

QUESTION NO 11

**By Councillor Campbell for answer
by the Convener of the Culture and
Communities Committee at a
meeting of the Council on 31 August
2023**

Question

- (1)** There are still a number of concerns that councillors have raised about the lifelong learning review which have not been fully resolved.

Councillors were initially told that no saving would be delivered through the Lifelong Learning Review yet a saving was made.

Can the convener please confirm:

- On what date was the decision made to delete vacant posts resulting in a £170k saving?
- Which officers (Job title, not individuals) were involved in signing off this decision?
- Which objectives in the business plan were considered when this decision was made?
- Was an equalities impact assessment undertaken?
- Was the convener consulted on this decision?
- Were any other councillors informed or consulted on the budget cut to lifelong learning?
- What was the formal governance process around this decision and was there advice sought at any point on whether, due to political sensitivity, this should be decided by committee or council?

Answer

(1)

Question

(2) Concerns have also been raised about the HR processes and the conflicting information provided to councillors. Can the convener please confirm:

- Why were three posts deleted after the review because there was no member of staff matched, yet staff were moved onto redeployment following the review?
- Councillors have been told that the cut to the lifelong learning budget was made because it did not impact on staff, does she agree with this assessment?
- Were all processes followed correctly in terms of the information that staff were given about applying for posts while on redeployment?
- Were any posts advertised externally?
- What is the HR process for when posts are advertised externally following a review, and was the correct process followed in this case?

Answer

(2)