

## 2024 FECSS 37

### THE FIFE COUNCIL - FINANCE, ECONOMY AND CORPORATE SERVICES SCRUTINY COMMITTEE - BLENDED MEETING

Committee Room 2, Fife House, North Street, Glenrothes

13 June 2024

10.00 am - 11.40 am

**PRESENT:** Councillors Allan Knox (Convener), Alistair Bain, Lynn Ballantyne-Wardlaw, Auxi Barrera, Ian Cameron, Rod Cavanagh, Graeme Downie, Gary Holt, Robin Lawson, James Leslie, Gordon Pryde, Sam Steele (substituting for Councillor Stefan Hoggan), Alistair Suttie and Ann Verner.

**ATTENDING:** Eileen Rowand, Executive Director (Finance and Corporate Services), Lindsay Thomson, Head of Legal and Democratic Services, Helena Couperwhite, Service Manager (Committees Services) and Michelle McDermott, Committee Officer, Legal and Democratic Services, Finance and Corporate Services; Sharon McKenzie, Head of Human Resources, Jacqui Stewart, HR Team Manager, Nicola Harris, HR Lead Officer and Gordon Walker, HR Lead Officer, Human Resources; Pam Ewen, Head of Planning Services and Alastair Hamilton, Service Manager, Planning Services.

**APOLOGY FOR ABSENCE:** Councillor Stefan Hoggan.

#### 104. DECLARATIONS OF INTEREST

No declarations of interest were submitted in terms of Standing Order No. 22.

#### 105. MINUTE

The committee considered the minute of the Finance, Economy and Corporate Services Scrutiny committee of 18 April 2024.

##### Decision

The committee agreed to approve the minute.

#### 106. RECRUITMENT AND RETENTION UPDATE

The committee considered a report by the Head of Human Resources providing context around the profile of recruitment and retention within Fife Council. The report highlighted some of the work which had been undertaken to ensure recruitment and retention difficulties were monitored and mitigated as much as practicable in supporting the delivery of the workforce strategy - Our People Matter (OPM).

##### Decision

The committee:-

- (1) noted the challenges Fife Council faced in relation to recruitment and retention;

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- (2) endorsed the actions that had been taken in response to the challenges; and
- (3) agreed that a report be submitted back to Scrutiny Committee in a year's time.

### 107. **ATTENDANCE MANAGEMENT - PERFORMANCE AND IMPROVEMENT UPDATE REPORT**

The committee considered a report by the Head of Human Resources providing an update on the work to effect improvements and raise performance on attendance. The report also provided an update on the establishment of a new Attendance Support Unit (ASU) and information on the council's performance for the Statutory Performance Indicator (SPI) on absence.

#### **Decision**

The committee:-

- (1) noted the challenges that faced the council in relation to managing absence levels;
- (2) endorsed the actions that had been taken in response to the challenges, including training, pilots and the progress made with ASU activity; and
- (3) noted the Statutory Performance Indicator for 2023/24 and the ambition to move away from the bottom quartile within the next 18 months.

### 108. **PLANNING SERVICE ENFORCEMENT PERFORMANCE UPDATE REPORT**

The committee considered a report by the Head of Planning Services providing an update on planning enforcement and the details of recent and forthcoming improvements to, and availability of, performance information.

#### **Decision**

The committee:-

- (1) scrutinised the performance of planning enforcement; and
- (2) noted the recent and ongoing improvements to the reporting and availability of information relating to the work of planning enforcement.

### 108. **COMMUNITY COUNCILS - SCHEME FOR THE ESTABLISHMENT OF COMMUNITY COUNCILS IN FIFE - REVIEW PROCESS**

The committee considered a report by the Executive Director (Finance and Corporate Services) outlining the approach taken at the recent community council elections and providing feedback on the process. Members were asked to consider a review of the scheme for the Establishment of Community Councils in Fife, including its boundaries and election rules, in light of the new model scheme issued by the Improvement Service.

**Decision**

The committee noted:-

- (1) the contents of the report;
- (2) the introduction of a new model scheme prepared by the Improvement Service which had been endorsed by the Scottish Government; and
- (3) the proposed process and timescales for the Review of the Scheme of Establishment of Community Councils in Fife including its boundaries and election rules.

**110. FINANCE, ECONOMY AND CORPORATE SERVICES FORWARD WORK PROGRAMME**

The committee considered a report by the Executive Director (Finance and Corporate Services) outlining the draft Forward Work Programme for future meetings of this committee.

**Decision**

The committee noted the draft Finance, Economy and Corporate Services Scrutiny Forward Work Programme.