

**NORTH YORKSHIRE COUNTY COUNCIL**

20 July 2016

**COUNTY COUNCILLOR GARETH DADD****Procurement Award & Recognition from CIPS**

We have been shortlisted for “Best contribution to corporate responsibility” by the Chartered Institute of Procurement and Supply for the 2016 CIPS Supply Management Awards. The award ceremony will be held in London on 14 September. This is the second year in succession the County Council has been shortlisted by CIPS. The awards represent the top level of the procurement profession in this country, and to be shortlisted alongside so many high performing organisations reflects well on the procurement team we have. It also demonstrates the improvements in our Corporate Procurement Strategy and the role that procurement can play in helping to deliver further efficiencies.

**Q4 Workforce Performance**

I was pleased to receive this month details of our workforce performance across the county. It is further evidence, if it was needed, of how committed our staff are to the services they deliver and communities they serve. The highlights were;

- Despite the need to reduce posts and shrink in some areas, in others we have grown in size as we take on new responsibilities, often funded nationally such as the eCrime unit in Trading Standards and the No Wrong Door project in Children’s Services. We also continue to be successful in winning new work in our traded areas such as cleaning, catering and payroll services and we are expanding by delivering services for other authorities such as Finance for Selby. So whilst our overall numbers have reduced, it’s been a steady, managed reduction smaller than might be expected because of these increases in some areas.
- We again spent relatively little on agency staff and for another year had no agency social workers which is very rare for a local authority with many running on 20-30% agency staff.
- Our turnover levels have reduced slightly to 12% from a steady 13% over recent years.
- Staff performance was high with 85% of staff receiving or keeping their increment in their pay band and only 13% having it removed or withheld mainly due to absence or performance issues.
- Our sickness levels fell slightly despite being at an all-time low last year. The outturn of 6.36 not including schools, compares very well across all sectors with the public sector average at 9.3 days and private sector 8.2. A massive 63% of our staff have not had a day off in the last 12 months.

Our staff continue to be affected by restructures and services changes as we respond to budget reductions and we continue to work really hard at supporting them. Over 2000 staff were involved in redundancy consultations in 15/16 across 59 separate restructures resulting 430 posts being removed and 194 redundancies. But

our support meant that despite the scale of the changes, of those who left only 3% were still looking for another job at the point they left and the rest had found another suitable job or decided to do something else such as a qualification or start their own business.

I once again want to pay tribute to our staff for their ongoing commitment and hard work during what must be an anxious time for many of them and to the trade unions locally who work with us to support staff whilst implement changes.

### **Looking ahead at the Council's Budget Position**

The County Council is due to consider the multi-year settlement elsewhere on the agenda so I shall not dwell on it here. It would, however, be fair to say that the current economic environment feels very uncertain and we would welcome some elements of certainty.

We identified a £14m savings gap for the Council over this and the next 3 years in February's Budget report. Work is on-going to find ways to close this gap and, as always, the emphasis is on doing the most we can to protect frontline services and the most vulnerable in society. Our sound finances mean that we do not need to present emergency measures but we will be able to present a set of proposals to County Council in February 2017. We will, of course, ensure that Members and the public have opportunities to engage in this process.

By taking this approach we will also be able to await the outcome of the Autumn Statement later this year and better understand the direction that the new Prime Minister (and potentially Chancellor of the Exchequer) wishes to take with regard to the country's deficit and public spending etc. We will also better understand the financial impacts of the vote to leave the European Union. The current Chancellor has indicated that we will no longer meet the deficit reduction targets for 2020 but the next few years will be critical and, at this stage, we should not assume that public sector austerity ends in 2020. Our medium term strategy, however, means that we will be able to make early contingency plans so, in my view, we should not react at this stage.

GARETH DADD