
Joint workforce arrangements across services and partners

62. Councils should look to work collaboratively with their partners to make the best use of their existing workforces and plan for the particular workforce needs in their areas. They should also work across traditional service department roles within councils to deliver improved services and outcomes.

63. Examples of this include generic working across health and social care, professional posts or functions shared between councils, and services delivered through empowered communities.

The council provides a shared service for payroll and HR system processing to public service partners, providing an income stream for the council

64. West Lothian Leisure (WLL) delivers the council's sports and leisure services. WLL was established on 1st February 1998 and is a company limited by guarantee.

65. The council provides a shared service for payroll and HR System processing, to West Lothian College, WLL and the Improvement Service. The council also offer an HR and OD Advice service to the Improvement Service, as well as offering contingency arrangements to COSLA. This offers low-cost services to other public sector partners with an understanding of their organisational landscape and provides an income stream for the council.

66. The council does not presently have any formal arrangements in place for sharing services with other councils.

The council has a good working relationship with the West Lothian Health and Social Care Partnership

67. The council works well with the HSCP and they have a good working relationship. The HR team in the council work closely with their colleagues in the HSCP and NHS, working collaboratively on the recruitment and retention of staff and other broader workforce elements they can link into.