when compared with April – September 2020
- ◆ Exit interviews for April – September 2021 were held with 27% of leavers, compared with 28% in the period April – September 2020

9.3. When processing an employee termination, managers were asked to identify whether they intended to replace the employee who had left the Council. If they indicated that they did not intend to replace the employee, they were asked to select from four options:-

- ◆ plan to hold for savings
- ◆ fill on a fixed term basis pending savings
- ◆ transfer budget to another post
- ◆ end of fixed term contract

9.4. During April - September 2021, 781 employees (558.64 FTE) left employment and managers indicated that 747 (532.15 FTE) would be replaced. Five (3.88 FTE) posts are being filled on a temporary basis, the budget for 1 post (0.74 FTE) is being

transferred to another post, 12 posts (10.27 FTE) were due to the end of fixed term contracts, 10 posts (6.62 FTE) are being left vacant pending a savings or service review and 6 posts (4.98 FTE) are planning on being removed for savings. The cumulative figures for posts being held are shown in appendix 14a.

10. Recruitment Monitoring

10.1. Information on Recruitment Monitoring for the period April – September 2021 is contained within Appendix 15. From an analysis of Equal Opportunities Monitoring Forms, the main points to note are:-

- ◆ 99% of applicants completed an Equal Opportunities Monitoring Form, which is an increase of 2% when compared with April – September 2020.
- ◆ of the 300 applicants who declared themselves as disabled, 142 were shortlisted for interview and 41 were appointed. This compares to 260 applicants the previous year, of which 140 applicants were shortlisted for interview and 32 were appointed. Of those interviewed in the period, 29% were appointed
- ◆ of the 222 applicants from a black/ethnic background, 68 were shortlisted for interview and 18 were appointed. This compares to 173 applicants the previous year, of which 59 were shortlisted for interview and 20 were appointed. Of those interviewed in the period, 26% were appointed

11. Staffing Watch

11.1. Details of the number of employees in post at 11 September 2021 are contained in Appendix 16. There were 15,150 employees in post as at 11 September 2021 compared to 14,848 as at 14 September 2020, an increase of 302 employees.

12. Employee Implications

12.1. There are no implications for employees arising from the information presented in this report.

13. Financial Implications

13.1. All financial implications are accommodated within existing budgets.

14. Climate Change, Sustainability and Environmental Implications

14.1. There are no implications for climate change, sustainability or the environment in terms of the information presented in this report.

15. Other Implications

15.1. There are no risks to the Council in terms of the information contained within this report.

16. Equality Impact Assessment and Consultation Arrangements

16.1. This report does not introduce a new policy, function or strategy or recommend a change to an existing policy, function or strategy and therefore no impact assessment is required

16.2. There was no requirement to undertake any consultation in terms of the information contained in this report.

Paul Manning

Executive Director (Finance and Corporate Resources)

3 November 2021

Link(s) to Council Values/Ambitions/Objectives

- ◆ Accountable, effective, efficient and transparent
- ◆ Fair, open and sustainable
- ◆ Ambitious, self aware and improving
- ◆ Excellent employer
- ◆ Focused on people and their needs
- ◆ Working with and respecting others

Previous References

- ◆ 16 December 2020

List of Background Papers

- ◆ monitoring information provided by Resources

Contact for Further Information

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

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Absence Trends - 2019/2020, 2020/2021 & 2021/2022
Council Wide

APT&C				Teachers				Manual Workers				Council Wide			
	2019 / 2020	2020 / 2021	2021 / 2022		2019 / 2020	2020 / 2021	2021 / 2022		2019 / 2020	2020 / 2021	2021 / 2022		2019 / 2020	2020 / 2021	2021 / 2022
	%	%	%		%	%	%		%	%	%		%	%	%
April	4.0	4.2	4.1	April	2.9	2.9	2.5	April	5.2	6.0	6.2	April	4.0	4.4	4.3
May	4.4	2.9	4.7	May	3.2	1.4	3.2	May	5.6	4.9	6.7	May	4.4	3.1	4.9
June	4.4	2.5	4.4	June	2.7	0.9	2.6	June	5.7	4.5	7.0	June	4.4	2.7	4.7
July	3.5	2.2	4.1	July	1.2	0.5	1.1	July	5.1	4.0	6.3	July	3.4	2.3	4.0
August	3.9	2.9	4.6	August	1.3	1.2	2.0	August	5.5	5.1	7.3	August	3.7	3.1	4.7
September	4.5	4.1	6.1	September	2.5	2.7	4.4	September	6.1	5.8	8.5	September	4.5	4.2	6.4
October	4.7	4.7		October	2.6	3.2		October	6.1	6.4		October	4.6	4.8	
November	5.7	5.6		November	3.8	4.6		November	6.6	7.3		November	5.5	5.8	
December	5.7	5.3		December	3.8	4.7		December	7.2	6.9		December	5.7	5.6	
January	5.2	4.5		January	3.4	2.7		January	7.1	7.2		January	5.3	4.8	
February	5.6	4.3		February	3.8	2.5		February	7.3	7.4		February	5.6	4.8	
March	6.2	4.6		March	4.8	2.9		March	7.3	7.2		March	6.2	4.9	
Annual Average	4.8	4.0	4.8	Annual Average	3.0	2.5	3.0	Annual Average	6.2	6.1	7.0	Annual Average	4.8	4.2	5.0
Average Apr-Sep	4.1	3.1	4.7	Average Apr-Sep	2.3	1.6	2.6	Average Apr-Sep	5.5	5.1	7.0	Average Apr-Sep	4.1	3.3	4.8

No of Employees at 30 September 2021			7531	No of Employees at 30 September 2021			4010	No of Employees at 30 September 2021			4636	No of Employees at 30 September 2021			16177
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For the financial year 2021/22, the projected average days lost per employee equates to 11.6 days.

**Absence Trends - 2019/2020, 2020/2021 & 2021/2022
Community and Enterprise Resources**

APT&C				Manual Workers				Resource Total				Council Wide				
	2019 / 2020	2020 / 2021	2021 / 2022		2019 / 2020	2020 / 2021	2021 / 2022		2019 / 2020	2020 / 2021	2021 / 2022		2019 / 2020	2020 / 2021	2021 / 2022	
April	4.0	3.1	2.3	April	4.4	5.3	5.7	April	4.3	5.0	5.2	April	4.0	4.4	4.3	
May	3.6	2.4	2.7	May	5.1	4.3	6.4	May	4.9	4.0	5.9	May	4.4	3.1	4.9	
June	3.9	1.6	2.8	June	5.5	4.0	6.6	June	5.3	3.6	6.0	June	4.4	2.7	4.7	
July	3.9	1.8	2.9	July	4.3	3.6	5.3	July	4.3	3.4	4.9	July	3.4	2.3	4.0	
August	4.0	1.7	2.9	August	5.1	4.9	6.4	August	4.9	4.4	5.9	August	3.7	3.1	4.7	
September	2.9	1.6	3.4	September	5.9	5.8	8.2	September	5.4	5.1	7.5	September	4.5	4.2	6.4	
October	3.4	3.1		October	5.9	6.3		October	5.5	5.8		October	4.6	4.8		
November	4.8	3.6		November	6.6	7.1		November	6.4	6.6		November	5.5	5.8		
December	5.4	3.1		December	7.0	6.4		December	6.8	5.9		December	5.7	5.6		
January	4.1	3.4		January	6.6	6.0		January	6.2	5.6		January	5.3	4.8		
February	3.8	2.8		February	7.1	6.5		February	6.6	5.9		February	5.6	4.8		
March	4.5	2.6		March	7.1	6.8		March	6.7	6.2		March	6.2	4.9		
Annual Average	4.0	2.6	3.0	Annual Average	5.9	5.6	6.5	Annual Average	5.6	5.1	6.0	Annual Average	4.8	4.2	5.0	
Average Apr-Sep	3.7	2.0	2.8	Average Apr-Sep	5.1	4.7	6.4	Average Apr-Sep	4.9	4.3	5.9	Average Apr-Sep	4.1	3.3	4.8	
No of Employees at 30 September 2021			550	No of Employees at 30 September 2021			2993	No of Employees at 30 September 2021			3543	No of Employees at 30 September 2021			16177	

For the financial year 2021/22, the projected average days lost per employee equates to 14.8 days.

Absence Trends - 2019/2020, 2020/2021 & 2021/2022
Education Resources

APT&C				Teachers				Resource Total				Council Wide			
	2019 / 2020	2020 / 2021	2021 / 2022		2019 / 2020	2020 / 2021	2021 / 2022		2019 / 2020	2020 / 2021	2021 / 2022		2019 / 2020	2020 / 2021	2021 / 2022
April	3.5	3.9	4.8	April	2.9	2.9	2.5	April	3.2	3.3	3.5	April	4.0	4.4	4.3
May	4.2	2.2	5.7	May	3.2	1.4	3.2	May	3.6	1.8	4.4	May	4.4	3.1	4.9
June	3.8	1.8	4.7	June	2.7	0.9	2.6	June	3.2	1.3	3.5	June	4.4	2.7	4.7
July	2.4	1.3	3.4	July	1.2	0.5	1.1	July	1.7	0.9	2.1	July	3.4	2.3	4.0
August	2.8	2.7	3.8	August	1.3	1.2	2.0	August	2.0	1.8	2.8	August	3.7	3.1	4.7
September	4.3	4.8	6.4	September	2.5	2.7	4.4	September	3.3	3.6	5.3	September	4.5	4.2	6.4
October	4.5	5.4		October	2.6	3.2		October	3.5	4.1		October	4.6	4.8	
November	5.8	6.6		November	3.8	4.6		November	4.7	5.5		November	5.5	5.8	
December	5.5	6.5		December	3.8	4.7		December	4.6	5.5		December	5.7	5.6	
January	5.1	4.8		January	3.4	2.7		January	4.2	3.6		January	5.3	4.8	
February	5.7	4.7		February	3.8	2.5		February	4.6	3.5		February	5.6	4.8	
March	7.1	5.6		March	4.8	2.9		March	5.8	4.1		March	6.2	4.9	
Annual Average	4.6	4.2	5.2	Annual Average	3.0	2.5	3.0	Annual Average	3.7	3.3	4.0	Annual Average	4.8	4.2	5.0
Average Apr-Sep	3.5	2.8	4.8	Average Apr-Sep	2.3	1.6	2.6	Average Apr-Sep	2.8	2.1	3.6	Average Apr-Sep	4.1	3.3	4.8

No of Employees at 30 September 2021	3313	No of Employees at 30 September 2021	4010	No of Employees at 30 September 2021	7323	No of Employees at 30 September 2021	16177
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For the financial year 2021/22, the projected average days lost per employee equates to 8.7 days.

Absence Trends - 2019/2020, 2020/2021 & 2021/2022
Finance and Corporate Resources

APT&C				Manual Workers				Resource Total				Council Wide				
	2019 / 2020	2020 / 2021	2021 / 2022		2019 / 2020	2020 / 2021	2021 / 2022		2019 / 2020	2020 / 2021	2021 / 2022		2019 / 2020	2020 / 2021	2021 / 2022	
April	3.5	3.5	2.6	April	7.1	8.5	0.0	April	3.6	3.6	2.6	April	4.0	4.4	4.3	
May	3.2	2.3	3.3	May	0.0	16.0	0.0	May	3.2	2.4	3.3	May	4.4	3.1	4.9	
June	3.3	1.9	3.5	June	0.5	7.4	0.0	June	3.2	1.9	3.5	June	4.4	2.7	4.7	
July	3.3	2.0	3.3	July	2.4	3.5	0.0	July	3.2	2.0	3.3	July	3.4	2.3	4.0	
August	3.6	1.8	3.6	August	5.9	12.1	0.0	August	3.6	2.0	3.6	August	3.7	3.1	4.7	
September	3.3	2.3	4.0	September	3.5	13.4	0.0	September	3.3	2.4	4.0	September	4.5	4.2	6.4	
October	3.7	3.2		October	3.6	10.2		October	3.7	3.3		October	4.6	4.8		
November	3.9	3.1		November	2.6	11.4		November	3.8	3.2		November	5.5	5.8		
December	4.6	2.7		December	1.3	11.4		December	4.5	2.8		December	5.7	5.6		
January	3.9	2.8		January	0.0	7.0		January	3.9	2.8		January	5.3	4.8		
February	4.1	3.5		February	7.6	0.0		February	4.1	3.5		February	5.6	4.8		
March	4.5	3.5		March	4.6	0.0		March	4.5	3.5		March	6.2	4.9		
Annual Average	3.7	2.7	3.3	Annual Average	3.3	8.4	3.3	Annual Average	3.7	2.8	3.3	Annual Average	4.8	4.2	5.0	
Average Apr-Sep	3.4	2.3	3.4	Average Apr-Sep	3.2	10.2	0.0	Average Apr-Sep	3.4	2.4	3.4	Average Apr-Sep	4.1	3.3	4.8	
No of Employees at 30 September 2021			939	No of Employees at 30 September 2021			0	No of Employees at 30 September 2021			939	No of Employees at 30 September 2021			16177	

For the financial year 2021/22, the projected average days lost per employee equates to 7.8 days.

**Absence Trends - 2019/2020, 2020/2021 & 2021/2022
Housing & Technical Resources**

APT&C				Manual Workers				Resource Total				Council Wide			
	2019 / 2020	2020 / 2021	2021 / 2022		2019 / 2020	2020 / 2021	2021 / 2022		2019 / 2020	2020 / 2021	2021 / 2022		2019 / 2020	2020 / 2021	2021 / 2022
April	3.9	4.1	3.2	April	6.7	3.5	3.6	April	5.0	3.8	3.3	April	4.0	4.4	4.3
May	4.2	2.8	2.9	May	5.1	2.0	4.2	May	4.5	2.5	3.4	May	4.4	3.1	4.9
June	4.8	3.2	3.5	June	5.0	2.0	6.2	June	4.9	2.7	4.6	June	4.4	2.7	4.7
July	4.1	2.7	4.0	July	5.4	2.7	5.7	July	4.6	2.7	4.7	July	3.4	2.3	4.0
August	4.0	2.5	4.9	August	5.7	3.4	7.9	August	4.7	2.8	6.2	August	3.7	3.1	4.7
September	4.4	2.1	5.8	September	5.8	3.3	8.1	September	5.0	2.6	6.8	September	4.5	4.2	6.4
October	4.3	2.9		October	6.6	3.9		October	5.2	3.3		October	4.6	4.8	
November	5.5	3.7		November	6.1	5.6		November	5.7	4.5		November	5.5	5.8	
December	5.2	3.3		December	6.3	4.8		December	5.6	3.9		December	5.7	5.6	
January	5.8	3.5		January	5.9	4.4		January	5.8	3.9		January	5.3	4.8	
February	5.8	3.2		February	5.7	4.7		February	5.8	3.8		February	5.6	4.8	
March	5.1	3.1		March	6.5	4.5		March	5.7	3.6		March	6.2	4.9	
Annual Average	4.8	3.1	3.7	Annual Average	5.9	3.7	5.3	Annual Average	5.2	3.3	4.3	Annual Average	4.8	4.2	5.0
Average Apr-Sep	4.2	2.9	4.1	Average Apr-Sep	5.6	2.8	6.0	Average Apr-Sep	4.8	2.9	4.8	Average Apr-Sep	4.1	3.3	4.8

No of Employees at 30 September 2021	884	No of Employees at 30 September 2021	583	No of Employees at 30 September 2021	1467	No of Employees at 30 September 2021	16177
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For the financial year 2021/22, the projected average days lost per employee equates to 11.7 days.

**Absence Trends - 2019/2020, 2020/2021 & 2021/2022
Social Work Resources**

APT&C				Manual Workers				Resource Total				Council Wide			
	2019 / 2020	2020 / 2021	2021 / 2022		2019 / 2020	2020 / 2021	2021 / 2022		2019 / 2020	2020 / 2021	2021 / 2022		2019 / 2020	2020 / 2021	2021 / 2022
April	5.0	5.5	4.5	April	6.9	10.2	9.6	April	5.6	7.1	6.2	April	4.0	4.4	4.3
May	5.6	4.4	5.0	May	7.7	8.1	9.3	May	6.3	5.7	6.5	May	4.4	3.1	4.9
June	5.8	3.9	3.9	June	6.9	7.6	7.6	June	6.2	5.2	5.2	June	4.4	2.7	4.7
July	5.1	3.7	6.1	July	7.7	6.3	10.3	July	5.9	4.6	7.5	July	3.4	2.3	4.0
August	5.9	4.4	7.3	August	6.7	6.7	10.2	August	6.2	5.2	8.2	August	3.7	3.1	4.7
September	6.2	5.4	7.6	September	6.8	7.5	10.3	September	6.4	6.1	8.5	September	4.5	4.2	6.4
October	6.1	5.9		October	6.5	8.2		October	6.2	6.7		October	4.6	4.8	
November	6.8	6.6		November	6.8	8.9		November	6.8	7.4		November	5.5	5.8	
December	6.9	6.5		December	8.7	10.3		December	7.5	7.7		December	5.7	5.6	
January	6.2	5.8		January	9.5	13.1		January	7.3	8.3		January	5.3	4.8	
February	6.8	5.1		February	8.8	12.6		February	7.5	7.6		February	5.6	4.8	
March	6.8	4.6		March	8.5	10.6		March	7.4	6.6		March	6.2	4.9	
Annual Average	6.1	5.2	5.7	Annual Average	7.6	9.2	10.1	Annual Average	6.6	6.5	7.2	Annual Average	4.8	4.2	5.0
Average Apr-Sep	5.6	4.6	5.7	Average Apr-Sep	7.1	7.7	9.6	Average Apr-Sep	6.1	5.7	7.0	Average Apr-Sep	4.1	3.3	4.8

No of Employees at 30 September 2021	1845	No of Employees at 30 September 2021	1060	No of Employees at 30 September 2021	2905	No of Employees at 30 September 2021	16177
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For the financial year 2021/22, the projected average days lost per employee equates to 15.8 days.

APPENDIX 7

ABSENCE BY LONG AND SHORT TERM

From: 1 April 2021 - 30 September 2021

Resource	April 2021 - September 2021		
	Total Short Term %	Total Long Term %	Resource Total Absence %
Community and Enterprise	2.0	3.9	5.9
Education	1.3	2.3	3.6
Finance and Corporate	1.1	2.3	3.4
Housing & Technical	1.9	2.9	4.8
Social Work	1.9	5.3	7.2

Council Overall for Apr 21 - Sep 21	3.2	1.6	4.8
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From: 1 April 2020 - 30 September 2020

Resource	April 2020 - September 2020		
	Total Short Term %	Total Long Term %	Resource Total Absence %
Community and Enterprise	1.2	3.1	4.3
Education	0.6	1.6	2.1
Finance and Corporate	0.7	1.7	2.4
Housing & Technical	0.7	2.1	2.9
Social Work	1.6	4.1	5.7

Council Overall for Apr 20 - Sep 20	0.9	2.4	3.3
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APPENDIX 8**Absence Monitoring****Absence Classifications****From 1 April 2021 to 30 September 2021**

Reason	Total Work Days Lost	% of Work Days Lost
Musculoskeletal	19933	21
Psychological	29788	32
Stomach	7925	9
Respiratory	15320	16
Others	20440	22
Total Days Lost	93406	100

From 1 April 2020 to 30 September 2020

Reason	Total Work Days Lost	% of Work Days Lost
Musculoskeletal	13967	22
Psychological	21036	34
Stomach	3564	6
Respiratory	10545	17
Others	13169	21
Total Days Lost	62281	100

OCCUPATIONAL HEALTH REPORTS

FROM: 1 April 2021 - 30 September 2021 comparison with 1 April 2020 - 30 September 2020

Medical Referrals							
	Community and Enterprise	Education		Finance and Corporate	Housing & Technical	Social Work	Totals
		Teachers	Others				
TOTAL (Apr-Sep 2021)	223	51	96	41	99	271	781
TOTAL (Apr-Sep 2020)	151	20	43	18	78	186	496

No of Employees Referred For Physiotherapy		
RESOURCE	Apr-Sep 2020	Apr-Sep 2021
Community and Enterprise	102	224
Education (Teachers)	46	127
Education (Others)	67	185
Finance and Corporate	12	28
Housing and Technical	38	115
Social Work	151	231
TOTAL	416	910

No of Employees Referred To Employee Support Officer		
RESOURCE	Apr-Sep 2020	Apr-Sep 2021
Community and Enterprise	119	188
Education	130	275
Finance and Corporate	29	41
Housing and Technical	46	76
Social Work	135	221
TOTAL	459	801

No of Employees Referred For Cognitive Behavioural Therapy		
RESOURCE	Apr-Sep 2020	Apr-Sep 2021
Community and Enterprise	8	2
Education	4	16
Finance and Corporate	0	0
Housing and Technical	5	0
Social Work	8	3
Not Disclosed	25	14
TOTAL	50	35

Analysis of Counselling Referrals by Cause												
	Reason											
	Work Stress		Addiction		Personal		Anxiety/ Depression		Bereavement		Total	
	M	S	M	S	M	S	M	S	M	S	M	S
TOTAL (Apr-Sep 2021)	58	0	0	0	157	0	17	0	26	0	258	0
TOTAL (Apr-Sep 2020)	6	0	0	0	142	0	17	0	12	0	177	0
TOTAL									Total Referrals (Apr-Sep 2021)		258	
									Total Referrals (Apr-Sep 2020)		177	

M = MANAGEMENT REFERRAL S = SELF REFERRAL

ANALYSIS OF ACCIDENTS/INCIDENTS
Comparison
CAUSE OF ACCIDENTS/INCIDENTS TO EMPLOYEES

FROM: 1 April 2021 - 30 September 2021 comparison with 1 April 2020 - 30 September 2020

	Community and Enterprise		Education		Finance and Corporate		Housing & Tech		Social Work		TOTAL	
	2021	2020	2021	2020	2021	2020	2021	2020	2021	2020	2021	2020
Specified Injury	0	0	0	0	0	0	0	0	0	0	0	0
Violent Incident: Physical	0	0	0	0	0	0	0	0	0	0	0	0
Total Specified Injury*	0	0	0	0	0	0	0	0	0	0	0	0
Over 7-day	7	4	1	2	0	0	1	0	2	5	11	11
Violent Incident: Physical	0	0	0	0	0	0	0	0	0	0	0	0
Violent Incident: Verbal	0	0	0	0	0	0	0	0	0	0	0	0
Total Over 7-day**	7	4	1	2	0	0	1	0	2	5	11	11
Over 3-day	2	2	2	0	0	0	1	1	1	2	6	5
Violent Incident: Physical	0	0	0	0	0	0	0	0	0	0	0	0
Violent Incident: Verbal	0	0	0	0	0	0	0	0	0	0	0	0
Total Over 3-day**	2	2	2	0	0	0	1	1	1	2	6	5
Minor	32	13	17	2	1	0	10	2	19	19	79	36
Near Miss	8	1	5	0	0	0	0	0	2	0	15	1
Violent Incident: Physical	3	0	345	148	0	0	0	0	11	59	359	207
Violent Incident: Verbal	4	1	14	6	0	0	1	0	5	16	24	23
Total Minor***	47	15	381	156	1	0	11	2	37	94	477	267
Total Accidents/Incidents	56	21	384	158	1	0	13	3	40	101	494	283

*A Specified Injury is any fracture (other than to the fingers, thumbs or toes), amputation, loss of sight, serious burns, crushing injury, scalping, loss of consciousness caused by asphyxiation/ head injury, a chemical or hot metal burn to the eye or penetrating injury as defined by the HSE.

**Over 3 day / over 7day absence is an injury sustained outwith major injury category that results in a period of absence of absence as defined by the HSE.

*** A minor injury is an injury not covered by " Over 7-day", "Over 3-day" or "Specified".

RECORD OF DISCIPLINARY HEARINGS

FROM: 1 April 2021 - 30 September 2021 comparison with 1 April 2020 - 30 September 2020

RESOURCE	No of Disciplinary Hearings				Outcome of Disciplinary Hearings								No of weeks to convene Disciplinary Hearing			% Held within 6 Weeks
	APT&C	Manual/ Craft	Teachers	Total	No Action				Action Taken				3	4-6	6+	
					APT&C	Manual / Craft	Teachers	Total	APT&C	Manual / Craft	Teachers	Total				
COMMUNITY AND ENTERPRISE	0	11	N/A	11	0	1	N/A	1	0	10	N/A	10	3	4	4	64%
EDUCATION	9	1	2	12	1	0	0	1	8	1	2	11	4	2	6	50%
FINANCE AND CORPORATE	0	0	N/A	0	0	0	N/A	0	0	0	N/A	0	0	0	0	0%
HOUSING & TECHNICAL	3	4	N/A	7	1	0	N/A	1	2	4	N/A	6	2	0	5	29%
SOCIAL WORK	4	13	N/A	17	0	3	N/A	3	3	11	N/A	14	8	3	6	65%
TOTAL (1 Apr - 30 Sep 2021)	16	29	2	47	2	4	0	6	13	26	2	41	17	9	21	55%
TOTAL (1 Apr - 30 Sep 2020)	6	9	2	17	1	0	0	1	5	9	2	16	7	1	8	47%

RESOURCE	No of Appeals				Outcome of Appeals											
	APT&C	Manual/ Craft	Teachers	Total	Upheld				Upheld in Part				Not Upheld			
					APT&C	Manual/ Craft	Teachers	Total	APT&C	Manual/ Craft	Teachers	Total	APT&C	Manual/ Craft	Teachers	Total
TOTAL (Apr-Sep 2021)	0	1	0	1	0	0	0	0	0	0	0	0	0	1	0	1
TOTAL (Apr-Sep 2020)	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0

*Resources nil responses are not included in figures

N.B. Non-White employees refers to those employees who have indicated that they are:- Any other mixed background, Indian, Pakistani, Bangladeshi, Chinese, Any other Asian background, Caribbean, African and any other black background.

APPEAL'S PANEL

FROM: 1 April 2021 - 30 September 2021

APPEAL'S PANEL	UPHELD	UPHELD IN PART	NOT UPHELD	WITHDRAWN	TOTAL	APPEALS PENDING TO DATE
Total	0	2	0	0	2	0

RECORD OF GRIEVANCES**FROM: 1 April 2021 - 30 September 2021 comparison with 1 April 2020 - 30 September 2020**

GRIEVANCES	No of Grievances	No Resolved at Stage 1	No Resolved at Stage 2	No Resolved at Stage 3	Still in Process
COMMUNITY AND ENTERPRISE	0	0	0	0	0
EDUCATION	0	0	0	0	0
FINANCE AND CORPORATE	0	0	0	0	0
HOUSING & TECHNICAL	0	0	0	0	0
SOCIAL WORK RESOURCES	1	0	0	0	1
TOTAL (Apr-Sep 2021)	1	0	0	0	1
TOTAL (Apr-Sep 2020)	13	1	0	0	1

DIGNITY AT WORK**FROM: 1 April 2021 - 30 September 2021 comparison with 1 April 2020 - 30 September 2020**

DIGNITY AT WORK	No of Incidents	No Resolved at Informal Stage	No Resolved at Formal Stage	No of Appeals	Appeals in Process	Still in Process
COMMUNITY AND ENTERPRISE	0	0	0	0	0	0
EDUCATION	0	0	0	0	0	0
FINANCE AND CORPORATE	0	0	0	0	0	0
HOUSING & TECHNICAL	0	0	0	0	0	0
SOCIAL WORK RESOURCES	0	0	0	0	0	0
TOTAL (Apr-Sep 2021)	0	0	0	0	0	0
TOTAL (Apr-Sep 2020)	8	0	0	0	0	0

Referrals for workplace mediation**As at September 2021**

Workplace Mediation	Apr-21	May-21	Jun-21	Jul-21	Aug-21	Sep-21
No of Referrals	0	0	0	0	0	0
*No of Successful Cases	0	0	0	0	0	0
*No of Unsuccessful Cases	0	0	0	0	0	0
No of cases unsuitable for mediation	0	0	0	0	0	0

Workplace Mediation	Apr-20	May-20	Jun-20	Jul-20	Aug-20	Sep-20
No of Referrals	0	0	0	0	0	0
*No of Successful Cases	0	0	0	0	0	0
*No of Unsuccessful Cases	0	0	0	0	0	0
No of cases unsuitable for mediation	0	0	0	0	0	0

*successful/unsuccessful case outcomes may be shown outwith the month they were referred.

Employee Development
1 April 2021 - 30 September 2021

	Attended classroom based training
Community and Enterprise	948
Education	180
Finance and Corporate	28
Housing and Technical	567
Social Work	927
Total	2,650

	Attended training delivered virtually
Community and Enterprise	44
Education	103
Finance and Corporate	66
Housing and Technical	96
Social Work	1167
Total	1,476

	Learn On Line Courses Completed / Passed
Community and Enterprise	8433
Education	27178
Finance and Corporate	2625
Housing and Technical	3478
Social Work	9041
Total	50,755

EMPLOYEE DEVELOPMENT

Monitoring Stats for all Training - 1 April 2021 - 30 September 2021
Finance and Corporate Resources

	Percentage (%)	Count
Male	49.2%	3809
Female	50.8%	3939
Disabled	1.4%	111
Not Disabled	90.0%	6948
Not Disclosed	3.8%	290
Not Entered	4.9%	375
White - Scottish	90.0%	6972
White - Other British	3.2%	247
White - Irish	0.5%	42
White - Any other Background	0.9%	66
Asian - Pakistani	0.1%	6
All Others	5.4%	415
21 Years	3.1%	236
21-29 Years	15.1%	1171
30-39 Years	20.9%	1621
40-49 Years	21.9%	1699
50-59 Years	27.4%	2120
60-65 Years	9.5%	732
Over 65 Years	2.2%	169

ANALYSIS OF LEAVERS AND EXIT INTERVIEWS

EXIT INTERVIEWS From April 2021 to September 2021

Reason for leaving	Community and Enterprise	Education	Finance and Corporate	Housing & Technical	Social Work	Total	%
Career Advancement	7	7	4	3	12	33	34%
Child Caring / Caring Responsibilities	4	3	0	0	2	9	9%
Disatisfaction with terms and conditions	1	2	0	0	0	3	3%
Further Education	5	5	0	0	3	13	14%
Moving outwith area	0	3	0	0	3	6	6%
Personal Reasons	0	0	0	0	0	0	0%
Poor relationship with managers / colleagues	2	1	0	1	2	6	6%
Travelling difficulties	0	1	0	0	1	2	2%
Other	9	7	1	2	5	24	25%
Number of exit interviews conducted	28	29	5	6	28	96	
Total no. of leavers per Resource eligible for an exit interview	98	130	17	22	87	354	
% of leavers interviewed	29	22	29	27	32	27	

From 1 September 2020 - 31 September 2020

Number of exit interviews conducted	5	25	3	2	12	47	
Total no. of leavers per Resource eligible for an exit interview	33	73	5	7	51	169	
% of leavers interviewed	15	34	60	29	24	28	

* Note these totals include temporary employees

Posts being held

April – September 2021	Number of leavers		Replace Employee		Filling on a temp basis		Plan to transfer this budget to another post		End of fixed term post		Leave vacant pending savings or service review		Plan to remove for savings	
	Total FTE*	Total H/C**	FTE	H/C	FTE	H/C	FTE	H/C	FTE	H/C	FTE	H/C	FTE	H/C
Resource														
Community and Enterprise	105.60	198	99.33	191	0.00	0	0.00	0	6.27	7	0.00	0	0.00	0
Education	254.42	334	246.16	323	1.00	1	0.74	1	3.00	3	2.84	5	0.68	1
Finance and Corporate	34.47	42	29.53	36	0.00	0	0.00	0	0.00	0	1.14	2	3.80	4
Housing and Technical	41.58	51	40.08	49	1.00	1	0.00	0	0.00	0	0.00	0	0.50	1
Social Work	122.57	156	117.05	148	1.88	3	0.00	0	1.00	2	2.64	3	0.00	0
Total	558.64	781	532.15	747	3.88	5	0.74	1	10.27	12	6.62	10	4.98	6

* Full time equivalent

** Head count/number of employees

RECRUITMENT MONITORING

Analysis of Gender, Disability, Ethnicity and Age

FROM : 1 April 2021 - 30 September 2021

Total Number of applications received:	6777
Total Number of Equal Opportunities Monitoring forms received:	6678 (99%)
Total Number of posts recruited for:	1078
Total Number of appointments:	1050

Gender / Disability / Age						
	Applied	Interviewed	Appointed	% of Applicants interviewed	% of Applicants appointed	% of Interviewees appointed
Total EO Forms Received	6678	2638	990	40%	15%	38%
Total No of Male Applicants	2718	967	288	36%	11%	30%
Total No of Female Applicants	3939	1666	701	42%	18%	42%
Total No of Disabled Applicants	300	142	41	47%	14%	29%
Total No of applicants aged under 50	5582	2151	818	39%	15%	38%
Total No of applicants aged over 50	1019	412	168	40%	16%	41%
Total No of White applicants	6373	2414	964	38%	15%	40%
Total No of Black/Ethnic minority applicants*	222	68	18	31%	8%	26%
Total No of Veteran applicants	67	34	0	51%	0%	0%

FROM : 1 April 2020 - 30 September 2020

Total Number of applications received:	5640
Total Number of Equal Opportunities Monitoring forms received:	5483 (97%)
Total Number of posts recruited for:	338
Total Number of appointments:	1194

Gender / Disability / Age						
	Applied	Interviewed	Appointed	% of Applicants interviewed	% of Applicants appointed	% of Interviewees appointed
Total EO Forms Received	5483	2462	1130	45%	21%	46%
Total No of Male Applicants	1963	788	334	40%	17%	42%
Total No of Female Applicants	3501	1633	793	47%	23%	49%
Total No of Disabled Applicants	260	140	32	54%	12%	23%
Total No of applicants aged under 50	4525	1993	949	44%	21%	48%
Total No of applicants aged over 50	915	425	169	46%	18%	40%
Total No of White applicants	5227	2361	1099	45%	21%	47%
Total No of Black/Ethnic minority applicants*	173	59	20	34%	12%	34%
Total No of Veteran applicants	27	4	0	15%	0%	0%

QUARTERLYJOINT STAFFING WATCH RETURN : NUMBER EMPLOYED ON 11 September 2021

Analysis by Resource

Resource	Total Number of Employees				
	Male		Female		
	Total	F/T	P/T	F/T	P/T
Community & Enterprise Resources	3225	1330	229	196	1470
Education - Others	3105	144	89	617	2255
Education - Teachers	3910	700	69	2347	794
Finance & Corporate Resources	859	199	16	355	289
Housing & Technical	1321	850	26	318	127
Social Work Resources	2730	217	191	997	1325
Total All Staff	15150	3440	620	4830	6260

Full-Time Equivalent Salary Band									
Total	Director	Grade 1	Grade 2	Grade 3	Grade 4	Grade 5	Grade 6	Fixed SCP	Teacher
2264.44	1.00	1553.38	409.85	232.16	46.05	17.00	4.00	1.00	0.00
2271.32	1.00	1135.14	867.25	135.36	51.64	12.60	4.00	61.53	2.80
3574.60	0.00	0.00	0.00	0.00	0.00	1.00	0.00	5.60	3568.00
763.04	2.00	123.67	333.31	217.31	55.45	25.30	6.00	0.00	0.00
1264.79	1.00	222.75	638.30	361.14	29.60	10.00	2.00	0.00	0.00
2368.06	1.00	1204.88	561.26	546.92	25.00	27.00	2.00	0.00	0.00
0									
8931.65	(excluding Teachers)								
12506.25	6.00	4239.82	2809.97	1492.89	207.74	92.90	18.00	68.13	3570.80

** Change to report this is now run electronically which allows us to report on grade.

QUARTERLYJOINT STAFFING WATCH RETURN : NUMBER EMPLOYED ON 14 September 2020

Analysis by Resource

Resource	Total Number of Employees				
	Male		Female		
	Total	F/T	P/T	F/T	P/T
Community & Enterprise Resources	3138	1344	218	188	1388
Education - Others	2870	139	83	509	2139
Education - Teachers	3865	697	67	2351	750
Finance & Corporate Resources	885	203	16	359	307
Housing & Technical	1289	821	26	314	128
Social Work Resources	2801	206	208	991	1396
Total All Staff	14848	3410	618	4712	6108

Full-Time Equivalent Salary Band									
Total	Director	Grade 1	Grade 2	Grade 3	Grade 4	Grade 5	Grade 6	Fixed SCP	Teacher
2256.15	1.00	1542.75	408.68	231.67	47.05	16.00	4.00	5.00	0.00
2075.85	1.00	1017.21	791.07	136.30	49.64	12.60	4.00	57.63	6.40
3546.60	0.00	0.00	0.00	0.00	0.00	1.00	0.00	4.60	3541.00
782.63	2.00	116.60	345.47	229.92	56.54	25.10	6.00	1.00	0.00
1234.56	1.00	204.30	630.67	356.13	30.46	10.00	2.00	0.00	0.00
2433.15	1.00	1294.96	522.16	564.03	25.00	24.00	2.00	0.00	0.00
8782.34	(excluding Teachers)								
12328.94	6.00	4175.82	2698.05	1518.05	208.69	88.70	18.00	68.23	3547.40

** Change to report this is now run electronically which allows us to report on grade.

Report

7

Report to:	Executive Committee
Date of Meeting:	1 December 2021
Report by:	Executive Director (Community and Enterprise Resources)

Subject:	International Children's Games 2022
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1. Purpose of Report

1.1. The purpose of the report is to: -

- ♦ allow the Committee to consider an invitation to participate in the 2022 International Children's Games (ICG) which will be held in Coventry from 11 to 16 August 2022
- ♦ highlight the financial implications for the Council of accepting the invitation to participate

2. Recommendation(s)

2.1. The Committee is asked to approve the following recommendation(s): -

- (1) that the invitation from the ICG organisers for the Council to participate in the International Children's Games to be held in Coventry from 11 to 16 August 2022 be accepted.
- (2) that the maximum financial contribution required to be met by the Council, estimated to be £12,000, be approved, and
- (3) that the intention to raise as much external funding through sponsorship and fundraising to minimise the Council's final contribution be noted.

3. Background

- 3.1. The ICG is an event endorsed by the International Olympic Committee which first took place in Slovenia in 1968 for children aged 12 to 15 years. Since the first Games took place children from 114 different 'cities' worldwide have taken part.
- 3.2. A delegation from South Lanarkshire first took part in the 32nd ICG in 2000 in response to an invitation from Hamilton (Ontario) to all of the Hamilton's' across the world to take part in their millennium games. Since then, a delegation from South Lanarkshire has taken part in the 38th ICG 2004 in Cleveland (USA), the 39th 2005 in Coventry (England), the 41st 2007 in Reykjavik (Iceland), the 47th 2013 in Windsor (Canada) and the 49th 2015 in Alkmaar (Netherlands).
- 3.3. Children from South Lanarkshire have also taken part in the ICG when the Council partnered with North Lanarkshire Council to form Team Lanarkshire in preparation for jointly hosting the 45th Games in 2011. Previous to this, Team Lanarkshire participated in the 42nd ICG 2008 in San Francisco (USA), the 43rd 2009 in Athens (Greece) and the 44th 2010 in Manama (Bahrain).

- 3.4. The outcome from the games in Alkmaar was reported to the Executive Committee on the 4 November 2015 and, at that Committee, an invitation to attend the 2016 Games in Taipei was declined. It was further agreed that the criteria used to select participants be extended to youngsters who are members of South Lanarkshire based clubs as well as residency and/or attending schools in South Lanarkshire.

4. Current Position

- 4.1. An invitation has been received from the ICG organisers for the Council to participate in the 54th International Children's Games to be held in Coventry from 11 to 16 August 2022. Some preliminary discussions have taken place in relation to which sports that a South Lanarkshire team would be best placed to participate in. The Games will comprise of eight events namely, athletics, swimming, tennis, table tennis, boys' and girls' football, climbing and 3v3 basketball.
- 4.2. At this point in time, it is anticipated that the final team would comprise of 18 sports participants and 5 support staff. The participants will be selected using a range of criteria including performance, current personal bests, rankings and performance at dedicated squad training sessions. The participants would be accompanied by 5 Coaches/Head of Delegation and a Council representative. Therefore, the total size of the delegation is expected to number 24 people.

5. Employee Implications

- 5.1. SLLC employees are involved in the management and coaching of the teams and will be assisted by external coaches.

6. Financial Implications

- 6.1. The estimated cost of up to 24 people from South Lanarkshire participating in the 2022 ICG is £19,000. This figure represents the maximum amount that the Council might be required to meet. However, based on experience, it is anticipated that the final costs to the Council will be reduced through a combination of seeking external sponsorship and fundraising by participants. Therefore, it is anticipated that the final cost to the Council will be £12,000.

7. Climate Change, Sustainability and Environmental Implications

- 7.1 There are no implications for climate change, sustainability or the environment in terms of the information contained in this report.

8 Other Implications

- 8.1 There are no risks to the Council in relation to the information contained in this report.

9 Equality Impact Assessment and Consultation Arrangements

- 9.1 This report does not introduce a new policy, function or strategy or recommend a change to existing policy, function and strategy and therefore, no impact assessment is required.
- 9.2. Officers of SLLC continue to consult on matters relating to the team.

Michael McGlynn
Executive Director (Community and Enterprise Resources)

8 November 2021

Link(s) to Council Values/Objectives

- ◆ Improve health and increase physical activity
- ◆ Improve the quality of the physical environment
- ◆ Partnership working, community leadership and engagement
- ◆ Efficient and effective use of resources

Previous References

- ◆ Executive Committee, 11 March 2015
- ◆ Executive Committee, 4 November 2015

List of Background Papers

- ◆ None

Contact for Further Information

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

Alistair McKinnon, Head of Facilities Waste & Grounds Services

Ext: 4700 (Tel: 01698 454700)

E-mail: alistair.mckinnon@southlanarkshire.gov.uk

Report

8

Report to: **Executive Committee**
 Date of Meeting: **1 December 2021**
 Report by: **Executive Director (Finance and Corporate Resources)**

Subject: **Changes to Memberships of Committees, Forums and Joint Boards/Outside Bodies - Update**

1. Purpose of Report

1.1. The purpose of the report is to:-

- ◆ Provide updated documentation on the membership of various committees, forums, joint boards and outside bodies following recent changes to the political composition of the Council

2. Recommendation(s)

2.1. The Committee is asked to approve the following recommendation(s):-

- (1) that the current memberships of committees, forums, joint boards and outside bodies, as detailed in appendices 1 and 2, be noted.

3. Background

- 3.1. At its meeting held on 3 November 2021, this Committee approved revisions to the composition of various committees, forums, joint boards and outside bodies following recent changes to the political composition of the Council and authorised the Chief Executive to finalise memberships.
- 3.2. The Chief Executive, in consultation with the Leaders/Business Managers of the political/independent groups and also the 3 independent members, has now finalised those memberships and a copy of the updated documentation is attached as appendices 1 and 2 to the report.

4. Employee Implications

4.1. There are no employee implications arising from this report.

5. Financial Implications

5.1. There are no financial implications associated with the proposals contained in this report.

6. Climate Change, Sustainability and Environmental Implications

6.1. There are no implications for climate change, sustainability or the environment in terms of the information contained in this report.

7. Other Implications

7.1. There are no risks to the Council in relation to the recommendation contained in this report.

8. Equality Impact Assessment and Consultation Arrangements

- 8.1. No equality impact assessment was required in respect of the proposals contained in this report.
- 8.2. Consultation was undertaken with elected members as required to finalise the memberships.

Paul Manning

Executive Director (Finance and Corporate Resources)

8 November 2021

Link(s) to Council Values/Ambitions/Objectives

- ◆ Accountable, Effective, Efficient and Transparent

Previous References

Executive Committee 3 November 2021

List of Background Papers

None

Contact for Further Information

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

Geraldine McCann, Head of Administration and Legal Services

Ext: 4658 (Tel: 01698 454658)

E-mail: geraldine.mccann@southlanarkshire.gov.uk

South Lanarkshire Council

Membership of Resource Committees and Forums as at 3 November 2021

8

Resource Committees and associated Forums

Community and Enterprise Resources Committee (26)

John Anderson (Chair), John Bradley, Graeme Campbell, Maureen Chalmers, Gerry Convery, Margaret Cooper, Peter Craig, Isobel Dorman (Depute), Joe Fagan, Grant Ferguson, Graeme Horne, Martin Grant Hose, Ann Le Blond, Monique McAdams, Ian McAllan, Catherine McClymont, Kenny McCreary, Hugh Macdonald, Mark McGeever, Davie McLachlan, Lynne Nailon, John Ross (ex officio), Graham Scott, Margaret B Walker, David Watson, Josh Wilson

Substitutes

Alex Allison, Robert Brown, Stephanie Callaghan, Andy Carmichael, Poppy Corbett, Margaret Cowie, Maureen Devlin, Mary Donnelly, Allan Falconer, George Greenshields, Ian Harrow, Eric Holford, Mark Horsham, Jim McGuigan, Jim Wardhaugh

Roads Safety Forum (10)

Robert Brown, Janine Calikes, Maureen Chalmers, Margaret Cowie, Mark Horsham, Julia Marrs (Chair), Davie McLachlan, Lynne Nailon, Margaret B Walker, Jared Wark

Substitutes

Allan Falconer, Alistair Fulton, Ann Le Blond, Kenny McCreary, Bert Thomson, Mark McGeever, Collette Stevenson

Education Resources Committee (26 + External representatives)

Alex Allison, John Anderson, Jackie Burns, Margaret Cooper, Margaret Cowie, Peter Craig (Depute), Mary Donnelly, Isobel Dorman, Fiona Dryburgh, Joe Fagan, Lynsey Hamilton, Ian Harrow, Mark Horsham, Martin Grant Hose, Katy Loudon (Chair), Monique McAdams, Ian McAllan, Julia Marrs, Gladys Miller, Lynne Nailon, Carol Nugent, Mo Razzaq, John Ross (ex officio), Graham Scott, Margaret B Walker, David Watson

Substitutes

Stephanie Callaghan, Maureen Devlin, Eric Holford, Ann Le Blond, Martin Lennon, Richard Lockhart, Eileen Logan, Kenny McCreary, Mark McGeever, Jim McGuigan, David Shearer, Collette Stevenson, Bert Thomson, Jim Wardhaugh

External Members

Religious: Dr Nagy Iskander, Mr John Mulligan, Mrs Gillian Coulter
Teacher: Mr Andy Harvey, Ms Ann Marie Hobson
Parent Council/Carer: Mrs Hilary Kirby, Mrs Christine Hall

Education Appeals Committee**15 members serving or acting as a substitute on Education Resources Committee (excluding Chair and Depute Chair)**

John Anderson, Fiona Dryburgh, Joe Fagan, Lynsey Hamilton, Ian Harrow, Eric Holford, Mark Horsham, Julia Marrs, Jim McGuigan, Carol Nugent, Mo Razzaq, Graham Scott, David Shearer, Margaret B Walker, David Watson

15 members not serving or acting as a substitute on Education Resources Committee

John Bradley, Janine Calikes, Graeme Campbell, Andy Carmichael, Maureen Chalmers, Poppy Corbett, Allan Falconer, Geri Gray, Joe Lowe, Catherine McClymont, Hugh Macdonald, Richard Nelson, Jared Wark, Josh Wilson

Finance and Corporate Resources Committee (26)

Alex Allison, John Anderson, Walter Brogan, Graeme Campbell, Peter Craig (Depute), Maureen Devlin, Isobel Dorman, Joe Fagan, Grant Ferguson, Geri Gray, Ian Harrow, Eric Holford, Graeme Horne (Depute), Eileen Logan, Katy Loudon, Joe Lowe, Monique McAdams, Catherine McClymont, Hugh Macdonald, Mark McGeever, Jim McGuigan, Gladys Miller (Chair), Mo Razzaq, John Ross (ex officio), Jim Wardhaugh, Jared Wark

Substitutes

John Bradley, Robert Brown, Andy Carmichael, Poppy Corbett, Mary Donnelly, George Greenshields, Martin Lennon, Richard Lockhart, Davie McLachlan, Lynne Nailon, Richard Nelson, Collette Stevenson, Margaret B Walker, Josh Wilson

Employee Issues Forum (10)

Janine Calikes, Gerry Convery, Isobel Dorman (Chair), Lynsey Hamilton, Ian Harrow, Graeme Horne, Richard Lockhart, Joe Lowe, Monique McAdams, Jim McGuigan

Substitutes

Alex Allison, Maureen Chalmers, Poppy Corbett, Maureen Devlin, Allan Falconer, Collette Stevenson

Equal Opportunities Forum (10)

Janine Calikes, Maureen Devlin, Mary Donnelly, Eric Holford, Ann Le Blond, Katy Loudon, Joe Lowe, Jim McGuigan, Mo Razzaq, Bert Thomson (Chair)

Substitutes

Maureen Chalmers, Peter Craig, Martin Lennon, Lynne Nailon, Margaret B Walker, Jared Wark

Joint Consultative Forum (10)

Andy Carmichael, Peter Craig, Graeme Horne, Martin Lennon, Richard Lockhart, Joe Lowe (Chair), Hugh Macdonald, Kenny McCreary, Gladys Miller, Margaret B Walker

Substitutes

Alex Allison, John Bradley, Catherine McClymont, Davie McLachlan, Collette Stevenson, Jared Wark

Appeals Panel and Grievance and Disputes Panel

3 members in total to serve on the Panel, comprising the Chair or one of the Depute Chairs of the Finance and Corporate Resources Committee, a member of the Administration, who is not the Chair or Depute Chair(s) of the relevant Resource/Service Committee, and a member of the Opposition Groups to be drawn from the Finance and Corporate Resources Committee and the following 15 members not serving on the Finance and Corporate Resources Committee

Archie Buchanan, Stephanie Callaghan, Maureen Chalmers, Gerry Convery, Fiona Dryburgh, Allan Falconer, Alistair Fulton, Ann Le Blond, Julia Marrs, Richard Nelson, Carol Nugent, Graham Scott, Bert Thomson, *(Ind Group Vacancy), (Con Vacancy)*

Housing and Technical Resources Committee (26)

Robert Brown, Archie Buchanan, Janine Calikes (Depute), Andy Carmichael, Maureen Chalmers, Gerry Convery, Margaret Cooper, Poppy Corbett, Maureen Devlin, Mary Donnelly, Allan Falconer, Grant Ferguson, Alistair Fulton, Geri Gray, George Greenshields, Eric Holford, Mark Horsham, Martin Lennon, Eileen Logan, Colin McGavigan, Richard Nelson, Mo Razzaq, John Ross (ex officio), David Shearer, Jared Wark, Josh Wilson (Chair)

Substitutes

Alex Allison, Walter Brogan, Stephanie Callaghan, Isobel Dorman, Fiona Dryburgh, Martin Grant Hose, Ann Le Blond, Catherine McClymont, Hugh Macdonald, Collette Stevenson, Bert Thomson, Margaret B Walker, (Ind Group Vacancy), (Con Vacancy)

Social Work Resources Committee (26)

John Bradley (Chair), Walter Brogan, Robert Brown, Archie Buchanan, Janine Calikes, Andy Carmichael, Maureen Chalmers (Depute), Margaret Cowie, Maureen Devlin, Mary Donnelly, Allan Falconer, Eric Holford, Mark Horsham, Richard Lockhart, Katy Loudon, Joe Lowe, Catherine McClymont, Hugh Macdonald, Colin McGavigan, Jim McGuigan, Lynne Nailon, Richard Nelson, Carol Nugent, John Ross (ex officio), Margaret B Walker, David Watson

Substitutes

Alex Allison, Gerry Convery, Margaret Cooper, Isobel Dorman, Fiona Dryburgh, Geri Gray, Graeme Horne, Ann Le Blond, Martin Lennon, Eileen Logan, Davie McLachlan, Jared Wark, Josh Wilson, (Con Vacancy)

Area Committees

Cambuslang and Rutherglen Area Committee (12)

John Bradley (Depute), Walter Brogan, Robert Brown, Janine Calikes, Margaret Cowie, Alistair Fulton, Ann Le Blond, Martin Lennon, Katy Loudon, Carol Nugent (Chair), Margaret B Walker, Jared Wark

Clydesdale Area Committee (13)

Alex Allison, Poppy Corbett, George Greenshields, Lynsey Hamilton, Eric Holford, Mark Horsham (Depute), Richard Lockhart (Chair), Eileen Logan, Ian McAllan, Catherine McClymont, Colin McGavigan, Julia Marrs, David Shearer

East Kilbride Area Committee (18)

John Anderson, Archie Buchanan (Chair), Graeme Campbell, Gerry Convery, Margaret Cooper, Isobel Dorman (Depute), Fiona Dryburgh, Joe Fagan, Grant Ferguson, Geri Gray, Ian Harrow, Monique McAdams, Hugh Macdonald, Gladys Miller, Graham Scott, Collette Stevenson, Jim Wardhaugh, David Watson

Hamilton Area Committee (21)

Jackie Burns, Stephanie Callaghan, Andy Carmichael, Maureen Chalmers, Peter Craig (Depute), Maureen Devlin, Mary Donnelly (Chair), Allan Falconer, Graeme Horne, Martin Grant Hose, Joe Lowe, Kenny McCreary, Mark McGeever, Jim McGuigan, Davie McLachlan, Lynne Nailon, Richard Nelson, Mo Razzaq, John Ross (ex officio), Bert Thomson, Josh Wilson

Other Committees and associated Forums

Climate Change and Sustainability Committee (28)

Alex Allison, John Anderson, John Bradley, Robert Brown, Maureen Chalmers (Depute), Gerry Convery, Margaret Cooper, Peter Craig, Maureen Devlin, Isobel Dorman, Joe Fagan, Allan Falconer, Ian Harrow, Richard Lockhart, Lynsey Hamilton, Mark Horsham, Eileen Logan, Katy Loudon, Joe Lowe, Julia Marrs, Monique McAdams, Jim McGuigan, Gladys Miller, Lynne Nailon, John Ross (Chair) (ex officio), David Shearer, Jared Wark, Josh Wilson

Substitutes

Stephanie Callaghan, Andy Carmichael, Poppy Corbett, George Greenshields, Graeme Horne, Martin Grant Hose, Ann Le Blond, Catherine McClymont, Mark McGeever, Hugh Macdonald, Richard Nelson, Graham Scott, Collette Stevenson, Margaret B Walker, David Watson

Conference Allocation Committee (6)

Maureen Chalmers (Depute), Gerry Convery, Peter Craig (Chair), Maureen Devlin, Kenny McCreary, Jim Wardhaugh

Executive Committee (28)

Alex Allison, John Anderson, John Bradley, Robert Brown, Maureen Chalmers (Depute), Gerry Convery, Margaret Cooper, Poppy Corbett, Peter Craig, Maureen Devlin, Isobel Dorman, Joe Fagan, Allan Falconer, Lynsey Hamilton, Mark Horsham, Eileen Logan, Katy Loudon, Hugh Macdonald, Monique McAdams, Kenny McCreary, Jim McGuigan, Gladys Miller, Lynne Nailon, Richard Nelson, John Ross (Chair) (ex officio), David Shearer, Jim Wardhaugh, Josh Wilson

Substitutes

Stephanie Callaghan, Andy Carmichael, George Greenshields, Ian Harrow, Graeme Horne, Martin Grant Hose, Ann Le Blond, Richard Lockhart, Catherine McClymont, Mark McGeever, Graham Scott, Collette Stevenson, Margaret B Walker, David Watson, (SNP Vacancy)

Financial Resources Scrutiny Forum (10)

Walter Brogan, Archie Buchanan, Janine Calikes, Mary Donnelly, Grant Ferguson, Eric Holford, Martin Lennon, Monique McAdams (Chair), Jared Wark, *(Ind Vacancy)*

Substitutes

Margaret Cowie, Geri Gray, Carol Nugent, Bert Thomson (2 Con Vacancy)

Performance and Review Scrutiny Forum (10)

Alex Allison, Robert Brown, Maureen Chalmers, Gerry Convery, Peter Craig, Maureen Devlin, Joe Fagan, Katy Loudon, John Ross (Chair) (ex officio), Jared Wark

Substitutes

John Anderson, Stephanie Callaghan, Ann Le Blond, Eileen Logan, Monique McAdams, Mark McGeever, Richard Nelson

Standards and Procedures Advisory Forum (11)

Alex Allison, Robert Brown, Peter Craig, Maureen Devlin, Joe Fagan, Martin Grant Hose, Eileen Logan, Gladys Miller, John Ross (Chair) (ex officio), Jim Wardhaugh, Josh Wilson

Substitutes

Gerry Convery, Alistair Fulton, Lynsey Hamilton, Eric Holford, Katy Loudon, Mark McGeever, Richard Nelson

Rural Task Force (10)

Alex Allison, Andy Carmichael, Margaret Cooper (Chair), Peter Craig, Isobel Dorman, Lynsey Hamilton, Eric Holford, Mark Horsham, Ian McAllan, Catherine McClymont

Substitutes

Poppy Corbett, George Greenshields, Richard Lockhart, Eileen Logan, Julia Marrs, David Shearer

Licensing Committee (26)

John Bradley, Andy Carmichael, Poppy Corbett, Mary Donnelly, Grant Ferguson, Alistair Fulton, Geri Gray, George Greenshields, Lynsey Hamilton, Mark Horsham, Martin Grant Hose, Martin Lennon, Richard Lockhart, Eileen Logan, Catherine McClymont, Kenny McCreary, Colin McGavigan, Mark McGeever, Jim McGuigan, Davie McLachlan, Julia Marrs (Depute), Gladys Miller, John Ross (ex officio), David Shearer (Chair), Bert Thomson, Jim Wardhaugh

Substitutes

Alex Allison, Robert Brown, Janine Calikes, Stephanie Callaghan, Margaret Cowie, Maureen Devlin, Ann Le Blond, Lynne Nailon, Carol Nugent, Mo Razzaq, Graham Scott, Collette Stevenson, Jared Wark, (Ind Group Vacancy)

Public Processions Panel (3)

3 members of Licensing Committee with Chair and Depute Chair being given first option of participating

Petitions Committee (9)

Jackie Burns (Chair), Maureen Chalmers, Mary Donnelly, Fiona Dryburgh, Ian Harrow, Mark Horsham, Eileen Logan, Lynne Nailon, Graham Scott

Substitutes

John Anderson, Robert Brown, Stephanie Callaghan, Gerry Convery, Martin Grant Hose, Monique McAdams

Planning Committee (26)

Alex Allison, John Anderson, John Bradley, Archie Buchanan, Jackie Burns, Margaret Cowie, Peter Craig, Maureen Devlin, Mary Donnelly, Isobel Dorman (Chair), Fiona Dryburgh, Lynsey Hamilton, Ian Harrow, Mark Horsham (Depute), Ann Le Blond, Martin Lennon, Joe Lowe, Ian McAllan, Davie McLachlan, Lynne Nailon, Carol Nugent, John Ross (ex officio), Graham Scott, David Shearer, Bert Thomson, Jim Wardhaugh

Substitutes

Walter Brogan, Janine Calikes, Stephanie Callaghan, Gerry Convery, Margaret Cooper, Allan Falconer, Martin Grant Hose, Catherine McClymont, Kenny McCreary, Mark McGeever, Richard Nelson, Collette Stevenson, Jared Wark, Josh Wilson

Planning Local Review Body (Panel of 10 members with named substitutes)

Alex Allison, Maureen Devlin, Isobel Dorman (Chair), Mark Horsham (Depute), Ann Le Blond, Davie McLachlan, Graham Scott, David Shearer, Jim Wardhaugh, (SNP Vacancy)

Substitutes

John Bradley, Walter Brogan, Stephanie Callaghan, Margaret Cowie, Ian Harrow, Martin Lennon, Katy Loudon, Joe Lowe, Lynne Nailon, Collette Stevenson

Recruitment Committee (Panel of 6 members with named substitutes)

Alex Allison, Maureen Chalmers, Gerry Convery, Margaret Cooper, Joe Fagan, John Ross (Chair) (ex officio)

Substitutes

Stephanie Callaghan, Peter Craig, Maureen Devlin, George Greenshields, Eileen Logan, Richard Nelson

Risk and Audit Scrutiny Committee (10)

Walter Brogan, Mary Donnelly, Grant Ferguson, Eric Holford (*Chair*), Martin Lennon, Julia Marrs, Davie McLachlan, Carol Nugent, Jared Wark, (*Ind Vacancy*)

Substitutes

Janine Calikes, Margaret Cowie, Bert Thomson, (SNP Vacancy), (2 Con Vacancy)

Licensing Divisions

Licensing Division 1 (Clydesdale) (10)

Alex Allison (Chair), Poppy Corbett, Lynsey Hamilton, Eric Holford, Mark Horsham, Richard Lockhart, Eileen Logan, Catherine McClymont (Depute), Julia Marrs, David Shearer

Licensing Division 2 (East Kilbride) (10)

John Anderson, Archie Buchanan (Chair), Isobel Dorman, Joe Fagan, Geri Gray (Depute), Ian Harrow, Monique McAdams, Gladys Miller, Graham Scott, Collette Stevenson

Licensing Division 3 (Hamilton) (10)

Peter Craig, Maureen Devlin, Mary Donnelly (Depute), Martin Grant Hose, Joe Lowe, Jim McGuigan (Chair), Davie McLachlan, Richard Nelson, Bert Thomson, Josh Wilson

Licensing Division 4 (Rutherglen and Cambuslang) (10)

John Bradley, Walter Brogan, Robert Brown (Depute), Janine Calikes, Margaret Cowie, Alistair Fulton, Ann Le Blond, Carol Nugent (Chair), Margaret B Walker, Jared Wark

3 November 2021

Representation on Outside Organisations

Section 1 – COSLA

Organisation	No. of Reps	Labour	SNP	Conservative	Others
Convention of Scottish Local Authorities (COSLA)	6 plus (6 substitutes)	Gerry Convery Joe Fagan <i>Maureen Devlin(sub)</i> <i>Lynsey Hamilton (sub)</i>	Maureen Chalmers John Ross <i>Peter Craig (sub)</i> <i>Katy Loudon (sub)</i>	Alex Allison <i>Ann Le Blond (sub)</i>	Margaret Cooper
COSLA's Policy Boards					
Health and Social Care Board	1		John Bradley		
Community and Wellbeing Board	1		Maureen Chalmers		
Children and Young People Board	1		Katy Loudon		
Environment and Economy Board	1		John Anderson		

** COSLA's National Business Gateway – John Ross

Representation on Outside Organisations

Section 2 – Joint Boards/Joint Committees

Board/Committee	No. of Reps	Labour	SNP	Conservative	Others
Clyde and Loch Lomond Joint Committee	1 plus 1 substitute		Peter Craig <i>John Anderson (sub)</i>		
Clyde Valley Learning and Development Joint Committee	1 plus 1 substitute		Katy Loudon <i>Gladys Miller (sub)</i>		
Glasgow and Clyde Valley Strategic Development Planning Authority Joint Committee	2		John Anderson Alistair Fulton		
Lanarkshire Valuation Joint Board	8 plus 8 substitutes	Gerry Convery Lynsey Hamilton <i>Margaret Cowie (sub)</i> <i>Graham Scott (sub)</i>	Isobel Dorman Peter Craig Geri Gray (Vacancy) <i>Mary Donnelly (sub)</i> <i>Jim McGuigan (sub)</i> <i>Josh Wilson (sub)</i>	Ann Le Blond <i>Lynne Nailon (sub)</i>	Jim Wardhaugh <i>Joe Lowe (sub)</i>
Scotland Excel	2 plus 2 substitutes	Eileen Logan	Josh Wilson <i>Geri Gray (sub)</i> <i>Carol Nugent (sub)</i>		
SEEMiS Group LLP	1 (Chair)		Graeme Horne		
South Lanarkshire Integration Joint Board	4 plus 4 substitutes	Allan Falconer <i>Margaret B Walker (sub)</i>	John Bradley Jim McGuigan <i>Maureen Chalmers (sub)</i> <i>Hugh Macdonald (sub)</i>	Richard Lockhart <i>Richard Nelson (sub)</i>	

Body	No. of Reps	Labour	SNP	Conservative	Other
Strathclyde Concessionary Travel Scheme Joint Committee	1 plus 1 substitute		David Shearer <i>John Bradley (sub)</i>		
Strathclyde Partnership for Transport	3 plus 3 substitutes	Maureen Devlin <i>Monique McAdams (sub)</i>	David Shearer <i>Jim McGuigan (sub)</i>	Richard Nelson <i>Alex Allison (sub)</i>	
Strathclyde Pension Fund – Pension Board	1		Graeme Horne		

Section 3 – Partnership Bodies and Others

Body	No. of Reps	Labour	SNP	Conservative	Other
Adult Protection Committee	2	Andy Carmichael	Maureen Chalmers		
Child Protection Committee	2	Margaret Cowie	Hugh Macdonald		
Clyde and Avon Valley Landscape Partnership Board	1		Peter Craig		
Clyde Gateway Urban Regeneration Company Limited	2		John Anderson Carol Nugent		
Community Learning and Development Partnership	1		Katy Loudon		
Corporate Connections Board	4	Andy Carmichael	Janine Calikes Julia Marrs	Jared Wark	
Council's Spokesperson for Older People	1		Jim McGuigan		
Council's Spokesperson for Veterans	1		Mark Horsham		
Council's Spokesperson for Youth (Regen:fx)	1		Julia Marrs		
Council's Spokesperson on Disabilities	1		Hugh Macdonald		
Economic Growth Board	5	Graham Scott	John Anderson Collette Stevenson (Vacancy)	Kenny McCreary	

South Lanarkshire Council Outside Body Representation - Position as at 3 November 2021

Appendix 2

Body	No. of Reps	Labour	SNP	Conservative	Other
Getting It Right for South Lanarkshire Children's Partnership (GIRFEC)	5	Monique McAdams	John Bradley Katy Loudon (Chair) (Vacancy)	Ian Harrow	
Glasgow City Region Cabinet	1 (Leader) plus (1 substitute)		John Ross <i>Peter Craig (sub)</i>		
ITEC Trust	4	Margaret Cowie	Graeme Horne Gladys Miller	Martin Grant Hose	
Lanarkshire Area Tourism Partnership	1		Mark Horsham		
Lanarkshire NHS Board	1		Jim McGuigan		
Routes to Work (South) Limited	1		John Anderson		
Safer South Lanarkshire Board (Previously Community Safety Partnership)	5	Eileen Logan	Mark Horsham (Chair) Hugh Macdonald (Vacancy)	Ian Harrow	
South Lanarkshire Adoption and Fostering Panel	3	Lynsey Hamilton	Hugh Macdonald		Colin McGavigan
South Lanarkshire Area Support Team	1		Janine Calikes		
South Lanarkshire Community Planning Partnership	1		Maureen Chalmers		
South Lanarkshire Cycling Partnership	3 plus (3 substitutes)	Maureen Devlin <i>Martin Lennon (sub)</i>	Peter Craig <i>Collette Stevenson (sub)</i>	Kenny McCreary <i>Lynne Nailon</i>	
South Lanarkshire Leisure and Culture Limited Board	4	Gerry Convery	Peter Craig	Lynne Nailon	Margaret Cooper

South Lanarkshire Council Outside Body Representation - Position as at 3 November 2021

Appendix 2

Body	No. of Reps	Labour	SNP	Conservative	Other
South Lanarkshire Rural Partnership	3	Catherine McClymont	Peter Craig	Alex Allison	
Sustainability Partnership	3 plus (3 substitutes)	Catherine McClymont <i>Walter Brogan (sub)</i>	Peter Craig (Chair) <i>Josh Wilson (sub)</i>	Eric Holford <i>(Vacancy - sub)</i>	

Section 4 – Outside Bodies

Organisation	No. of Reps	Labour	SNP	Conservative	Other
Association for Public Service Excellence - Scottish Region:					
Building & Housing Services Group	1		Mary Donnelly		
Road & Lighting Services Group	1		Isobel Dorman		
Transport & Mechanical Services Group	1		John Anderson		
Waste & Recycling Services Group	1		Stephanie Callaghan		
Parks, Grounds & Street Services Group	1				David Watson
Commercialisation Group	1		Peter Craig		
Soft FM Service Group	1		Peter Craig		
Renewables & Energy Efficiency Group	1		Josh Wilson		
Business Gateway Steering Group	2		John Anderson John Ross (Chair)		
Cambuslang and Rutherglen Sports Council	4	Margaret Cowie	John Bradley	Jared Wark	Robert Brown
Care and Repair in South Lanarkshire Advisory Committee	2		Jim McGuigan Josh Wilson		

South Lanarkshire Council Outside Body Representation - Position as at 3 November 2021

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Organisation	No. of Reps	Labour	SNP	Conservative	Other
Carluke Business Improvement District (BID)	1		David Shearer		
Carluke Development Trust	2	Eileen Logan	David Shearer		
Clyde Cycle Park	1		Peter Craig		
Clydesdale Citizen's Advice Bureau	1		Julia Marrs		
Clydesdale Housing Association's Management Committee	1	Catherine McClymont			
Clydesdale International Twinning Association	2	Catherine McClymont	Julia Marrs		
Clydesdale Sports Council	4	Catherine McClymont	Mark Horsham Ian McAllan	Alex Allison	
East Kilbride Arts Council	3	Graham Scott	Geri Gray	Ian Harrow	
East Kilbride Citizens Advice Bureau	1		Hugh Macdonald		
East Kilbride Fairtrade Group	2		Archie Buchanan Gladys Miller		
East Kilbride Sports Council	4	Monique McAdams	Hugh Macdonald	Ian Harrow	David Watson
Glasgow Airport Consultative Committee	1 plus (1 substitute)		Peter Craig <i>John Anderson (sub)</i>		
Hagshawhill Windfarm Community Trust	3 (all Ward 4, Clydesdale South Members)		Mark Horsham		George Greenshields Colin McGavigan

South Lanarkshire Council Outside Body Representation - Position as at 3 November 2021

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Organisation	No. of Reps	Labour	SNP	Conservative	Other
Hamilton Sports Council	4	Allan Falconer	Graeme Horne Josh Wilson	Martin Grant Hose	
Hamilton BID Limited (previously Hamilton Town Centre Business Improvement District (BID))	2	Davie McLachlan	Stephanie Callaghan		
Hamilton Citizens' Advice Bureau	1		Josh Wilson		
Lanark Community Development Trust	1		Julia Marrs		
Lanark BID	2	Catherine McClymont		Richard Lockhart	
Lanark Heritage Centre Trust	2	Catherine McClymont	Julia Marrs		
Lanarkshire Educational Trust	3	Eileen Logan Catherine McClymont		Poppy Corbett	
Lowland Reserve Forces and Cadets Association	1		Mark Horsham		
National Association of Councillors	2	Allan Falconer	Peter Craig		
New Lanark Trust	1	Catherine McClymont			
Rutherglen and Cambuslang Crime Prevention Panel	1		Carol Nugent		
Rural Development Trust	2	Eileen Logan	David Shearer		
Scottish Council's Committee on Radioactive Substances	1		Peter Craig		

South Lanarkshire Council Outside Body Representation - Position as at 3 November 2021

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Organisation	No. of Reps	Labour	SNP	Conservative	Other
Scottish Parliament Cross Party Group on the Armed Forces and Veterans	1		Mark Horsham		
South Lanarkshire Sports Association for People with a Disability	4	Margaret B Walker	Hugh Macdonald	Eric Holford	David Watson
Supplier Development Programme (Board of Directors)	1		Maureen Chalmers		
Tarbrax Common and Village Hall Trust	1 (set down in Trust Deed)	Catherine McClymont			
The Levenseat Trust	1		Julia Marrs		
Town Centre Forums -					
Lanark	3 (all Ward 2, Clydesdale North Members)	Catherine McClymont	Julia Marrs	Richard Lockhart	
Strathaven Town Group	2 (local members)		Isobel Dorman		Margaret Cooper
Victim Support South Lanarkshire	1		Janine Calikes		
West of Scotland Archaeology Service	1 plus 1 substitute		Alistair Fulton <i>Mary Donnelly (sub)</i>		
West of Scotland European Forum (WOSEF)	1 plus 1 substitute		Peter Craig <i>John Ross (sub)</i>		

South Lanarkshire Council Outside Body Representation - Position as at 3 November 2021

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Organisation	No. of Reps	Labour	SNP	Conservative	Other
West of Scotland Loan Fund Ltd	1		John Anderson		
West of Scotland Road Safety Forum	1 plus 1 substitute		Julia Marrs <i>Geri Gray (sub)</i>		

