



Robbie and Declan complete their apprenticeships

Primrose Street
Award

City Deal Milestone

Wellbeing Hub

Chief Executive Perspective



Dear Colleagues

After the balmy temperatures of early November, as the month ends we seem to be entering a cold snap with freezing fog and ice this morning! This is usually an incredibly busy time of year for us all, both in work and at home and this year seems set to deliver on that prospect with equal gusto!

In the next few weeks in the run up to the Festive Break, there is a lot of activity to keep us out of mischief. A significant focus of attention across all Council services is on preparations for setting the Council's Budget. Whilst work started some time ago, in an even more challenging context than we have experienced in previous years, we are carefully considering the proposals to be developed, along with the necessary supporting information.

As these proposals are being developed, they are being shared with elected members, trade union representatives, staff and partners as part of our planned consultation approach starting in early December.

The Scottish Government plans to announce its Budget on 15 December with the Council then receiving notification of its funding settlement around a week later. There is, however, a potential for the timescale for the Council's funding settlement to slip into the New Year. This reflects the ongoing context of uncertainty within which financial planning is being undertaken nationally. However, the Council has well-established scenario planning arrangements in place and the latest Budget Strategy report (1 December 2022) presents the latest position, along with the associated financial planning assumptions.

Some of you may recently have seen the very sad news about former Provost and Councillor, Walter McAdam who passed away, aged 90. Walter was from Tillicoultry, received an MBE for services to the community in 2007 and was believed to be the oldest and longest serving councillor in Scotland when he retired in 2017.

I hope the wonderful tributes that have poured from all corners of the County bring some comfort to Walter's family- they are testament to Walter's many years of public service delivery and the positive impact and contribution he made over his many years of service. On a personal note, Walter was extremely welcoming to me when I joined the Council in 2010 and I remember particularly warmly a trip with Walter and all serving councillors to visit the FV Royal Hospital just prior to it opening.

In my last Perspective article I mentioned that the Living Alloa project had been nominated as a finalist in two separate awards. The first of these recently announced its results and I was delighted for all involved that the project won in its category! Fingers crossed for the next one.

Finally, I wanted to extend my very best wishes to you and your families over the forthcoming festive break. Whilst I know many of us continue to provide much needed cover and access to vital services over the holiday period, I hope that everyone manages some time to relax and enjoy a well-deserved break.

Thank you for your contribution to the County during 2022 and I hope we can achieve even greater things in 2023.

Merry Christmas

Nikki Bridle Chief Executive

Welcome – Ali Morrison



Ali Morrison joined the Council as Senior Property Manager in August.

She previously worked as Director of Estates at Glasgow Caledonian University and prior to that as Assistant Director of Estates, Strategy and Planning at Strathclyde University.

But jumped at the chance to work on her own turf, having lived in Tillicoultry for the past 19 years.

A qualified chartered surveyor, Ali has a wide range of experience which is proving useful as her remit within the Place Directorate is a wide one ranging from catering, cleaning and janitorial services to asset management, repairs and capital projects.

Her service has a significant role to play in the development of the new Lochies School and Wellbeing Hub at Alloa West and in Future Ways of Working and how that impacts on the Council estate.

Prior to moving to Tillicoultry, Ali lived in Australia. "I was visiting for a few months and loved it so much I decided to emigrate."

Two of her three children were born in Sydney, where they all developed a passion for outdoor living.

Luckily with the Ochils on their doorstep, Ali and her family have been able to continue this lifestyle and when not working she can often be found on the hills walking her dogs.

Robbie and Declan complete their apprenticeships



Robbie Watson and Declan McGarvie started with the Council in August 2017 as apprentice joiners.

As well as learning their skills in the workplace, both attended Forth Valley College where they succeeded in achieving their Professional Development Award and Scottish Vocational Qualification in Advanced Carpentry and Joinery.

Both have now completed their apprenticeship and have permanent contracts within the Council as joinery tradesmen.

We wish them both every success in their chosen career.

A Bloomin' Success!

Alloa in Bloom Wins Gold



Congratulations to all of the Council staff who volunteered for Alloa in Bloom which has won a gold award in the Beautiful Scotland awards. The category they won is the Business Improvement District (BID), Town Centres and City Centres category.

By receiving this award, the volunteers have been recognised for their hard work in making the town more climate and nature friendly so well done and thank you Suzanne McIntyre, Dawn Brisbane, Lisa Ford, Darren McLean, Allan Finlayson, Grant Baxter, Graeme Finlay, Keith Johnstone, Andrew Walton, Jennifer Brady, Audrey Honeyman, Steven Rowlinson, Alison Mackie, George Gilvear and Fiona Colbron-Brown.

Countryside Ranger, Darren McLean, has volunteered with Alloa in Bloom since 2019. He said, "We worked on all the planters, flower beds and hanging baskets and planted a range of seasonal plants and flowers (hyacinths, primroses, tulips, heathers, ivies, and other species). We also took over the green space at the bottom of Candleriggs. I came up with a name for the space which we changed to the Wagon's End Garden and started the design we now have on the site. Here, we planted mint, thyme, lavender and sage. This year we also took over the plot at the old Clydesdale bank which is now named Clydes Patch."

Alloa in Bloom is a voluntary group that welcomes people from Alloa and other parts of Clackmannanshire to take an active role in keeping Alloa Town Centre floral and beautiful. They were one of 46 entrants from 18 local authority areas to enter the Beautiful Scotland competition, which is run by Keep Scotland Beautiful and the Royal Horticultural Society.



Keep Scotland Beautiful has praised Alloa in Bloom for:

- the creation of the Wagon's End Garden by the main car park at Candleriggs.
- bringing together various groups including Alloa First BID, The Conservation Volunteers (TCV), Play Alloa, Scottish Autism's Gartniny Nursery, St Mungo's Primary School, All Cleaned Up Scotland, Homestead Plants, Forth Environment Link and many others.

- refreshing flower barrels in the town centre with the help of Forth Valley Men's Shed, adding more planters, re-painting bollards and keeping on top of weeds in the area.
- the urban realm improvements from our Living Alloa regeneration projects.

The judges noted, 'Alloa in Bloom is very proactive and works tirelessly to improve the environment of the town centre. The projects within the BID area all have a positive applications, and Alloa as a whole must benefit from the efforts of this very lively team.'

What did Keep Scotland Beautiful have to say?

'Thank you for making your community a brighter and better place to live, work and visit, and for bringing fun and cheer to so many - this has been especially important after the past few years, helping people through feelings of isolation and anxiety, and giving many a purpose and a sense of belonging through getting involved in your horticultural, environmental and community activities.'

– **Tom Brock OBE, Chair of Keep Scotland Beautiful to the winners of Beautiful Scotland.**

Primrose Street Flats

Scoop Award

The transformation of Alloa's former Co-op site into 60 high-quality flats has been rewarded for its re-energising impact on town centre rejuvenation.

The Primrose Street project saw the Council and Kingdom Housing Association presented with the Town Centre Living prize at the Scotland Loves Local annual awards.



Principal Placemaking Officer Grant Baxter said: "Creating this type of development in the town centre was a new step for the Council, and marked a new chapter in the evolution of Alloa town centre – once again making it a living place, particularly for older people. Services such as shops, a post office, public transport, Council offices and library are now easily accessible."

Senior Housing Strategy Officer Kate Fleming added: "The development will have a hugely positive impact on the surrounding area and is providing a housing solution to

maximise the time the local ageing community can remain within their own homes, supported by further improvements around the town centre."

The former Co-op site was regarded as a blight on the area – sitting empty and derelict. The design of the flats – an intergenerational development – is dementia-informed.

The flats will be available in the new year - a high quality town centre living environment re-energising this once blighted part of Alloa town centre.

Council Recognised for Sustainable Food

We have been recognised as one of the top performing Councils in supporting sustainable food in the UK.

Only 21 councils out of nearly 200 that were analysed were recognised as leaders in the Every Mouthful Counts report published by Sustain, the alliance for better food and farming.

Councils were assessed on their performance on climate and nature-related food issues across four themes: governance, farming and food growing, food waste and procurement.

Our work in these areas is co-ordinated via the Clacks Good Food Partnership.

Recent work by Clacks Good Food Partnership includes:

- creation of a Good Food Charter to improve food systems and access to good food
- working with the Breastfeeding Network to improve nutrition of babies, children and families

- holding outdoor cooking sessions for families and providing certified hygiene training
- providing training for young people wanting to champion food and cooking
- offering elementary cooking, food and health qualifications

To find out more or get involved, contact stuart@fortheenvironmentlink.org



Celebration to Mark City Region Deal Milestone



A celebration to mark the completion of the first Stirling and Clackmannanshire City Region Deal building was held recently at the iconic Japanese Gardens at Cowden.

The Gardens received £750,000 of UK Government City Region Deal funding to support development of the site with the aim of bringing benefits to local communities through employment opportunities for those living in deprived communities.

The investment has helped restore the historic gardens to their former glory, with the recent creation of a stunning thatched garden pavilion included in the works. As a result, the Gardens have seen their visitor numbers increase.

The garden upgrades will aim to provide benefits to the wider local economy, with local businesses engaged in the redevelopment, employment and training opportunities on offer and the chance for school children across the region to visit and learn about Japanese culture.

Partners in the City Region Deal came together to see the improvements for themselves on 11th November, and hear how the regeneration aims to put the Gardens back on the map for locals and visitors as the City Region Deal continues to deliver for Clackmannanshire and Stirling.

The project is one of the main elements of the £90.2million City Region Deal, along with Walk, Cycle, Live Stirling and Scotland's International Environment Centre.



Building Standards Get Seal of Approval from Scottish Government

The Building Standards service has recently been appointed by Scottish Government as approved Building Standards Verifier for the maximum period available (6 years) until 2029.

The decision to confirm this maximum period appointment was based on positive feedback of Building Standards service provision and the evidence provided in the required Annual Verification Report (link below) that is used to evaluate performance.

<https://www.clacks.gov.uk/property/annualperformancereport/>

Scottish Government acknowledged the improvements that the Building Standards service has made. In particular the significant improvement in performance as well as the steps taken to understand and improve customer satisfaction. Also noted was the engagement of the Building Standards team in processes for continuous improvement and the wider commitment to this across Clackmannanshire Council.

Maintaining the maximum verification is reviewed on an annual basis by Scottish Government and is conditional on the continued demonstration of sufficiently resourcing of the Building Standards service to ensure workforce supply will meet longer term demand projections to maintain operational resilience.

Wellbeing Economy in Focus as New Economic Development Strategy Officer Joins the Council



The Council welcomed a new addition in October, with Paul Morris joining as Economic Development Strategy Officer. The role covers the key economic policy areas of Community Wealth Building and the Wellbeing Economy.

Prior to joining us at Clackmannanshire, Paul was Project Manager with the Stirling and Clackmannanshire City Region Deal RPMO, following a move from Glasgow City Council where Paul led on social enterprise and co-operative development and managed the Working Matters City Region Deal. Paul's role is within the Place Directorate.

Commenting on his new appointment, Paul said: "As a Clackmannanshire resident, I'm absolutely delighted to be able to bring my extensive work experience to build on the excellent work already undertaken here to develop a Wellbeing Economy for the county.

"The principles of Community Wealth Building need to be embedded across the Council and I'm very keen to work with colleagues – and partners outside the Council – to ensure the ideas underpinning Community Wealth Building become second nature to us all.

"Over the coming weeks and months more information will become available to colleagues on our intranet and through training. In the meantime, should you have ideas to support the work on Community Wealth Building to deliver a Wellbeing

Economy, or have any questions about this work, please drop me a line at pmorris@clacks.gov.uk.

For an overview of the Wellbeing Economy, visit the Scottish Government website: <https://www.gov.scot/publications/wellbeing-economy-monitor/pages/1/>

The Council's Community Wealth Building Action Plan can be downloaded here: <https://www.clacks.gov.uk/business/communitywealth/>



Grit and Determination



As winter takes hold, the Roads team has been planning to make sure they are able to focus all available resources to treat priority routes throughout Clackmannanshire.

The team routinely monitors conditions and carries out treatment every winter as conditions arise, treating ice and snow following the Council's Winter Service Policy, which is updated every year. This means that treatment is carried out according to a priority system, treating the most important routes first. Sometimes, long periods of bad weather mean that we have to concentrate on keeping main routes open: this keeps our fleet constantly in use and means we do not treat less-used routes.

Our forecaster supplies us with a detailed local forecast daily during winter. If the forecast warns of adverse weather conditions, we take action. We also monitor weather conditions 24 hours a day.

The team carries out this work with the help and support of colleagues throughout the Council. Roads Contracts staff work with volunteers from other areas of the service, and to ensure enough HGV drivers are available we collaborate with Falkirk & Stirling Councils during adverse weather. We also have a relief pool of pavement tractor drivers and use a local contractor for some paths. During severe weather events, staff from other areas of the Place Directorate assist where appropriate. We have 6 main line gritters and 7 mini tractors.

Details of our winter service policy are available for all residents on the Council's website, where there is also useful information on how

communities can help themselves and each other during periods of bad weather. The Communications team signposts residents to these pages so that they can understand what services can be expected, and what cannot be delivered. Roads is open to working in collaboration with community groups who want to assist in treating lower priority routes within their own neighbourhoods. Further information can be obtained by contacting them at roads@clacks.gov.uk.

Information on salt bin provision is also available on the website, and explains that there is a policy for considering any new locations, and that with current levels of work, it isn't possible to service new locations. We currently have 350 grit bins out throughout the Council area.

A salt stock of approximately 3,500 tons is kept within our barn in Forthbank Depot. Salt use in a typical winter is around 1450 tons. Salt stocks are monitored weekly during winter and all Scottish Authorities report reserves to the Scottish Government to enhance resilience.

The public can follow what the team are doing via the Clackmannanshire Roads Twitter account @clacksroads. This gives the daily actions if any are needed and times when gritting will start. It also is used for other adverse weather warnings (flooding / high winds etc) and any road closures or issues will generally be posted during the day.

Council Joins The Local Council Roads Innovation Group

Clackmannanshire's road network is the most valuable asset the Council has in terms of gross replacement cost. It is the lifeblood of the local economy and provides the safe passage of people, goods and services; but it also faces increasing risks due to climate change, increased flooding and higher traffic volumes.

The Local Council Roads Innovation Group's (LCRIG) mission is to facilitate fresh thinking in innovation and collaboration and to act as a conduit between the 'highways community' consisting of politicians, councils, council groups, the supply chain (including utilities), associations, academia, key organisations and the media.

LCRIG also supports Transport Scotland, working in partnership with the 'highways community', to enable change

through using innovative techniques not only to help achieve savings and efficiencies but to ensure that we all work together to ensure that road users see improved highway services maintained to a standard that people of Clackmannanshire expect and deserve.

It provides us with a forum to explore new ways of working, transportation policy, the latest surfacing technology, road design, maintenance and active travel. It will also look to support partnership working, collaboration between other authorities to share best practice, procurement, contract management and resources in order to tackle budget pressures and the ever increasing demands on our road network.

Getting Ready for Winter

Winter weather such as snow and ice can disrupt our lives in lots of different ways.

It can cause frozen or burst pipes, transport disruption and even risk of hypothermia. Then when the snow thaws, a risk of flooding can follow.

Many Council services, including roads, housing and resilience, have plans to respond to winter weather. And it's also a good idea for our staff to be prepared too.

In Advance

- * Make sure you've signed up to the latest information for your area via the Ready Scotland website <https://ready.scot/prepare/stay-informed>
- * Review your household emergency kit. Information about what to keep in an emergency kit can be found on the Ready Scotland website <https://ready.scot/prepare/emergency-kit>
- * Check on vulnerable neighbours or relatives and help them to prepare. Make sure they're aware of the support available to them during cold weather such as the water and power companies Priority Services Registers.
- * Keep up-to-date with the latest weather warnings, travel advice and road conditions.

In Cold Weather

- * If you lose power, call 105 – it's free of charge and will put you through to your local network operator who can give you help and advice.
- * Make sure you can keep as warm as possible, wearing layers, and keeping at least one room in the house heated.
- * If you're out walking eg returning home from a night out, make sure someone knows your route and when you should be expected at your destination. This is especially important if you are walking home alone.
- * If your pipes freeze or burst follow the advice on Scottish Water's film <https://www.youtube.com/watch?v=td2DIJjJ0c>

After Snowfall/Ice

- * Take extra care when cycling, walking or driving. Leave a safe distance when driving - your stopping distance is increased by 10x in snow and ice.
- * Stay off frozen waterways.
- * Make sure that vulnerable neighbours or relatives are safe and help them make arrangements for any repairs.
- * If you're fit, well and able; clear and grit paths and pavements (clearing fresh snow is easiest, and avoid using hot water, which could quickly turn to ice).





Home Emergency Plan

The best way to deal with the unexpected is to be prepared. Download or print this off, fill it in and keep it safe so you have what you need and can act quickly.

 If it is not safe to go out then:
Go indoors and close all windows and doors
Stay indoors
Stay up to date using radio, TV or online

If there is no power, an FM radio powered by battery, solar or wind-up will keep you informed, including car radios.
Write down your radio station FM frequencies in advance too.

 If you have to leave home, have an agreed meeting place in advance and consider a local community hub if there is one.
Family meeting place:
Community hub:

Take your emergency items in a waterproof bag.

 **Important numbers**

Emergency services: 999	Non-Emergency: 101
NHS24: 111	Floodline Scotland: 0345 988 1188
Loss of power: 105	Gas emergencies: 0800 111 999
Scottish Water: 0800 077 8778	

YOUR important numbers
e.g. childcare, insurance, doctors, vets etc.
.....
.....

 Once you know you and your family are safe, look out for vulnerable neighbours.

For more advice check ready.scot

Find Out More

Scottish Water has further winter advice on their website.

If you're concerned about flooding, sign up to SEPA's free Floodline direct warning service and take action if required. We also recommend SEPA's advice on preparing for and reacting to flooding.

Wellbeing Hub Update



Artists impression of what the Wellbeing Hub could look like.

As you might know, the Council is investing in a new Wellbeing Hub for Clackmannanshire – plans are underway to create a location at The Pavilions site, Alloa West, to help the Clackmannanshire community be physically active, connect with others – and to live well.

In a further development, plans are underway to relocate a new Lochies School to the same site – creating a joint programme of work, bringing the two projects together. Everyone involved is ambitious for what this project could achieve.

The combined project – the Wellbeing Hub and Lochies – are in their early stages of planning and consultation respectively, and internally, colleagues are coming together to create one design and build programme.

It's an ambitious programme and over the coming months, you'll see us begin to share more information on the project with

you and with the wider community. Updating our colleagues internally is a big priority for the project plan. We're keen for you to have access to the latest information and thinking around it – whether that's in newsletter updates, briefings, or in face-to-face communications where you can ask questions of the team involved - your interaction, involvement and thoughts will be valued. We know that as well as being part of the team at Clackmannanshire Council, many of you are local residents of the area. You may get asked questions from family and friends about plans, you may even be future users of the facilities – so we'll do our best to keep you informed and give you ways to find the latest information when you need it.

If you've any thoughts or questions in the meantime, while the internal communications work gets underway, please feel free to speak to Robbie Stewart at rstewart@clacks.gov.uk Senior Manager, Sport & Leisure.

Mental Health Showcase Success



The Council's first ever Mental Health Showcase event has been declared a success after over 60 people attended to find out more about local support and services.

The event was held on 25th November at Alloa Town Hall and was an opportunity for the Mental Health and Wellbeing in Clackmannanshire transformation project to share information.

Whitney Barrett, Principal Educational Psychologist, said: "The continuum of support that we've developed offers children, young people and their families the opportunity to build packages of support that are unique and personal to their own individual circumstances. We know that everyone needs different things when it comes to managing their mental health, so it is important to us that we provide a range of services that can be accessed both face-to-face or online, and that have the ability to support our children and families around the clock, when they most need it."

The event was attended by local families, elected members, emergency service personnel, Council staff and those working in a variety of third sector organisations.

Further information on the supports and services developed under the Mental Health and Wellbeing in Clackmannanshire project can be found on the Directory of Support website at <https://sites.google.com/view/directory-of-mental-health-sup/MHWBinClackmannanshire>



The Analogue to Digital MECS Switchover



Our Mobile Emergency Care Service (MECS) team, led by Louise Barker, met with Neil Ramsay from the Transformation Team and the new Programme Manager for the Health and Social Care Partnership's (HSCP) Analogue to Digital MECS Switchover Project, Gary Howden recently to plan the next steps in this transformational project.

The MECS service install and maintain the telecare alarm equipment in vulnerable peoples' homes and respond to alarm calls, which is a vital service in enabling people to live independently at home for longer. There is a need to switch all of the existing equipment as analogue telephony is being turned off across the UK.

The project is an excellent example of partnership working between the HSCP, the recently created Transformation Directorate and the MECS service. Support has also been secured from the Scottish Government's Digital Office which is funding the Programme Manager post.

Progress has already been swift as the MECS team have been working extremely hard over the past 12 months to roll out digital telecare alarms ahead of schedule due to a number of BT exchanges moving to digital early. The MECS team has secured capital funding from to procure the new digital Telecare alarms and the associated equipment as well as temporary team members to assist the service to complete the roll out before the analogue switch off date in 2025.

The MECS team is very excited about the developments in

digital telecare and look forward to the challenge of installing around 1000 of the new digital units throughout the county to ensure a reliable and consistent service and also the first step in bringing new digital telecare services to Clackmannanshire.

The project is being overseen by Gary who started in his new role as Digital Telecare Implementation Programme Manager for the Health and Social Care Partnership in October. He has been working on the Analogue to Digital Switchover Project on a part time basis over the past year, providing assistance to the working group as part of Stirling Council's commitment to the joint project.

His new role involves working full time on the project supporting both Stirling and Clackmannanshire Council's transition from analogue to digital telecare.

He was previously employed by Stirling Council's Portfolio Management Office (PMO) as a Project Manager, working on a range of transformational projects across various service areas.

He brings to the role experience of delivering projects successfully in the public sector and has also gained useful qualifications in project and programme management during his career which will allow for a structured and efficient approach to the project.

His background is varied and includes everything from employability to sales and customer service. Throughout his career he has been a team player who enjoys working with people to achieve successful outcomes. He said: "I look forward to meeting and working with you all in the near future".

DIGITAL CHAMPIONS



Over the summer months the Digital Champions were up-skilling themselves developing 'how to do' videos, which explored the functionality within Teams and how to 'chair' Teams meetings. These have been shared amongst the Digital Champions to review and will be shared with all staff going forward.

The Digital Champions have also finalised the DC declaration setting out their role and commitments as a Digital Champion and expectations of staff and managers.

We are now entering an exciting phase of the Digital Champion programme as we prepare to offer support and training in MS Teams.

Over the coming months the Digital Champions will be offering a new service to provide help and support on MS Teams. Staff will be able to request support via an online form and a Digital Champion will be in touch to help. As well as providing support on MS Teams, the Digital Champions are also developing FAQs which will be updated as we understand the type of queries and issues staff are having with MS Teams.

The Digital Champions have also been working with Workforce Development to design a bespoke training programme for the Elected Members, which will be part of the ongoing Elected Members training.

For more information on the Digital Champions programme and who your Digital Champions are please see:

<https://www.clacks.gov.uk/coronavirus/digitalchamps/v/>

If you are interested in becoming a Digital Champion, please email DigitalChamps@clacks.gov.uk

We say farewell to Pamela Robertson who will be retiring on 15th December. In her time with us Pam has worked with Revenue Services and has been the local UNISON branch secretary for many years.



Save Money this Christmas with Edenred

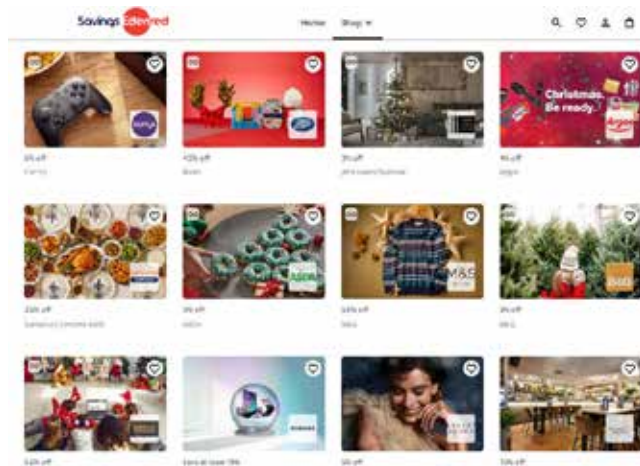
Our employee benefits portal – Edenred – has lots of ways to save money in the run up to Christmas.

Our staff benefits scheme gives you access to a wide range of leisure, health and lifestyle benefits and discounts either through pay deductions or direct with suppliers at a great discount.

Various salary sacrifice schemes are available such as purchasing technology, smart phones and bikes – all items that might be on Santa's list this year.

HR Team Leader Policy and Operations, Sarah Farmer, used Edenred to save money on her Christmas shopping last year and plans to do the same again this year.

She said: "I got a really good discount on tech last year and plan to do the same again in the coming weeks. It's always good to save money and Edenred is so simple to use – I'd recommend it."



Some discounts on offer may be available through a salary sacrifice scheme which will have the added bonus of helping you save money on tax contributions.

Areas where you can benefit through Edenred include discounts for grocery shopping, family days out, and much more.

If you haven't checked out Edenred already, take a look now. There's more information about the scheme on the Staff Benefits section of Keeping Staff Connected.

To sign in, visit: www.mylifestylehub.co.uk

Your username is your work email address and your password was issued to you when you joined Clackmannanshire Council.

Consultation on Priorities

Staff are being asked to give their views via an online consultation on the priorities of local services.

The consultation asks which services they value most and those that they feel contribute to making Clackmannanshire a great place to live, learn, work and visit.

We are facing further rising costs, reducing budgets and increased demand for services; so the way in which some services are provided will have to change.

This consultation is the first phase in a series of planned community engagement exercises.

Our Be The Future programme is transforming our local economy, tackling poverty and inequality and driving long term sustainable change, ensuring financial sustainability.

The Council is undertaking a four phase programme of engagement to shape its budget decisions for the next five years

The consultation will be available online until 8th January and can be accessed via our website.



Overview

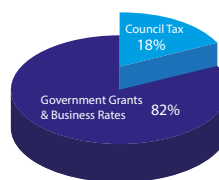
Local authorities have faced a challenging financial context for over ten years. Since 2013/14 the Council has approved savings of £45 million.

Closes 8 Jan 2023
Opened 6 Dec 2022

Annual Indicative Funding Gap

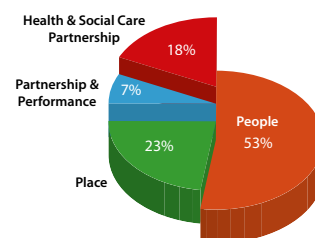
2023/24	£11.3m
2024/25	£5.4m
2025/26	£5.4m
2026/27	£5.4m
2027/28	£5.5m
Cumulative Indicative Funding Gap	£33m

Our Income



The 2022/23 total budget is £142m

How we spend our budget



People: Education, child care, criminal justice, sport and leisure
Place: Waste, roads, green space, property, planning and environmental health
Partnership & Performance: Legal, finance, HR and customer services
Health and Social Care Partnership: Adult care

iTrent Success

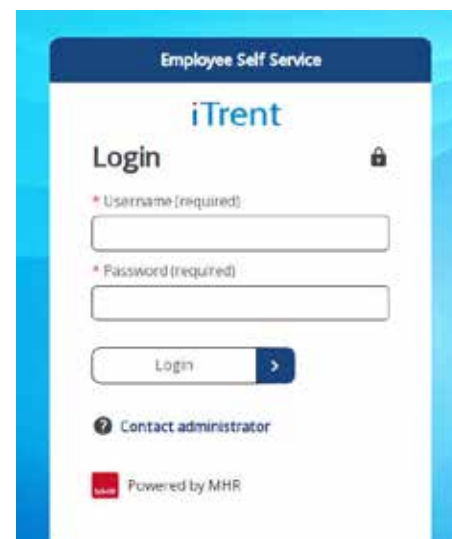
Payroll & System Manager Donna Perrie has been reflecting on some of the improvements that have come about since the Council implemented the iTrent system almost ten years ago.

Prior to the introduction of iTrent the Council used the Delphi Millennium, payroll system, and Compel, the then HR system. These antiquated systems did not give us the functionality or digital benefits that we now have and which we have become used to over the years.

Donna highlights that one of the key functions her team were eager to role out to staff was Employee Self Service or ESS. ESS means our staff are now able to log on and view holiday balances, book annual leave or flexi, request special leave, change bank details, submit

mileage/overtime/expense claims, access payslips and P60s, updated emergency contacts and next of kin details. More importantly ESS can be accessed anywhere and through mobile phones or tablets.

iTrent has also brought improvements for managers such as the removal of many paper based processes and replacing these with workflows in the People Manager module. Managers are more easily able to approve leave, overtime, expenses etc. record and manage absences, amend contracts, update work pattern, view a number of dashboards and importantly run and download a variety of management information reports to support them in their day to day roles.



Donna added: "iTrent has allowed us to move with the times and introduce digital processes. We are one of the leading councils in Scotland in terms of the functionality we have".

Here's to the next ten years and the developments still to come.