

Headlines

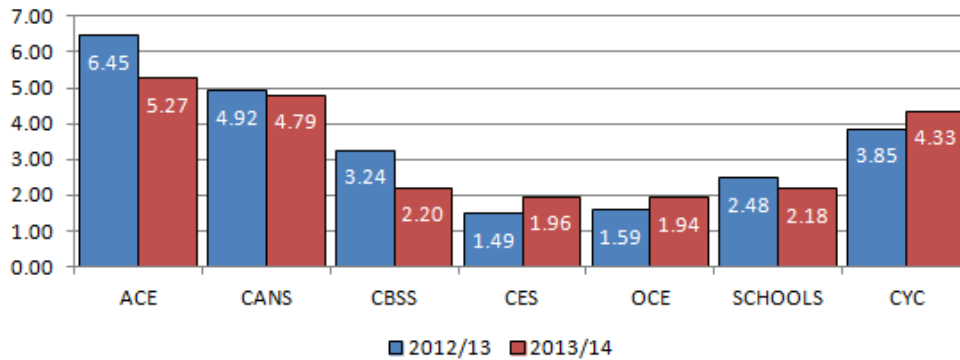
- Transformation Programme approved.
- Collection rates for NNDR and Council Tax are on target.
- Staff Sickness has increased.

Projects/actions and consultations that relate to this priority

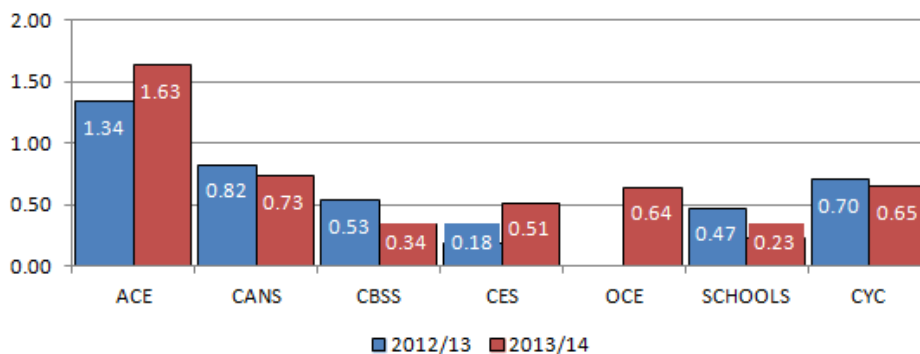
Staff Stress and Sickness:

- Overall increase in CYC is disappointing despite the decrease in ACE, CANS, CBSS and Schools – however the overall decrease in Staff stress days off is encouraging.

Staff Sickness - Half Year
Average days lost per FTE



Staff Stress - Half Year
Average days lost per FTE



Staff Survey:

- Overall results are positive with four out of seven categories of assessment showing positive improvement (control of work, management and peer support and working together).
- Scores have deteriorated on areas related to staff workload reflecting the recent reductions in staff and increase in workload.

Develop the Local Authority Trading Company (CYT):

- Following a report to Cabinet on 4 June, the business has expanded to include all classes of casual worker provided to the council (previously only provided services to schools). The transfer of all Work withYork activity is complete. The transfer of all directly employed casual work will be complete by March 2014. Profit made in first year of trading.

Develop and implement a Workforce Strategy:

- Mid term review undertaken and priorities identified for remaining 18 months and action plans are under development. Key achievements to report are around the Living Wage, staff benefits, learning & development core offer for all staff, increased apprenticeship pay and new appointment scheme, revised H&S governance and new Occ Health contract being procured, implementation of Employee and Manager Self- Service on iTrent, revised Dignity at Work and Sickness Policies launched, behavioural competency framework piloted and manager training undertaken. Ethos of being a Progressive Employer established.

Customer Strategy Delivery:

- Main achievements relate to moving into West Offices and adopting related systems, standards & behaviours, managing the delivery of new benefits/council tax systems and changes, transitioning in Parking Services and expanding to cover Hazel Court. Currently reviewing next 18 months action plans in light of Peer Review to ensure that service/systems are fit for purpose, co-ordinated, consistent and developed with and for our residents (as part of Transformation Programme). Report expected to Cabinet in New Year.

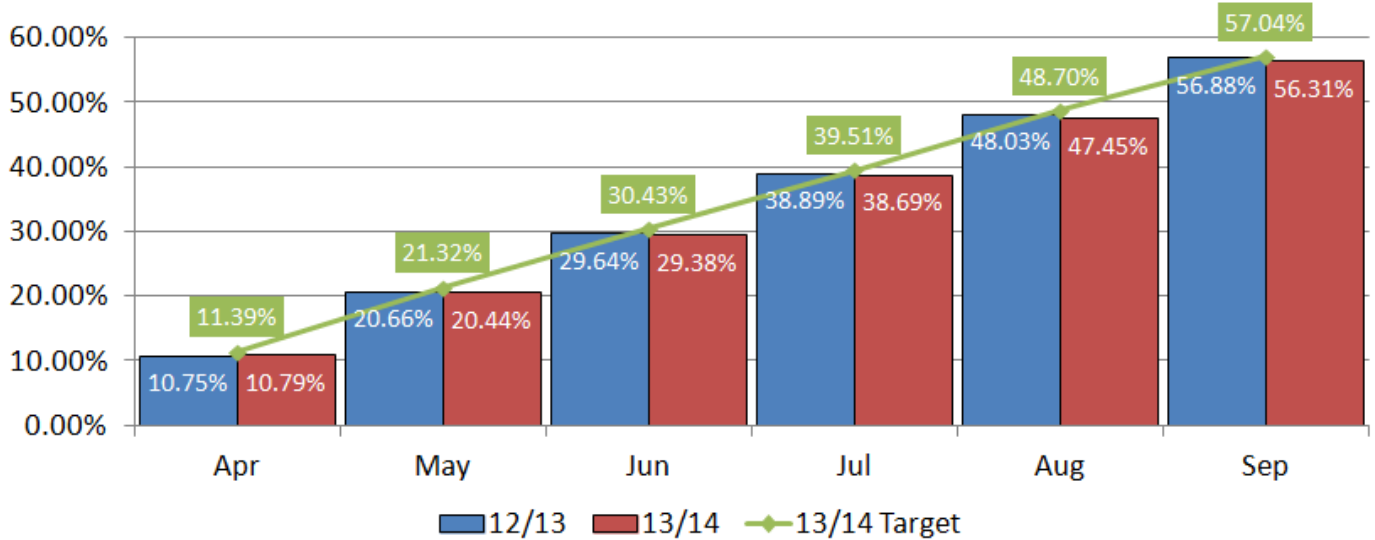
Property portfolio:

- One of the key principles for the asset review of all council property and land agreed by Cabinet in November 2012 was to identify opportunities to generate capital receipts by rationalising and sharing the occupation of properties so reducing the number of properties the Council owns and occupies. On 01/10/13 Cabinet approved the sale of St Anthony's House and 13/15 Redeness Street to support corporate priorities with respect to jobs and economic growth and to provide capital receipts to fund the Council's capital programme.

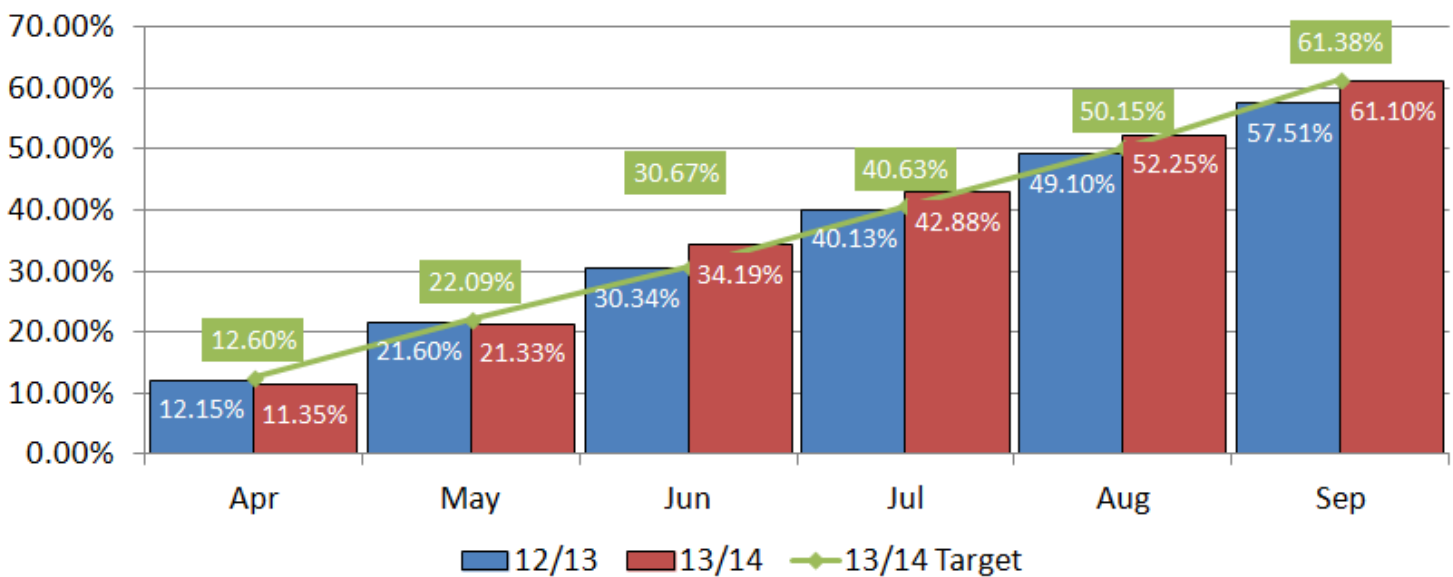
Develop and agree the council's budget for 2014 – 2015 and beyond.

- On 01/10/13 Cabinet agreed to remove the discount from Class C (Empty and Unfurnished properties) which was previously at 50%. This additional income is to be reserved in the first place to cover potential increases in benefits expenditure, with further consideration at time of budget setting. This is to ensure cost pressures related to council tax benefits are managed, and to consider any additional income against the Council's overall financial position. Cabinet also agreed to leave the level of council tax support as at present – this limits council tax benefits to 70% of the assessed liability. This was with a view to ensuring the scheme was cost neutral on the Council, following the reduction in Government grant.
- Collection rates for NNDR and Council tax are similar to 2012/13 when York's collection rate was higher than the National Rate.

Council Tax collection rate - Half Year



Non Domestic Rates collection rate - Half Year



Transformation Programme:

- The Transformation Programme will support the council to achieve its budget savings but that will be just one outcome from its creation. Its main purpose is to reshape council services in a way that meets the current and future needs of residents. Its high level objectives are to -
 - Increase quality of services for customers
 - Improve process efficiencies
 - Increase job satisfaction for employees

It is proposed that the new programme will commence with three projects;
 Health & Adult Social Care
 Hazel Court Based Services
 Business Efficiency.

Tour de France:

- The Tour de France second day depart starts in York on Sunday 6 July. There will be 200 riders supported by a team of about 5000 staff and press. There will be an opportunity for the public to meet/see teams and riders in the city. Ahead of the racing peloton there will be a sponsors' parade, known as the caravan which could be up to 180 vehicles long. The tradition in France is that crowds gather to see this parade as well as the race itself. It is anticipated that the race will start before midday. Full timings will be confirmed in October. After York the race will take a route via Harrogate to the finish in Sheffield.
- Through our local legacy work our ambition is to improve our position in the UK league table as a Cycling City. We already have a strong local framework to support the legacy in York through the work of our Sports and Active Leisure team and the I-travel programme. Through hosting the Grand Depart further partnership opportunities have arisen with British Cycling and Skyrides. This has resulted already in the National Circuit championships being hosted in the city in July. Over the summer there has been a full programme of lead rides and club support activity and with our partners in Active York we plan to develop a 3 year programme of activities.
- Locally the event lead is working with the educational teams on the regional education pack. Draft packs were available for trialling in September 2013 with the launch expected after October half term.

Consultation:

- Residents are unhappy with the council's consultation processes. We know that we need to be much clearer about what we are going to do with feedback if residents are to have confidence in the process. A paper will be brought to November 2013 Cabinet setting out a new approach to consultation.

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