

Amendment by the Conservative Group

Corporate Policy and Strategy Committee

4 December 2018

Item 7.2 – Colleague Opinion Survey 2018

Delete the recommendations in the report and replace with:

1.1 Committee notes the results of the Colleague Opinion Survey 2018 and expresses concern that the number of staff engaging has dropped significantly and that:

- a) Overall satisfaction in working for the Council has dropped
- b) Colleagues feel they have a far less access to the information and skills they need to do their job than they did in 2012 or 2014
- c) While Colleagues overwhelmingly recognise the need for change very few, and a falling proportion, feel they have a say in that change or that it is well managed
- d) Senior management visibility and confidence in their decisions is lowest in Place and Health and Social Care Directorates where the Council is underperforming, where change is most needed and where recruitment can be a serious barrier to delivery.

1.2 Committee considers that these issues flow directly from the SNP/Labour Administration and its predecessor's implementation of past transformations programmes which have

- a) changed staffing structures but have fundamentally failed to change working practices and deliver modernised ICT solutions to allow staff to deliver for the public
- b) involved constraints on change, such as the “no compulsory redundancy policy”, which work against resolving the Council's budgetary and operational issues efficiently or effectively
- c) relied too heavily on an engagement programme with the Trade Unions, who have opposed change, when more meaningful direct engagement with staff could have developed better working practices, given staff direct involvement and used their collective knowledge of the service and worked to improve services based on customer need.

1.3 Committee notes the commitment to engage with colleagues to develop a robust action plan to address the issues raised in the New Year and agrees that this report should develop proposals to address the barriers outlined at 1.2 above in order that these can be addressed

in any the future strategic change programme.

1.4 Committee agrees to refer the report to the Governance, Risk and Best Value Committee for further scrutiny.

1.5 Committee further agrees that an update report will be provided to CP&S at its February 2019 meeting on the actions being developed and taken.

Moved by: Councillor Iain Whyte

Seconded by: Councillor

Addendum by the Green Group

Corporate Policy and Strategy Committee

4 December 2018

Item 7.2 – Colleague Opinion Survey 2018

Insert 1.5 as follows:

1.5 Agrees that a 26% response rate is very low for an all staff survey and asks officers to bring back an update on works taking place to improve the rate of return among colleagues, as part of the update report in the New Year.

Moved by: Councillor Mary Campbell

Seconded by: Councillor

Addendum by the Green Group

Corporate Policy and Strategy Committee

4 December 2018

Item 7.5 – Sustainability Audit

In recommendations, at the end of 1.3, add the following:

“, and agrees that there will be consultation with each political group represented on the council before that response returns to committee.”

Moved by: Councillor Chas Booth

Seconded by: Councillor

Addendum by the Green Group

Corporate Policy and Strategy Committee

4 December 2018

Item 7.6 – Sustainable Energy Action Plan Further Update

In recommendations, at the following at the end:

“1.1.5 Requests the Council Leader propose to the Edinburgh Partnership Board that it mandates its member organisations to identify and deliver sufficient carbon-saving projects to ensure the city’s Sustainable Energy Action Plan achieves its 2020 target.”

Moved by: Councillor Chas Booth

Seconded by: Councillor

Amendment by the Conservative Group

Corporate Policy and Strategy Committee

4 December 2018

Item 7.7 – Local Governance Review

Committee approves the response to the Local Governance Review attached at Appendix 1 to the report subject to:

- 1) While giving appropriate emphasis to participative democracy in local decision making it cannot be a substitute for representative democracy at a strategic or City wide level and that a consulting representative model must remain paramount for major strategic and budgetary decision making.
- 2) The section on fiscal devolution should be reviewed to re-emphasise a greater focus on the devolution of control of existing taxation to provide a higher proportion of spending being locally funded and greater accountability for both taxation and spending decisions, in line with a similar principle of taxation being devolved from UK to Scottish Governments. This section should remove reference to specific new taxes.
- 3) Give greater emphasis to the necessary outputs from the “decluttering the legislative landscape” section, particularly in regard to the discussion of the large number of “legal obligations placed on councils to draw up individual service specific or policy specific council plans”.

Moved by: Councillor Iain Whyte

Seconded by: Councillor

Addendum by the Green Group

Corporate Policy and Strategy Committee

4 December 2018

Item 8.6 – Committee Reporting

Committee agrees that any report format used will keep Sustainability Impact as a separate line item.

Moved by: Councillor Mary Campbell

Seconded by: Councillor