

## **SPECIAL COMMITTEE OF COUNCIL**

At a meeting of the Special Committee of Council held within the Council Offices,  
Dumbarton on Friday, 8th November 1996.

**Present:** Provost Patrick O'Neill (LAB) and Councillors George Cairney (LAB), Mary Campbell (LAB), Anthony Devine (LAB), Duncan Mills (LAB), James McCallum (LAB & CO-OP) and Daniel McCafferty (LAB).

**Attending:** Michael J Watters, Chief Executive; Ian Leitch, Depute Chief Executive and Solicitor to the Council; Eric Walker, Director of Finance; Ian McMurdo, Director of Education; Tim Huntingford, Director of Social Work, Ian B Fernie, Director of Planning and Economic Development; David Campbell, Director of Housing Services, Pat Cleary, Director of Roads and Technical Services; Allan Findlay, Director of Contract Services; Norman Rae, Director of Environmental Protection and Leisure Services; John Bak, Head of Personnel and Training; Mary Cullen, Head of Corporate Policy and Public Relations and Angela Clements Head of Information Services.

**Councillor George Cairney in the Chair**

### **MINUTES OF PREVIOUS MEETING**

There was submitted and approved minute of meeting of the Special Sub-Committee of 17th and 25th September 1996.

### **FURTHER TRAWL OF VOLUNTEERS FOR EARLY RETIREMENT/ VOLUNTARY RELEASE**

There were submitted reports (i) by the Head of Personnel and Training summarising the applications received and those considered as eligible for release in response to the further trawl of volunteers for early retirement/voluntary release and (ii) by the Director of Finance on costs and future savings.

The Chief Executive referred to the savings target for officials in which a saving of £3 million was required which approximated to the loss of 250 jobs, and intimated that although 429.5 employees had expressed an interest in early release, the number recommended for release was 137.5 which would result, assuming all 137.5 employees actually left the service, in a saving of £1.7 million in a full year and so further savings were still required. The Chief Executive advised the Special Committee that the Council was losing two valued colleagues in the Management Team, Mr Norman Rae, Director of Environmental Protection and Leisure Services and Mr David Campbell, Director of Housing Services and on behalf of the Council wished those Officers every success in future.

On a motion by Councillor Cairney, seconded by Councillor Campbell, the Special Committee, following discussion and having pointed out that the Council was not looking at compulsory redundancies at this time, agreed:

- (a) the recommendations for voluntary severance as shown in the report and as reproduced as Appendix to the minute and that authority be given to the Chief Executive to proceed with the arrangements for voluntary release with the maximum permissible added years being granted, where appropriate, subject to there being no compulsory redundancies in relation to the Arrochar Outdoor Centre ;
- (b) that authority be delegated to the Chief Executive to redeploy or otherwise fill posts to effect the savings identified by the Chief Officers arising from the voluntary tawl and associated restructuring;
- (c) that it be delegated to the Chief Executive to authorise any further early release of employees arising from the 'swap shop' arrangements;
- (d) that Chief Officers be invited to consult with Trades Unions on the implications arising from the early release of employees;
- (e) that it was essential that all possible retrals/redundancies take place by 31st March 1997 at the latest, in order to ensure that termination costs do not have to be budgeted for in 1997/98; and
- (f) the transfer of funds from the DLO Reserve Account of around £700,000 to enable this sum to be utilised as part of the funds for General Services and that this sum be used as part of the sum required for termination costs.

### **FILLING OF VACANT POSTS**

There was submitted report by the Director of Social Work recommending that the post of Resource Worker, Criminal Justice Section, be approved for filling.

The Special Committee, having heard that this post was part of the services which were 100% funded by the Scottish Office and that no saving would be achieved by maintaining a vacancy, agreed that the post be filled.

### **PREVIOUS REPORTS SUBMITTED TO THE SPECIAL COMMITTEE**

There was re-submitted volume containing reports previously issued to the Special Committee in respect of references made to recommendations of the Chief Executive and remaining financial information, which it was pointed out may require adjustments to the savings calculated to account for the time lapse since preparation.

The Special Committee agreed that the remaining reports (subject to the savings listed below) contained in the Volume be continued to the next meeting of the Special Committee with the exception of the report by the Director of Finance on the Summary of Proposed Savings which was dealt with as shown in the following item.

## **SUMMARY OF PROPOSED SAVINGS**

There was re-submitted report by the Director of Finance with a summary of the potential savings outlined in the reports by the various Directors and Heads of Service. The Director of Finance intimated that the savings currently totalled £1.045m for 1996/97 and £2.437m for 1997/98.

The Special Committee, following discussion, agreed to approve savings specified in the report in respect of the undernoted:-

<b>Service</b>	<b>Saving 1996/97</b>
Planning (part)	£60,865
Information Services	£6,500
Corporate Policy & Public Relations	£17,000
Personnel	£63,998
General (Travel & Subsistence / Conferences & Courses )	£55,000
<b>TOTAL</b>	<b>£203,363</b>

## **EXCLUSION OF PRESS AND PUBLIC**

The Special Committee unanimously agreed to pass the following Resolution:-

"That the Press and Public be excluded from the meeting under Section 50A (4) of the Local Government ( Scotland ) Act 1973 during consideration of the following item of business on the grounds that it was likely that disclosure of exempt information as defined in Paragraph 9 of Part 1 of Schedule 7A of the Act may be involved."

## **THE PLAYDROME - BUSINESS PLAN**

There was re-submitted Business Plan in respect of the Playdrome which had formed part of the Volume which had been issued previously.

The Special Committee decided to continue consideration of the report to its next meeting.



## **VOLUNTARY SEVERANCE SUMMARY**

<u><b>DEPARTMENT/SECTION</b></u>	<u><b>REQUESTS</b></u>	<u><b>RECOMMENDATION</b></u>
<u>Chief Executive</u>		
Administration	5	5
Personnel & Training	2.5	2.5
Information Systems	1	1
Education	105	49
Social Work	121	5
Roads & Technical Services	9	5
Contract Services	149	45
Planning & Economic Development	3	3
Environmental Protection & Leisure Services	15	5
Finance	6	4
Housing	13	13
Personnel & Training Department		
Council Offices		
Garshake Road		
Dumbarton		

4<sup>th</sup> November 1996