

THE FIFE COUNCIL - CABINET COMMITTEE – BLENDED MEETING

Committee Room 2, Fife House, North Street, Glenrothes

30 November 2023

10.00 am – 3.05 pm

PRESENT: Councillors David Ross (Convener), Tom Adams (substituting for Cllr Judy Hamilton), David Alexander, Lesley Backhouse, David Barratt, John Beare, James Calder, Altany Craik, Colin Davidson (substituting for Cllr Cara Hilton), Graeme Downie, Linda Erskine, Derek Glen, Peter Gulline, Gary Holt, Kathleen Leslie (substituting for Cllr Dave Dempsey), Rosemary Liewald, Carol Lindsay, Jane Ann Liston (substituting for Cllr Fiona Corps), Jonny Tepp, Ross Vettrano, Craig Walker and Jan Wincott.

ATTENDING: Ken Gourlay, Chief Executive; Eileen Rowand, Executive Director (Finance and Corporate Services), Elaine Muir, Head of Finance, Sharon McKenzie, Head of Human Resources, Lindsay Thomson, Head of Legal and Democratic Services, Laura Robertson, Finance Operations Manager, Jacqui Cameron, Service Manager and Stevie Murray, HR Lead Officer, Human Resources and Michelle McDermott, Committee Officer, Legal and Democratic Services, Finance and Corporate Services; Lynn Gillies, Service Manager, Education and Children's Services; Pam Ewen, Head of Planning, Ross Spalding, Service Manager, Hamish Martin, Strategy Officer and Hugh Muschamp, Lead Officer, Planning Service; Michael Enston, Executive Director (Communities), John Mills, Head of Housing Services, Helen Wilkie, Service Manager and Mhairi Mullen, Service Manager, Housing Services, Paul Vaughan, Head of Communities and Neighbourhoods Service, Sheena Watson, Programme Manager and Zahida Ramzan, Policy Co-ordinator, Communities and Neighbourhoods Service; John Mitchell, Head of Roads and Transportation Services, Susan Keenlyside, Service Manager and Matthew Roberts, Lead Consultant, Roads and Transportation Services; Nigel Kerr, Head of Protective Services and Kenny Bisset, Lead Officer, Protective Services.

APOLOGIES FOR ABSENCE: Councillors Fiona Corps, Dave Dempsey, Judy Hamilton and Cara Hilton.

174. DECLARATIONS OF INTEREST

- Councillor Jonny Tepp declared an interest at para. 181 - Community Asset Transfer Application by Wormit Boating Club - as he had provided a letter of support to the application.
- Councillor Rosemary Liewald declared an interest at para. 186 – Pay Strategy and Job Evaluation – as she was a former employee of the Education Service.
- Councillor Linda Erskine declared, as a matter of transparency and with reference to para. 186 – Pay Strategy and Job Evaluation – that she had a connection by reason of her involvement with the previous Employment

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Tribunal. However, Councillor Erskine, having applied the objective test, concluded that she had no interest to declare and therefore remained and participated in the discussion.

175. MINUTES

- (i) Minute of the Cabinet Committee of 2 November 2023.

Decision

The committee agreed to approve the minute.

- (ii) The following minute was submitted for noting:-

Appeals Sub-Committee of 6 November 2023.

Decision

The minute was noted.

176. LOCAL HEAT AND ENERGY EFFICIENCY STRATEGY

The committee considered a report by the Head of Planning Services seeking approval of the first Local Heat and Energy Efficiency Strategy and high level Delivery Plan as required under The Local Heat and Energy Efficiency Strategies (Scotland) Order 2022.

Decision

The committee:-

- (1) approved the Local Heat and Energy Efficiency Strategy (as set out in Appendix 1) and the high level Delivery Plan (Appendix 2); and
- (2) noted the detailed Delivery Plan would be reported to Cabinet by March 2025.

177. HOUSING REVENUE ACCOUNT (HRA) CONSULTATIVE BUDGET 2024/25

The committee considered a joint report by the Head of Housing Services and the Head of Finance to agree appropriate consultative rent options for 2024-25 to enable the council to carry out its statutory duty to formally consult with council tenants during December 2023 and January 2024. The outcome of the formal tenant consultation would be reported in the HRA budget report at full council in February 2024.

Motion

Councillor David Ross, seconded by Councillor Altany Craik, moved the recommendations contained within the report.

Amendment

Councillor Lesley Backhouse, seconded by Councillor David Alexander, moved that "2% and 4%" be inserted before "5%" within recommendation 3.

Roll Call Vote

For the Motion – 13 votes

Councillors Tom Adams, James Calder, Altany Craik, Colin Davidson, Graeme Downie, Linda Erskine, Peter Gulline, Gary Holt, Kathleen Leslie, Jane Ann Liston, David Ross, Jonny Tepp and Jan Wincott.

For the Amendment – 9 votes

Councillors David Alexander, Lesley Backhouse, David Barratt, John Beare, Derek Glen, Rosemary Liewald, Carol Lindsay, Ross Vettraino and Craig Walker.

Having received a majority of votes, the motion was accordingly carried.

Decision

The committee:-

- (1) noted the current HRA financial position, including the projected £8.055m shortfall for 2024-25 prior to a rental increase being applied;
- (2) noted the balance of uncommitted HRA reserves as £2.975m;
- (3) agreed to survey council tenants around options for a rent increase in 2024-25 of 5%, 6% and 7% to also apply to charges for services, garage sites, lockups and temporary accommodation;
- (4) noted that the outcome of the full tenant consultation would be reported to full council in February 2024; and
- (5) noted that the HRA Business Plan Review was continuing with results to be reported to council in February 2024.

178. STRATEGIC HOUSING INVESTMENT PLAN 2024-2029

The committee considered a report by the Head of Housing Services seeking authority for the submission of Fife's Strategic Housing Investment Plan (SHIP) 2024/25 - 2028/29 to the Scottish Government. The Plan was revised and updated annually for a rolling five year period.

Decision

The committee:-

- (1) agreed the Strategic Housing Investment Plan (SHIP) 2024/25 - 2028/29 based on the priorities and principles outlined in the report; and
- (2) authorised the Head of Housing Services, in consultation with the Spokesperson for Housing and Building Services, to amend or substitute projects within the SHIP as and when required and to also consult local elected members where projects within their wards were amended or substituted.

Councillor Ross Vettraino left the meeting during consideration of the above item.

The meeting adjourned at 11.30 am and reconvened at 11.50 am.

179. COST OF LIVING CRISIS - HOUSEHOLD SUPPORT

The committee considered a report by the Executive Director (Communities) recommending continued support for the "Big Hoose" project in the context of the council's wider approach to helping people access household items and furnishings.

Decision

The committee noted the evaluation of the "Big Hoose" project and agreed the continuation of the funding for the project for 2023/24.

180. CHANGE PLANNING AND ORGANISATION CHANGE

The committee considered a report by the Executive Director (Communities) setting out proposals for changes to organisational arrangements in line with the direction agreed by Cabinet in February and June 2023.

Decision

The committee:-

- (1) agreed the case for change for a "No Wrong door approach" to service development as set out in the Outline Business Case;
- (2) agreed to proceed with the next phase of work involving detailed service redesign and a blueprint for implementation;
- (3) agreed the reforms proposed to improve the work of Area Committees and Place based working; and
- (4) noted progress to align directorate service change plans with the overall direction of reform.

181. CHIEF OFFICER - RECRUITMENT - ORGANISATIONAL CHANGE

The committee considered a report by the Head of Human Resources providing an update on a number of areas of immediate implementation arising from the separate report on Change Planning and Organisational Change on the agenda. These changes dealt with recommendations to alter the role and remit of the post of Executive Director (Education and Children's Services), to relocate the post of Head of Service (Children and Families and Criminal Justice), including the role of Chief Social Work Officer (CSWO), to the Communities Directorate and to proceed with recruitment for both posts.

Decision

The committee:-

- (1) agreed the organisational changes in the senior leadership model in Education and Children's Services and Communities as set out in section 2 of the report; and

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- (2) agreed the recruitment strategy for the post of Executive Director (Education) and the post of Head of Service (Children and Families and Criminal Justice) and Chief Social Work Officer.

182. **TEMPLEHALL COMMUNITY HUB - NEW BUILD PROJECT**

The committee considered a report by the Head of Communities and Neighbourhoods Service which provided an update on the progress of the new build Templehall Community Hub and integration of assets.

Decision

The committee:-

- (1) noted the council's agreed capital plan allocation of £15.3m to this project;
- (2) approved the integration of the existing Community Centre, Local Office, Argos Centre and library service (operated by Fife Cultural Trust) into the new hub; and
- (3) approved the project Business Case referenced in the report.

Having declared an interest in the following item, Councillor Jonny Tepp left the meeting at this stage.

183. **COMMUNITY ASSET TRANSFER APPLICATION BY WORMIT BOATING CLUB**

The committee considered a joint report by the Head of Property Services and Head of Communities and Neighbourhoods Service seeking approval for a Community Asset Transfer request received from Wormit Boating Club under Part 5 of the Community Empowerment (Scotland) Act 2015 to purchase land at Wormit pier and grounds.

Decision

The committee approved the asset transfer request at less than market value at the price of £13,000 and all otherwise on terms and conditions to the satisfaction of the Head of Property Services and the Head of Legal and Democratic Services.

Councillor Jonny Tepp rejoined the meeting following consideration of the above item.

184. **FIFE'S AIR QUALITY STRATEGY 2021-2025 - REVOCATION AT BONNYGATE, CUPAR AND APPIN CRESCENT, DUNFERMLINE AIR QUALITY MANAGEMENT AREAS**

The committee considered a report by the Head of Protective Services advising of the planned revocation of the Bonnygate, Cupar and Appin Crescent, Dunfermline Air Quality Management Area Orders.

Decision

The committee:-

- (1) noted the scientific evidence and proposed arrangements for the revocation of the Bonnygate, Cupar and Appin Crescent, Dunfermline Air Quality Management Areas (AQMA) including the enactment of associated formal Revocation Orders presented in the Appendices to the report;
- (2) agreed the Revocation of the Bonnygate, Cupar and Appin Crescent, Dunfermline Management Orders;
- (3) supported the provision of an elected members' briefing note to City of Dunfermline Area and North East Fife Area committee members summarising the revocation process of these two AQMA; and
- (4) noted that while progress had been made on PM10 monitoring in Bonnygate, Cupar and Appin Crescent, Dunfermline, since 2020 concentrations had increased on both sites and, in Appin Crescent during 2022, concentrations exceeded all years since 2016 and requested that officers maintained the same level of monitoring.

Councillor Jan Wincott left the meeting during consideration of the above item.

The meeting adjourned at 1.10 pm and reconvened at 1.30 pm.

185. LOCAL TRANSPORT STRATEGY FOR FIFE

The committee considered a report by the Head of Roads and Transportation Services seeking committee approval for the Local Transport Strategy for Fife 2023-2033.

Decision

The committee:-

- (1) approved the Local Transport Strategy for Fife 2023-2033, as detailed in Appendix 1, and delegated to the Head of Roads and Transportation Services to make any minor amendments prior to publication;
- (2) agreed that update reports on the delivery plan be presented to the Environment Transportation and Climate Change Scrutiny Committee as appropriate; and
- (3) recognising the content of the 2019 Transport Scotland Act, agreed that a report be brought back to a future meeting of the committee providing options for the council to begin the provision of not for profit bus services with a view to improving connectivity and reducing vehicular traffic. The report would include options for routes emanating from the council's park and ride sites to local population and commercial centres.

Councillor John Beare and Jane Ann Liston rejoined the meeting during consideration of the above item and Councillor Peter Gulline left the meeting during consideration of the above item.

186. TREASURY MANAGEMENT ANNUAL REPORT 2022-23 AND UPDATE 2023-24

The committee considered a report by the Executive Director (Finance and Corporate Services) which was prepared in accordance with the Chartered Institute of Public Finance and Accountancy (CIPFA) publication, Treasury Management in the Public Services - Code of Practice and Cross Sectorial Guidance Notes. The report provided an update against the Annual Treasury Policy and Investment Strategy for both the previous year and the current year to date.

Decision

The committee noted the contents of the report.

187. PAY AWARD AND REAL LIVING WAGE

The committee considered a report by the Head of Human Resources outlining the implementation of the 2023/24 SJC and Chief Officer Pay Award. The report also sought authority to implement the revised Real Living Wage.

Decision

The committee:-

- (1) noted that the 2023/24 SJC Pay Award may be implemented without a collective agreement following the decision of the COSLA Leaders meeting on 3 November 2023 to implement the pay offer with immediate effect and pending the outcome of the UNISON ballot; and
- (2) agreed to implement the revised Real Living Wage rate for all eligible employees in the December 2023 payroll to take effect from 13 November 2023.

Councillor Graeme Downie left the meeting during consideration of the above item.

The Committee resolved, under Section 50(A)(4) of the Local Government (Scotland) Act 1973, as amended, to exclude the public and press from the meeting for the following item of business on the grounds that it involved the likely disclosure of exempt information as defined in paras. 11 and 12 of Part 1 of Schedule 7A of the Act.

Having declared an interest in the following item, Councillor Rosemary Liewald left the meeting at this stage.

188. PAY STRATEGY AND JOB EVALUATION (PRIVATE REPORT)

The committee considered a report by the Head of Human Resources advising of two significant projects relating to the Pay Strategy and Job Evaluation, in particular work developing the mini-evaluation project agreed by the council's Cabinet Committee on 10 August 2023.

Decision

The committee agreed:-

- (1) the proposal and funding to implement Integrated Pay and Terms and Conditions of Service for Craft and Single Status employees by Summer 2024 (Pay Strategy Phase 1);
- (2) the need to review the Single Status pay structure by March 2023 (Pay Strategy Phase 2);
- (3) the review of Chief Officer Pay and Grading arrangements and noted the intention to explore the use of external consultants to support this project with an update provided at a future meeting (Pay Strategy Phase 2); and
- (4) resources and funding necessary to support the mini-evaluation project as approved by Cabinet Committee on 10 August 2023.