



**MINUTES OF SPECIAL MEETING of the CLACKMANNANSHIRE COUNCIL held within  
the Council Chamber, Patons Building, Kilncraigs, ALLOA, FK10 1EB, on TUESDAY 23  
FEBRUARY 2016 at 10.30 am.**

**PRESENT**

Provost Tina Murphy (In the Chair)  
Councillor Donald Balsillie  
Councillor Janet Cadenhead  
Councillor Archie Drummond  
Councillor Kenneth Earle  
Councillor Ellen Forson  
Councillor Irene Hamilton  
Councillor Craig Holden  
Councillor Kathleen Martin  
Councillor George Matchett, QPM  
Councillor Walter McAdam, MBE  
Councillor Bobby McGill  
Councillor Les Sharp  
Councillor Jim Stalker  
Councillor Derek Stewart  
Councillor Graham Watt  
Councillor Gary Womersley

**IN ATTENDANCE**

Elaine McPherson, Chief Executive  
Nikki Bridle, Depute Chief Executive  
Garry Dallas, Executive Director  
Stephen Coulter, Head of Resources and Governance  
Stuart Crickmar, Head of Strategy and Customer Services  
Ahsan Khan, Head of Housing and Community Safety  
David Leng, Head of Education  
Gordon McNeil, Head of Development and Environment  
Lindsay Sim, Acting Chief Accountant  
Philip Gillespie, Assistant Head of Social Services (Adult Care)  
Andrew Wyse, Acting Legal Services Manager (Clerk to the Council)  
Gillian White, Business Support to Clackmannanshire Council

**CC.382            APOLOGIES**

Apologies were received from Councillor Alastair Campbell.

**CC.383            DECLARATIONS OF INTERESTS**

None but subject to Item

## **CC.384            WORKFORCE PLANNING UPDATE**

The report, submitted by the Head of Resources and Governance, presented to Council revised policies in regard to Severance and Redeployment outlining the changes that have been agreed since the Council's October meeting.

### **Motion**

That Council agree the recommendation set out in the report and an amendment to paragraph 3.4 of the report to read as follows:

- 3.4    Should the Council ever choose to invoke the compulsory redundancy element of the severance policy, Council will, in the first instance, initiate negotiations with the Trade Unions and endeavour to achieve a negotiated outcome.

Moved by Councillor Les Sharp.    Seconded by Councillor Donald Balsillie.

The Clerk confirmed, in terms of Standing Order 13.9, that Councillor Sharp's amendment to the text of paragraph 3.4 does not seek to vary the terms of the motion or make an addition to the motion.    Therefore the terms of the original motion as set out in the report remain the same.

### **Amendment**

"To defer the "Severance Policy" and "Redeployment Policy" until such time there has been full consultation with Trade Unions regarding this."

Moved by Councillor Bobby McGill.    Seconded by Councillor Graham Watt.

### **Voting on the Amendment**

For the amendment	8 votes
Against the amendment	9 votes

On a division of 8 votes to 9, the amendment was defeated.

### **Voting on the Motion**

For the motion	9 votes
Against the motion	8 votes

### **Decision**

On a division of 9 votes to 8, the Council agreed to approve the Severance Policy and Redeployment Policy; and to amend the text of paragraph 3.4 of the report to read as follows:

- 3.4    Should the Council ever choose to invoke the compulsory redundancy element of the severance policy, Council will, in the first instance, initiate negotiations with the Trade Unions and endeavour to achieve a negotiated outcome.

### **Action**

Head of Resources and Governance

**CC.385 PRUDENTIAL INDICATORS 2016/17 TO 2020/21**

The report, submitted by the Depute Chief Executive, updated and revised the indicators approved by Council last year in the context of the Council's latest spending plans over the period 2016/17 to 2020/21. The report described the purpose of each of the indicators and the implications on the proposed levels, values and parameters for Clackmannanshire Council.

**Motion**

That Council agree the recommendation set out in the report.

Moved by Councillor Les Sharp. Seconded by Councillor Donald Balsillie.

**Decision**

The Council agreed to approve the prudential indicators set out in the report for the years 2016/17 to 2020/21 in compliance with the Prudential Code requirements.

**CC.386 GENERAL SERVICES AND HRA REVENUE AND CAPITAL BUDGET 2016/17**

The report, submitted by the Depute Chief Executive, presented the Council's budget for 2016/17. The report covered revenue and capital expenditure budgets for both General Services (GS) and Housing Revenue Accounts (HRA). In addition, the budget sought approval and/or provided information for further actions which will contribute to the Council's aim of improving medium term financial planning and financial sustainability.

The report also built on the regular Making Clackmannanshire Better (MCB) and Budget Strategy Update reports and briefings presented to Council and Resources and Audit Committee throughout the year as well as the regular MCB Forum meetings which have been held for both elected members and trade union representatives.

**Declarations of Interest**

Councillor Holden declared an interest in Appendix G (Disclosure of Funded Organisations 2016/17) in that his spouse has a financial interest in the organisation Homestart. Councillor Holden advised that should any discussion/decision about this organisation be required, he would withdraw from the Chamber during the discussion/decision.

Councillor McGill and Councillor Stewart declared a non-financial interest in Appendix G (Disclosure of Funded Organisations 2016/17) in that they are Trustees of Coalsnaughton Village Hall. Councillors McGill and Stewart advised that should any discussion/decision about this organisation be required, they would withdraw from the Chamber during the discussion/decision.

**Motion**

To approve the recommendations as set out in the report.

Moved by Councillor Les Sharp. Seconded by Councillor Donald Balsillie.

**Amendment 1**

"The Budget sets out the Council's plans in respect of new models of service delivery in its Cluster Model and associated Community Investment Strategy.

This is supported by the Workforce Planning Framework which has been put in place to support staff through this period of change.

In recognition of the likely levels of workforce review, redesign, support and engagement that will be necessary, it is proposed that the full time facilities time currently afforded to UNISON are maintained.

This proposal also aims to acknowledge the importance of the principles set out in the Working Together Protocol and the Scottish Government's response, the Fair Work Convention."

This amendment will result in an additional call on reserves of £26,505."

Moved by Councillor Les Sharp. Seconded by Councillor Donald Balsillie.

The Council agreed unanimously to approve Amendment 1. (*Councillor Cadenhead was not present during this decision*).

### **Amendment 2**

"In Appendix D on page 97:-

1. Delete entirely "EDU025. Review Music Tuition" including the proposed savings of £118,125 in 2016/17 and £70,875 in 2017/18.
2. At 6.11 on page 74:-  
Delete £4.868m and insert £4,479,875.

In the event that the amount of the Employment Fund is in any way amended prior to the meeting then the numbers are adjusted to finance the music tuition as at 1."

Moved by Councillor Archie Drummond. Seconded by Councillor Ellen Forson.

### **Voting on Amendment 2**

For the amendment	9 votes
Against the amendment	8 votes

On a division of 9 votes to 8, the amendment was carried.

*Councillor Walter McAdam MBE withdrew from the meeting at 13:14 hours during the debate on this item.*

### **Voting on the Motion**

For the motion	8 votes
Against the motion	8 votes

### **Decision**

On a division of 8 votes to 8, on the casting vote of the Provost, the Council agreed to approve:

- 1.1 the proposals for demand pressures (Appendix C)
- 1.2 the General Services Revenue Budget for 2016/17 (Appendix B)
- 1.3 the indicative budget savings targets and the underpinning assumptions for 2016-2020 (Table 2 and paragraph 5.5)
- 1.4 the savings set out in Appendix D as additionally explained in Appendix F and as amended by Amendment 1 and Amendment 2 agreed by Council

- 1.5 a 0% increase in the level of Council Tax for 2016/17, resulting in Band D remaining at £1,148 (paragraph 5.5)
- 1.6 the utilisation of £1.379m of uncommitted General Services Revenue reserves (paragraph 6.9)
- 1.7 the utilisation of £2.0m of anticipated uncommitted revenue reserves and £2.0 from the Capital Receipts reserve to 'top up' the Employment Fund in 2016/17 which can be used to meet any costs associated with the continuing managed contraction of service delivery and associated costs (paragraphs 6.10 to 6.13)
- 1.8 the Cluster model framework comprising locality hubs detailed in paragraphs 3.5 to 3.9 and Appendix A
- 1.9 the Summary Revenue Budget based on the HRA Business Plan (Appendix I)
- 1.10 a housing rent increase of 3.5% for 2016/17 in line with the Business Plan (Appendix J)
- 1.11 rent increases of 3.5% to Lock-up and Garage Pitch Sites and the weekly rent for the travelling persons site (paragraph 7.16 and Appendix J)
- 1.12 the financing limits placed on capital investment for 2016/17-2020/21 based on the underpinning assumptions in Table 5
- 1.13 the General Services Capital Budget for 2016-2021 (Appendix L)
- 1.14 the HRA Capital Budget for 2016-20 based on the HRA Financial Business Plan (Appendix M)
- 1.15 acceptance of the Scottish Government's specified commitments as detailed in the letter from the Depute First Minister dated 27th January 2016 (Appendix H)
- 1.16 net resource transfer of £15.322m in respect of Adult Social Care to the Clackmannanshire/ Stirling Partnership (Appendix N)
- 1.17 that full time facilities time currently afforded to Unison are maintained which will result in an additional call on reserves of £26,505 as set out in Amendment 1 agreed by Council
- 1.18 to delete entirely "EDU025. Review Music Tuition" (Appendix D) including the proposed savings of £118,125 in 2016/17 and £70,875 in 2017/18 as set out in Amendment 2 agreed by Council
- 1.19 to delete £4.868m and insert £4,749,875 at paragraph 6.11 on page 74 as set out in Amendment 2 agreed by Council.

The Council agreed to **note**:

- 2.1 previously agreed *Making Clackmannanshire Better* service delivery model (Paragraph 3.6)
- 2.2 the feedback from recent consultation and engagement activity detailed in section 4 and the further staff consultation sessions planned for 4th and 10th March 2016 (paragraph 4.7)
- 2.3 consultation responses received following HRA Business Plan consultation activity during November and December 2015 (paragraphs 7.12 and 7.13)

- 2.4 the 2016/17 Schedule of Funding to Voluntary Organisations (Appendix G)
- 2.5 the MCB areas for further consideration and development during 2016/17 (Appendix E)
- 2.6 the financial flexibilities afforded by Local Government Finance Circular 4/2015 (paragraphs 6.12 and 6.13)
- 2.7 the anticipated level of uncommitted reserves of £8.519m by 31 March 2016, prior to setting this budget (paragraph 6.7)
- 2.8 the anticipated level of General Services uncommitted reserves of £5.140m (4.2%) following setting this budget (paragraph 6.11)
- 2.9 The cumulative indicative gap of £18.119m to 2019/20 following setting this budget and a funding gap of £7.618m in 2017/18 (Table 4)
- 2.10 that the budget proposed for 2016/17 includes provision to deliver across all of the specified commitments (paragraph 6.17 and 6.18)
- 2.11 that a report on the uptake of targeted Voluntary Redundancy will be brought back to Council once the indicative uptake has been confirmed (paragraphs 3.4 and 9.2)
- 2.12 the balance of £377k in the Capital Receipts Reserve, after setting this budget, which is available to invest in new capital projects or repay existing debt (paragraph 6.11 and 6.13)
- 2.13 the balance of HRA uncommitted reserves will be maintained at 4% of rental income in line with the Business Plan (paragraph 8.15)
- 2.14 that a paper will be prepared for Council to augment the details of the governance arrangements and eligibility criteria in respect of the Ward Community Investment Grants embedded within the Capital Programme (paragraph 8.9 and Appendix L).

**Action**

Depute Chief Executive

Ends 14:30 hrs