12 February 2014

Chair's Report – Development Committee – 22 January 2014

Report No. SIC-0212-DV002

Statement of Intention for Protecting Shetland's Marine Environment

1.0 Summary

- 1.1 The purpose of this report is to consider the recommendation from the Chair of the Development Committee in relation to a report requiring a Council decision.
- 1.2 The Development Committee considered a report which sought approval for a draft Policy Statement on Protecting Shetland's Marine Environment. Once approved, the Policy Statement will be issued for consultation to local industry and organisations with an interest in the marine environment. At the end of the process the completed Policy Statement will be used mainly to guide the Council's engagement with various levels of Government on marine policy development. One pressing need at this time is to use the Policy Statement as the basis for a shared policy, including all three islands Councils, in the Our Islands Our Future process.
- 1.3 The Committee recommended a number of minor amendments to the Policy Statement, and commended the amended Policy Statement to the Council for approval.
- 1.4 The amendments were as follows:
 - Paragraph two: It was agreed that 'aquaculture' would be added to the list of marine resources at the second sentence; and that the third sentence would be amended to read, "Making the most of commercial opportunities while protecting the eco system of the sea is a vital equation......"
 - Third Statement: The first sentence amended to read, "Third, that Shetland, along with other coastal communities, is given more say in the use of policies that govern the use of the seabed, currently administered by the Crown Estate Commission".

The Ninth Statement to include reference to decommissioning.

2.0 Decision Required

2.1 That the Council RESOLVES to approve the Statement of Intention for Protecting Shetland's Marine Environment, as amended.

3.0 Report

- 3.1 The Council is continually engaging with Government and industry on developments in the sea around Shetland. Of significance at present is the need to inform the discussions on marine related matters as part of the Our Islands Our Future debate with the Scottish and UK Governments. Having an agreed Statement of Intention for Protecting Shetland's Marine Environment, which has been consulted on, would place the Council in a stronger position in such policy discussions.
- 3.2 The Chair will present any further information to the Committee as to the debate or the issues that the Committee considered.

4.0 Implications

- 4.1 Detailed information concerning the proposals was contained within the report already circulated to Members, including the strategic and resources implications for the Council.
- 4.2 There are no additional implications to be considered by the Council, other than those set out in the report.

For further information please contact:

Mr A Cooper, Chair of Development Committee 24 January 2014

List of Appendices

None

Background documents:

Development Committee - 22 January 2014

http://www.shetland.gov.uk/coins/submissiondocuments.asp?submissionid=15545

12 February 2014

Additional Support Needs – Action Plan

Report No. CS-01-14-F

Chair's Report – Education and Families Committee – 15 January 2014

1.0 Summary

- 1.1 The purpose of this report is to consider the recommendation from the Chair of the Education and Families Committee in relation to a report requiring a Council decision.
- 1.2 At its meeting on 15 January 2014 (Min Ref: E&F 01/14), the Education and Families Committee considered a report from the Executive Manager, Early Years and Additional Support Needs which set out the detail and timeframe regarding how the recommendations in the Additional Support Needs review will be taken forward by Children's Services.
- 1.3 The Education and Families Committee recommended that the Council approve the action plan (attached as Appendix A).
- 1.4 Progress on the action plan will be monitored by the Education and Families Committee through Shetland Islands Council's Planning and Performance Management Framework mechanism.

2.0 Decision Required

- 2.1 That the Council **RESOLVES** to adopt the recommendations from the Education and Families Committee, namely to:
 - 2.1.1 Adopt the action plan in order to take forward the recommendations of the Additional Support Needs Review; and
 - 2.1.2 Note that implementation will be monitored by the Education and Families Committee through the Planning and Performance Management Framework mechanism.

3.0 Report

- 3.1 The Additional Support Needs action plan aims to put into practice the recommendations in the Additional Support Needs Review already agreed by Education and Families Committee on 11 September 2013. It will enable the authority to move forward in its commitment to continuing to meet its statutory obligations and to do so effectively and efficiently. The plan will further advance the authority's commitment to meeting the needs of all of its children and young people on the basis of inclusion and equity.
- 3.2 Copies of the report have been previously circulated, or can be accessed via the Council's website at the link shown, or by contacting Committee Services.
- 3.3 The Chair will present information to the Council as to any debate or issues that the Committee considered.

4.0 Implications

- 4.1 Detailed information concerning the proposals is contained within the report already circulated to Members, including the strategic and resources implications for the Council.
- 4.2 There are no additional implications to be considered by the Council, other than those set out in the report.

For further information please contact:

Ms V Wishart, Chair of Education and Families Committee 16 January 2014

List of Appendices

Appendix A: Additional Support Needs Action Plan

Background documents:

Education and Families Committee

http://www.shetland.gov.uk/coins/Agenda.asp?meetingid=4153

Recommendations	Actions	Lead	Timescale	Quality Outcomes	Financial Resources	Monitoring Arrangements
6.1 Appointment of Additional Su	oport Needs Manager			•		
6.1a - Agree remit and job description for Additional Support Needs Manager. This may also affect the line management role of Education Support Officer Additional Support Needs, Principal Education Psychologist, Visual Impairment Teacher and Principal Teacher Additional Support Base.	Determine structure of Additional Support Needs outreach (education) team, its management, and job description for Additional Support Needs Manager, or title as agreed – current post of Education Support Officer, Additional Support Needs, will become redundant.	Executive Manager Early Years and Additional Support Needs.	Jan 2014 – April 2015 Fully activate by Aug 2015	Improve the quality of services. Improve resource management and best value.	None required – cost of Education Support Manager will be met from efficiencies made within the Additional Support Needs staffing budget.	Line managers to evaluate through progress meetings, and Additional Support Needs Management Team meetings.
6.1b - Development of a framework of Quality Assurance in schools.	Development of a framework for quality assurance of meeting additional support needs in schools in conjunction with 6.4 and 6.6.	Executive Manager Early Years and Additional Support Needs, Education Psychologist, Principal Teacher - Visual Impairment, Quality Improvement Officers.	May 2014 – Jul 2015 Feb 2014 – Aug 2014	Improvements in performance. Improve services for children and young people. Deliver services that meet SHANARRI outcomes. Programme of quality assurance actions.	None required.	Ongoing monitoring in schools by Education Support Manager.
	Revisit local Stages of Intervention to ensure clarity and deliver training to all Head Teachers and Additional Support Needs Staff on uniform use of these.	Education Psychologist, Education Support Officer, Executive Manager Early				

		Years and Additional Support Needs, representatives from Additional Support Needs Staff.				
6.1c - Agree structures around deployment of auxiliary support staff.	Determine structures and formulae around deployment of auxiliary support staff.	Executive Manager Early Years and Additional Support Needs.	Nov 2013 – April 2014	Improved resource management. Adherence to fulfilment of statutory duties.	None required.	Review Nov 2014 - Feb 2015. Number of complaints around provision. Number of complaints that go to Tribunal.
6.2 - Establish a single gateway for all Additional Support Needs referrals.	Draw up structure and remit of a single group within education to oversee quality assurance across schools in relation to referrals. Set up a Shetland Schools Outreach Service Group to build up team working of Additional Support Needs Outreach Services to schools.	Principal Education Psychologist.	Activation of group during Term 3 2014	Improve services for children and young people – shifting away from Crisis Intervention towards Early Intervention. Improved resource management. Deliver services that meet SHANARRI outcomes.	Possible teacher supply costs, but minimised by use of conference phone calls and video conferencing.	Review Jul 2014.
6.3a - Institute a programme of compulsory Continuous Professional Development for all school management staff on key legislative requirements: Equalities; Inclusion; Accessibility.	Design model and content of compulsory Continuous Professional Development for school management staff on key legislative requirements, that supports Equality Milestones in school development plans TRIALLED AND READY FOR ROLL OUT.	Education Support Officer/ Continuous Professional Development Co-ordinator.	Oct 2013 to activation Term 3 2014	Ensure fulfilment of statutory duties. Ensure shared vision values and aims around Equality duties. Ensure development of all staff in schools through cascading of information.	None required.	Evaluate and report on next steps Aug 2014.
6.3b - Brief review/consultation carried out to assess the level of awareness of parents and young people in terms of entitlement.	Send out survey to schools to ask how information around our statutory duties has been shared with parents after circular to schools requesting that they do this.	Education Support Officer.	Dec 2013 - April2014	Ensure fulfilment of statutory duties. Promote shared understanding of vision values and aims around	Cost for consultation exercise when contacting	Evaluate and decide next steps June 2014.

	Consult with parents to identify effect of this and ideas for better engagement with them.			Equality Duties.	stakeholders.	
6.4 - Embed Getting It Right For Every Child (GIRFEC) principles in planning for all children and young people.	GIRFEC principles are embedded in practice, and planning and review documents in schools (see 6.1b).	GIRFEC Review Group – Included in GIRFEC training already being rolled out.	Nov 2013 – Dec 2014	Adherence to fulfilment of statutory duties in Children's Bill. Deliver services that meet SHANARRI outcomes. Build capacity, resilience and well-being of children and young people. Promote early intervention.	None required.	Quality Assurance group for schools to monitor referrals regularly.
6.5 - Early investment in family support and a single management arrangement for Early Years Home Visiting and Home Link Services. Consider at same time as 6.12.	Agree line management structure and related roles to support delivery of services.	Quality Improvement Manager/ Director of Children's Services.	April 2014 – Jun 2014	Improve the quality of services. Improve resource management and best value. Improve and facilitate capacity of outreach staff to meet the needs of pupils.	None required.	Line managers to evaluate through progress meetings.
6.6 - Institute a programme of the systematic accreditation of schools and services in line with the authority's policy on inclusion.	Agree criteria and a framework for achieving the following elements: Inclusion and an ethos of equality, Dyslexia Friendly ASD Friendly Communication Friendly Meeting emotional and behavioural needs. Produce documents to support development of criteria by schools. Produce Quality Assurance framework for ongoing badging of schools. See 6.1b.	Education Support Officer with Education Psychologists, Principal Teachers and Head Teachers.	Aug 2014 – Aug 2015	Build capacity, resilience and well-being of children and young people. Promote early intervention. Improve the quality of education and experience for children and young people in schools with additional support needs, using a staged intervention model. Training and development for staff in schools. Programme of quality assurance actions.	May be a cost to producing some documents, but most of these will be in electronic form.	By Head Teachers. Quality Improvement Officers, and Education Support Manager.
6.7 - Seek to co-locate all outreach and support services.	Explore and cost alternatives in consultation with building services. Decide optimal locations for co-locating outreach and support services.	Executive Manager Early Years and Additional	Jun 2014 – Aug 2016	Improve the quality of services. Improve resource management and best value.	None required.	Director of Children's Service through Children's Services Management Team

	Consult with outreach services on agreed options as a step towards making decision. Agree line-management structure of these staff – see 6.1a.	Support Needs.		Revised structure improves capacity of staff to meet the needs of pupils.		meetings.
6.8 - Implement measures to ensure that the structure of promoted posts in the High Schools is efficient and reflects the broader concept of Additional Support Needs.	Consult and agree new staffing structures. Establish and formalise links with Behaviour Support Base/Bridges. Review and agree roles and profiles of teachers of pupil support. Identify and address any development needs.	Executive Manager Early Years and Additional Support Needs and Quality Improvement Officers for school.	April 2014 – Jul 2014	Improve resource management and best value. Training and development for staff in schools. Improve the quality of education and experience for young people. Improve capacity of outreach staff to support schools in meeting the needs of pupils.	None required.	Head Teachers and Quality Improvement Officers through progress meetings.
6.9 - Strengthen the Consultancy (Curriculum Development) and Staff Development roles of Additional Support Needs teaching staff.	Agree Additional Support Needs teachers' roles with Head Teachers and Senior Management Team. Quality Assurance of curriculum and staff development roles. Identify and evidence development priorities of Additional Support Needs teachers. Develop inclusive practice record of achievement in schools across the authority. Establish agreed model of auxiliary	Executive Manager Early Years and Additional Support Needs and Quality Improvement Officers.	Aug 2014 – Aug 2015	Build capacity of all staff in schools around meeting the needs of all pupils. Build capacity of Additional Support Needs teachers to support staff in meeting the needs of all pupils. Establish an ethos of inclusion that has the same criteria across all schools. Improve the quality of education and experience for children and young people in	None required – training needs will be identified from within Additional Support Needs training budget.	Quality Improvement Officers and Head Teachers through professional reviews and school self- evaluation processes.
	deployment (see 6.1c). Review capacity of Additional Support Needs teachers to deliver across all roles. Address development needs.	Manager Early years and Additional Support Needs. Strategy for Secondary Education Section B	Aug 2014	schools with additional support needs.		

6.10 - Build on opportunities for shared training and the systematic dissemination of training outcomes.	Initiate consultation with Continuous Professional Development Co-ordinator to explore potential routes and mechanisms to achieve the recommendation. Connected to action 6.1b and 6.9.	Initiative already ongoing in Executive Services Improvements.	Jan 2014 – Mar 2014	Improve the quality of education and experience for children and young people in schools. Establish an ethos of inclusion that has the same criteria across all schools using a staged intervention model. Build capacity of all staff in schools around meeting the needs of all pupils.	None required other than those already agreed.	By Head Teachers.
	tion plan for the exploitation of ICT for t					
6.11a - Agree viable actions for use by pupils with ICT strategy Group.	Establish a short-life working group to develop a strategy and action plan for engaging with ICT strategy group to: • Take forward viable actions in schools • Check recommendations against extant ICT report and merge as appropriate • Cross-reference to 6.1b and include in Quality Assurance framework the review of effective technology in schools to support pupils.	Quality Improvement Officer (ICT) Strategy for Secondary Education, Section B.	Sep 2013 – Dec 2014	Improve the quality of education and experience for children and young people in schools.	Cost for ICT provisions.	Quality Improvement Officers and Head Teachers reporting to ICT strategy group.
6.11b - Explore use of ICT to facilitate meetings / communications / referrals/ consultations.	Establish a short-life working group to develop a strategy and action plan for exploring use of ICT to facilitate communication between professionals. Cross-reference with 6.2.	Quality Improvement Officer (ICT).	Term 3 -4 2014	Improve capacity of outreach staff to support schools and meet the needs of pupils.	Cost for ICT provisions.	Group evaluating and informing ICT strategy group.
6.11c - Explore sharing/marketing of expertise and resources.	Explore sharing and marketing of expertise and resources across the authority.	Included in Strategy for Secondary Education Section B.	Nov 2014 – Aug 2015	Share best practice across authorities. Impact on wider community.	Within existing resources.	To be agreed.

6.12 - Merge the Additional Support Base (Bruce Hostel) and Bridges provision in line with a Curriculum for Excellence. Consider at same time as 6.5.	Initiate review, consult and plan with Principal Teacher - Behaviour Support Base, Manager of Bridges Provision and their line managers. Improve links between the provisions to	Quality Improvement Officer for Additional Support Base,	Apr 2014 – Dec 2016	Improved life chances for young people at risk. Our young people at risk have an improved	None required.	Line managers to quality assure at progress meetings.
	enhance extended learning, and opportunities for challenging and vulnerable young people (Extended Learning Resource). Agree curriculum provision in all schools that ensures maximum flexibility and	Team Leader for Bridges.	Sep 2013 – Jul 2014	opportunity to develop skills for life and work. Build capacity, resilience and well-being of young people.		Data around positive destinations for young people moving out of education.
	choice to meet the need and entitlement of all children and young people. Pilot youth development workers in Brae High School and Anderson High School	Included as an action in the Strategy for Education, Section B.	Jul 2014	Adherence to fulfilment of statutory duties around access to education. Revised structure improves		Evaluation of attainment data in secondary schools.
	to explore flexible learning.	Team Leader for Bridges.		capacity of staff to meet the needs of pupils.		Evaluation of attainment data.
	ry audits of the provision available post		Τ	T =	1	I
6.13a - Establish Audit Group around the above provision.	Establish/Identify audit group (16+ Providers Group, chaired by Team Leader, Youth Services, already have a remit that could include this).	Included in Section A, Strategy for Secondary Education.	August 2014 – ongoing	Ensure young people at risk have an improved opportunity to develop skills for life and work.	None required.	Audit group will monitor post 19 provision.
				Ensure improved life chances for young people at risk.		
6.13b - Explore potential opportunities for the extension of Outreach Services to young adults.	Explore potential opportunities for the extension of outreach services to young adults. Review core activities of outreach staff and services to assess capacity.	16+ Providers Group.	August 2014 ongoing	Ensure young people at risk have an improved opportunity to develop skills for life and work. Ensure improved life chances for young people at risk. Services identified that have the capacity to deliver	Possible cost to extension of Outreach Services – budget would need to be agreed with Adult Services.	Audit group will be ongoing.

12 February 2014

Progress Report – Asset Investment Plan

Report No. SIC-0212-CPS02

Chair's Report – Executive Committee – 3 February 2014

1.0 Summary

- 1.1 The purpose of this report is to consider recommendations from the Chair of the Executive Committee in relation to a report requiring a Council decision.
- 1.2 The Committee considered a report which provided an update on progress in delivering the Asset Investment Plan [AIP] and summarised the full life financial position for each project.

2.0 Decision Required

2.1 The Council **RESOLVES** to adopt the recommendation from the Executive Committee, namely to note progress on the projects within the AIP.

3.0 Report

- 3.1 The report provided an overview of the full life of each project, based on the original budget and the predicted outturn.
- 3.2 Where projects take place over a number of financial years, the report summarised the position from the beginning to completion of the project. Rolling programmes are not included.
- 3.3 Quarterly monitoring reports on capital expenditure are now provided by the Executive Manager Finance, detailing the progress of capital projects within the current financial year. These reports include information on rolling programmes.
- 3.4 The detailed project information is attached as Appendix A.

- 3.5 Copies of the report have been previously circulated, or can be accessed via the Council's website at the link shown, or by contacting Committee Services.
- 3.6 The Chair will present information to the Council as to any debate or issues that the Committee considered.

4.0 Implications

- 4.1 Detailed information concerning the proposals are contained within the report already circulated to Members, including the strategic and resources implications for the Council.
- 4.2 There are no additional implications to be considered by the Council, other than those set out in the report.

For further information please contact:

Gary Robinson, Chair of Executive Committee 4 February 2014

List of Appendices

Appendix A – Detailed Project Information

Background documents:

Report No. CPS02

http://www.shetland.gov.uk/coins/submissiondocuments.asp?submissionid=15590

Capital Projects - Full Life Project Costs

			Bud	dget		Fund	ding	Expenditure		
Directorate	Service Area	Approved Budget £	Provisional Earmarked Funding £	Predicted Project Outturn £	Under (Over) Budget £	External Funding £	Cost to SIC £	Spend to Date	Project Cost Outstanding £	
Childrens	Schools	676,376	42,560,240	43,136,453	100,163	28,322,336	14,814,117	489,967	42,646,486	
Services		676,376	42,560,240		100,163	28,322,336	14,814,117	·	42,646,486	
Community	Adult Service	2,657,083	0	2,859,233	(202,150)	0	2,859,233	613,471	2,245,762	
Care Services	Occupational Therapy	3,027,500	0	3,094,272	(66,772)	1,534,000	1,560,272	2,997,964	96,307	
		5,684,583	0	5,953,505	(268,922)	1,534,000	4,419,505	3,611,436	2,342,070	
Development	Economic Development	2,867,871	0	2,846,408	21,463	469,771	2,376,637	2,399,044	447,364	
Services	Housing	8,033,145	0			900,000	7,133,145	·		
	Shetland College	5,190,301	0	5,198,357	(8,056)	2,309,000	2,889,357	4,082,948	1,115,410	
		16,091,317	0	16,077,910	13,407	3,678,771	12,399,139	12,433,626	3,644,284	
Infrastructure	Environment & Transport	1,854,181	400,000	2,254,438	(257)	0	2,254,438	851,891	1,402,547	
Services	Ferry Operations	7,804,978	0			0	7,804,978		7,141,290	
	Roads	3,370,779	0	3,350,779	20,000	0	3,350,779	1,507,382	1,843,397	
	Ports & Harbours	19,897,842	0	10,102,000	705,156	112,500	19,080,186		1,172,832	
		32,927,780	400,000	32,602,881	724,899	112,500	32,490,381	21,042,815	11,560,066	
	Total All Funds	55,380,056	42,960,240	97,770,749	569,547	33,647,607	64,123,142	37,577,843	60,192,906	

			Budget				Funding		nditure	
Code	Project Name	Approved Budget £	Provisional Earmarked Funding £	Predicted Project Outturn £	Under (Over) Budget £	External Funding £	Cost to SIC	Spend to date £	Project Cost Outstanding £	Update
GCE1221	Happyhansel PS Extension	557,163	0	457,000	100,163	322,336	134,664	347,000		Within budget but December completion date slipped due to inclement weather.
GCE1304	Anderson High School Replacement, including moving Train Shetland from premises at the Knab	119,213	42,560,240	42,679,453	0	28,000,000	14,679,453	142,967		New Project Requests submitted to HubCo. Environmental, Archaeological and Geological Assessments being progressed.
Total		676,376	42,560,240	43,136,453	100,163	28,322,336	14,814,117	489,967	42,646,486	

			Bud	get		Fun	ding	Expen	diture	
Code	Project Name	Approved Budget £	Provisional Earmarked Funding £	Predicted Project Outturn £	Under (Over) Budget £	External Funding £	Cost to SIC	Spend to date	Project Cost Outstanding £	Update
	Extensions to ET & Taing Houses - Spend to Save Project	2,657,083	0	2,859,233	(202,150)	0	2,859,233	613,471		Projected overspend due to error when setting budget for 13/14. Phase 1 on site but some slippage to 14/15 required.
GCA0233	Occupational Therapy Resource Centre	3,027,500	0	3,094,272	(66,772)	1,534,000	1,560,272	2,997,964		Building officially opened on 24 July with NHS jointly funding this project. The outstanding enabling works budget was not carried forward which has resulted in an overspend.
Total		5,684,583			, , ,		, ,			-

		Budget			Fun	ding	Exper	diture		
Code	Project Name	Approved Budget £	Provisional Earmarked Funding £	Predicted Project Outturn £	Under (Over) Budget £	External Funding £	Cost to SIC	Net Spend to date	Total SIC Project Cost Outstanding £	Update
GCY5141	Lanfill Capping	920,000	0	920,000	0	0	920,000	8,572	911,428	Some Phase 1 13/14 works likely to be rescheduled and further phases programmed for 14/15,15/16 & 17/18
GCY5501	Gremista Work/shp Recladding	677,886	0	677,886	0	0	677,886	640,717	37,169	Completion of works programmed for 13/14, BRO anticipates this will be fully spent.
GCY5506	Sellaness Biomass Boilers - Spend to Save	140,000	0	140,257	(257)	0	140,257	140,257	0	Spend to save budget progressing well with minor overspend, previously slipped from last year.
GCY5507	Town Hall Conservation Project	0	400,000	400,000	0	0	400,000	6,050	393,950	Subject to gateway process and BRO exploring various funding routes.
GCY6125	B9071 Bixter to Aith Phase 2	1,452,563	0	1,432,563	20,000	0	1,432,563	1,400,510	32,053	Works are complete with only Final A/C to be paid 13/14. BRO anticipates saving as final A/C less than anticipated.
GCY6205	Laxaburn Bridge Replacement	240,000	0	240,000		0	240,000			Works programmed for 14/15
GCY6207	Strand Loch Bridge	445,000	0	445,000	0	0	445,000	0	445,000	Works programmed for 14/15
GCY6208	Effirth Bridge	235,000	0	235,000	0	0	235,000	57,679	177,321	Works programmed for 13/14 due to urgency of replacement, BRO anticipates works will be complete in 13/14.
GCY6209	Burra Bridge Bearings	498,216	0	498,216	0	0	498,216	23,416	474,800	Consultants report completed in 12/13, Works contract programmed for 14/15.
GCY6210	Trondra Bridge Bearings	500,000	0	500,000	0	0	500,000	0	500,000	Consultants report 14/15, works contract programmed for 15/16. Works dependent on other actions,
GCY7216	Viking Bus Terminus/Shelters	60,000	0	60,000	0	0	60,000	0	60,000	however BRO hopeful this will be complete 13/14.
GCY7255	Community Care Vehicles - Spend To Save	56,295	0	56,295	0	0	56,295	56,295	0	Spend to save budget approved 16/06/13 - Purchase of more efficient vehicles for care homes.
	Leirna Life Extension	1,000,000				0	,	· · · · · · · · · · · · · · · · · · ·		Works underway.
GCY7633	Filla Marine Evacuation System Replacement - Spend to Save	70,000	0	70,000		0	70,000		45,500	Life raft system already purchased. Installation (balance) to be actioned in 13/14.
GCY7634	Ticket Machines - Spend to Save	134,978	0	134,978	0	0	134,978	86,622		Minor ICT spend only last year, slippage to complete in 13/14 previously reported to Council.
GCY7635	Bigga Life Extension	900,000	0	900,000	0	0	900,000	0	900,000	Works scheduled for 14/15
	Geira Life Extension Fivla Life Extension	2,000,000 2,000,000		2,000,000 2,000,000		0	2,000,000 2,000,000			Works scheduled for 15/16 Works scheduled for 16/17

_			Bu	dget		Fun	ding	Expen	diture	
Code	Project Name	Approved Budget £	Provisional Earmarked Funding £	Predicted Project Outturn £	Under (Over) Budget £	External Funding £	Cost to SIC	Net Spend to date	Total SIC Project Cost Outstanding £	Update
GCY7638	Hendra Life Extension	1,700,000	0	1,700,000	0	0	1,700,000	0	1,700,000	Works scheduled for 18/19
GCM2313	Tugs for Sellaness	16,014,303	0	15,229,147	785,156	0	15,229,147	15,184,989	44,158	Tugs delivered and most outstanding works have been actioned.
GCM2316	Walls Pier	3,023,539	0	3,023,539	0	112,500	2,911,039	2,739,172	284,367	Expected completion by end of February 2014.
										Reduced specification of works to linkspan deck plating and hydraulics only. BRO had anticipated this would be complete last year and no budget carry forward actioned. Further contract
PCM2141	Lerwick Terminal Life Extension	75,000	0	115,000	(40,000)	0	115,000	31,898	83,102	works scheduled for 14/15
PCM2142	Bressay Terminal Life Extension	75,000	0	115,000	(40,000)	0	115,000	31,898		Ditto above
PCM2143	Belmont Terminal Life Extension	135,000	0	135,000	0	0	135,000	31,898		Ditto above
PCM2144	Gutcher Terminal Life Extension	250,000	0	250,000	0	0	250,000	0		Works scheduled for 14/15
	Ulsta Terminal Life Extension	40,000	0	40,000	0	0	40,000	0		Works scheduled for 14/15
PCM2146	Toft Terminal Life Extension	40,000	0	40,000	0	0	40,000	0	,	Works scheduled for 14/15
	Vidlin Terminal Life Extension	50,000	0	50,000	0	0	50,000	0	,	Works scheduled for 14/15
PCM2148	Laxo Terminal Life Extension	50,000	0	50,000	0	0	50,000	0	50,000	Works scheduled for 14/15
PCM2149	Symbister Terminal Life Extension	85,000	0	85,000	0	0	85,000	0	85,000	Works scheduled for 14/15 & 15/16
PCM2150	Hamars Ness Terminal Life Extension	60,000	0	60,000	0	0	60,000	0	60,000	Works scheduled for 16/17
Total		32,927,780	400,000	32,602,881	724,899	112,500	32,490,381	21,042,815	11,560,066	

			Bud	lget		Fun	ding	Expen	diture	
Code	Project Name	Approved Budget £	Provisional Earmarked Funding £	Predicted Project Outturn £	Under (Over) Budget £	External Funding £	Cost to SIC	Spend to date £	Project Cost Outstanding £	Update
GCD1576	Fibre Optic Project - Phases I, II & III	1,347,264	0	1,347,264	0	280,000	1,067,264	929,977		Phase 1 & 2 complete, but progress slower than anticipated due to contractual issues. Phase 3 amended to landward route and delayed by consent approvels. Blackgaet to Maywick loop to be tendered. Final works slipped into 14/15.
GCD1577	Fibre Optic Project - Phases IV, V & VI	1,084,158	0	1,102,669	(18,511)	0	1,102,669	1,086,593		Works complete with only retention to be paid, shortfall in budget to be addressed within directorate.
UCL5203	Shetland College Extension	5,190,301	0	5,198,357	(8,056)	2,309,000	2,889,357	4,082,948		Main project completion date estimated March 2014, some minor works will be carried out summer 14/15.
GCD7002	Skerries South Mouth	307,098	0	266,551	40,548	60,421	206,130	252,549		Works contract and dive survey complete, recharges to be posted YE.
	Harrison Square	129,350		129,924		129,350		129,924	0	Works complete. Claim submitted to Scottish Government and income received in previous year.
Total		8,058,172	0	8,044,765	13,407	2,778,771	5,265,994	6,481,991	1,562,774	

			Bud	get		Fun	ding	Exper	nditure	
Code	Project Name	Approved Budget £	Provisional Earmarked Funding £	Predicted Project Outturn £	Under (Over) Budget £	External Funding £	Cost to SIC £	Spend to date £	Project Cost Outstanding £	Update
HCH3304	Brae New Housing	1,797,624	0	1,797,624	0	0	1,797,624	1,019,379	778,245	Building contract on site.
										Project complete - only snagging works, final A/c and recharges still to be paid. Project Manager anticipates underspend on project.
HCH3305	Hoofields New Housing	3,938,293	0	3,938,293	0	900,000	3,038,293	3,616,681		Programme of works
HCH3706	Heating Replacement Programme	400,000	0	400,000	0	0	400,000	235,236		identified and being progressed.
HCH3711	Retentions/ Final Accounts	20,000	0	20,000	0	0	20,000	0		Budget held for outstanding final A/Cs.
HCH3712	Housing Quality Standard	1,200,000	0	1,045,450	154,550	0	1,045,450	404,638		Numerous contractual appointments made (Kitchens / Windows / Insulation, etc.).
HCH3714	Replacement MIS System	0	0	50,000	(50,000)	0	50,000	22,473		Part 1 implemented, part 2 commenced. Housing advise additional funding will be required to complete project, this will be funded from already approved budgets.

			Bud	lget		Fun	ding	Expen	diture	
Code	Project Name	Approved Budget £	Provisional Earmarked Funding £	Predicted Project Outturn £	Under (Over) Budget £	External Funding £	Cost to SIC £	Spend to date £	Project Cost Outstanding £	
HCH3715	Landward Crudens (Voe / Whalsay)	677,228	0	781,778	(104,550)	0	781,778	653,228		Additional costs on project caused by delays and difficulties on site. Housing anticipate an additional 105K will be required to complete project, this will be funded from already approved budgets.
Total HF	RA	8,033,145	0	8,033,145	0	900,000	7,133,145	5,951,635	2,081,510	

12 February 2014

Community Councils Financial Position

Report No. SIC-0212-DV005

Chair's Report – Executive Committee – 3 February 2014

1.0 Summary

- 1.1 The purpose of this report is to consider recommendations from the Chair of the Executive Committee in relation to a report requiring a Council decision.
- 1.2 The Committee considered a report which sought to inform Members of the position of the 2012/13 Community Council Annual Accounts, in accordance with the grant scheme approved in March 1999, and approve the grant payments for 2014/15.
- 1.3 The Executive Committee agreed to approve the payment of grants for 2014/15 but that the Council receives further information on outstanding commitments before making a decision on whether or not to remove the excess surplus funds held by three community councils. That further information requested is detailed in Appendix 1.

2.0 Decision Required

- 2.1 The Council **RESOLVES** to adopt the recommendations from the Executive Committee, namely:
 - that the Council resolves to APPROVE payment of the Community Council grants for 2014/15 totalling £158,048, as set out in Table 1 of the original report; and
 - that the Council considers the further information with regard to all of the outstanding commitments declared by Community Councils, and DECIDES whether or not to remove the excess surplus funds, in line with the scheme, from the three Community Councils holding a surplus.

3.0 Report

- 3.1 The grant is being paid out in accordance with the Community Council Scheme in line with the budget set by Council on 11 December 2013.
- 3.2 Although there are significant closing balances on the Community Council accounts, there is also a high level of commitments and ring fenced funding, leaving only £24,301 of unallocated resources.
- 3.3 Three Community Councils have an excess over the 10% grant surplus allowed: Bressay (£2,509), Gulberwick, Quarff & Cunningsburgh (£253), and Lerwick (£153). These Community Councils have declared outstanding commitments as set out in the following table:

COMMUNITY	2012/13 SIC Grant	2012/13 CC Spend	2012/13 Variance £	2012/13 10% Allowable Grant Surplus	2012/13 In Excess of 10% Grant Surplus	2012/13 Closing Balance	2012/13 CC Outstanding Commitments
Aithsting &	12.006	14.060	100	1 200		GE A	
Sandsting	13,886	14,069	-183	1,389	n/a	654	
Bressay Burra &	7,886	4,587	3,299	789	2,510	18,923	17,998
Trondra	8,153	18,458	-10,306	815	n/a	601	
Delting	15,380	17,406	-2,027	1,538	n/a	36,694	5,430
Dunrossness	12,974	13,266	-292	1,297	n/a	5,410	
Fetlar	4,928	4,784	144	493	n/a	4,226	3,596
Gulberwick, Quarff & Cunningsburgh	13,485	11,883	1,602	1,348	253	2,601	1,632
Lerwick	28,433	25,431	3,002	2,843	159	17,769	8,890
Nesting & Lunnasting	9,686	9,641	45	969	n/a	2,091	300*
Northmavine	17,214	16,944	270	1,721	n/a	1,657	
Sandness & Walls	12,540	15,657	-3,117	1,254	n/a	1,205	
Sandwick	10,919	14,692	-3,773	1,092	n/a	1,754	1,753
Scalloway	9,865	9,787	78	986	n/a	1,484	
Tingwall, Whiteness & Weisdale	11,288	11,155	133	1,129	n/a	3,804	2,795
Unst	11,448	12,177	-730	1,145	n/a	1,929	
Whalsay	10,458	10,104	354	1,046	n/a	1,002	
Yell	11,594	13,850	-2,256	1,159	n/a	2,354	2,007
Skerries	4,656	4,934	-278	466	n/a	616	
Totals	214,789	228,824	-14,035	21,479	2922	104,776	44,401

^{*}This figure has been amended from £2350 since the original report was presented to the Executive Committee

- 3.4 Copies of the report have been previously circulated, or can be accessed via the Council's website at the link shown, or by contacting Committee Services.
- 3.5 The Chair will present information to the Council as to any debate or issues that the Committee considered.

4.0 Implications

- 4.1 Detailed information concerning the proposals are contained within the report already circulated to Members, including the strategic and resources implications for the Council.
- 4.2 There are no additional implications to be considered by the Council, other than those set out in the report.

For further information please contact:

Gary Robinson, Chair of Executive Committee 4 February 2014

List of Appendices

Appendix 1 – Detailed information on outstanding CC commitments

Background documents:

Report No. DV-005

http://www.shetland.gov.uk/coins/submissiondocuments.asp?submissionid=15586

APPENDIX 1

Community Council - Outstanding Commitments as at 31 March 2013

Bressay Community Council	
Bressay Development Association	£4,000.00
Bressay Sports Club	£2,000.00
Mail toilet redevelopment	£11,998.00
Total	£17,998.00
Delting Community Council	
Toft Marina project	£5,000.00
Papa Stour Sword Fight	£430.64
Total	£5,430.64
Fetlar Community Council	
Keep Scotland Beautiful - Seaside Awards (external funding)	£3,031.29
Skip hire	£400.00
Fetlar Boating & Recreation Club grant	£150.00
Hall hire	£15.00
Total	£3,596.29
Gulberwick, Cunningsburgh & Quarff Community Council	
Free standing noticeboard	£1,632.00
Total	£1,632.00
Lerwick Community Council	
Royal British Legion Lerwick Pipe Band	£500.00
Benches at Cunningham Way	£1,300.00
Vagar Road grant (Grant Estimate)	£300.00
Heritage Place Names Map (Grant estimate)	£1,600.00
Lerwick Boating Club	£1,000.00
Lerwick Marina Users Association	£700.00
Shetland Skatepark	£3,000.00
Renewal of damaged office floorcoverings	£490.00
Total	£8,890.00
Nesting and Lunnasting Community Council	
Voar Redd Up grants (4 groups)	£300.00
Total	£300.00
Sandwick Community Council	
Sandwick Youth & Community Council, Guides & Brownies - Voar Redd Up	£443.00
Carnegie Hall	£1,000.00
Sandsayre Public Toilets	£310.00
Total	£1,753.00

Tingwall, Whiteness & Weisdale Community Council

Tingwall, Whiteness & Weisdale Community Council - new computer	£1,045.00
Tingwall Public Hall	£1,500.00
Westside Sharks	£250.00
Total	£2,795.00

Yell Community Council

Roads	£140.00
Environmental	£525.00
Keep Scotland Beautiful - Seaside Awards (External funding)	£1,341.70
Total	£2,006.70

12 February 2014

Corporate, Directorate and Service Plan Update Process

Report No. SIC-0212-CRP02

Chair's Report – Executive Committee – 3 February 2014

1.0 Summary

- 1.1 The purpose of this report is to consider recommendations from the Chair of the Executive Committee in relation to a report requiring a Council decision.
- 1.2 The Committee considered a report which proposed the process and timetable for the update of Shetland Islands Council's Corporate, Directorate and Service Plans.

2.0 Decision Required

- 2.1 The Council **RESOLVES** to adopt the recommendations from the Executive Committee, namely:
 - 2.1.1 That the Council resolves to approve the process described in the report and in Appendix 1 for the update of the Council's Corporate, Directorate and Service Plans; and
 - 2.1.2 That the Council delegates authority to the Chief Executive in consultation with the Leader and Convener to confirm final arrangements for the most appropriate publication and dissemination of these plans once they have been updated and approved.

3.0 Report

3.1 The report concluded that the Council needs to update its key plans and has the opportunity to do that before the start of the financial year for the first time.

- 3.2 Copies of the report have been previously circulated, or can be accessed via the Council's website at the link shown, or by contacting Committee Services.
- 3.3 The Chair will present information to the Council as to any debate or issues that the Committee considered.

4.0 Implications

- 4.1 Detailed information concerning the proposals are contained within the report already circulated to Members, including the strategic and resources implications for the Council.
- 4.2 There are no additional implications to be considered by the Council, other than those set out in the report.

For further information please contact:

Gary Robinson, Chair of Executive Committee 4 February 2014

List of Appendices

Appendix 1 – Timeline for Plan update

Background documents:

Report No. CRP-02

http://www.shetland.gov.uk/coins/submissiondocuments.asp?submissionid=15588

Appendix 1 – Timeline for Plan Update

Date	Item	Responsible	Status
Wednesday 8th	Draft guidance circulated to	Exec Mgr P&I	Circulated
January	Directors and Exec Mgrs		
Monday 13 th	Comments feedback to P&I	Directors & Exec	Comments
January		Mgrs	awaited
Tuesday 14 th	CMT Review / Amend /	CMT	Guidance
January	Endorse Guidance		Endorsed
Wednesday	Updated guidance	P&I Mgr	Updated
15 th January	circulated to Directors and		Guidance
-	Exec Mgrs		Circulated
Remainder of	Drafting of Service and	All Executive	In Progress
January to mid	Directorate Plans through	Managers and	_
February	Service & Directorate	Directors	
	meetings including events		
	involving members		
21 st January	Report drafted for Exec	P&I Mgr	Report
	Committee setting out		Circulated
	proposed process, roles,		
	events and timetable for		
	member approval		
3 rd February	Exec Committee meeting	Council / Chief	Report
	which will consider the	Exec & Directors	Circulated
	proposed process for the		
	update of Corporate /		
	Directorate / Service plans		
4 th February	All Member Seminar to	Council / Chief	Date confirmed
	review and update Our	Exec & Directors	
	Corporate Plan (OCP)		
*10	narrative as required		
5 th February	Updated guidance	P&I Mgr	
	circulated to Directors and		
	Exec Mgrs including any		
	advice on any updates to		
10.	OCP made by members		
Wednesday	Council meeting which will	Council / Chief	Report
12th February	confirm the proposed	Executive &	Circulated
	process for the update of	Directors	
	Corporate / Directorate /		
\\\\\\\\\\\\\\\\\\\\\\\\\\\\\\\\\\\\\\	Service plans	D: () (
Wednesday	Drafts of Directorate Plans	Directors submit	
12th February	submitted to P&I for quality	draft plans to P&I	
	control, consistency		
Tugodo: 40th	checking and integration	Chief Free 9	
Tuesday 18 th	CMT do quality control,	Chief Exec &	
February	consistency checking and	Directors consider	
20th Fab	integration	draft plans	
20 th Feb	Clearance for E&F	Directors reporting	
	Committee 5 th March	to E&F for draft	
26th Fab	meeting	Directorate Plans	
26 th Feb	Clearance for E&T	Directors reporting	
	Committee11 th March	to E&T for draft	

	meeting	Directorate Plans	
27 th Feb	Clearance for Dev	Directors reporting	
	Committee 12 th March	to Dev for draft	
	meeting	Directorate Plans	
28 th Feb	Clearance for SS	Directors reporting	
	Committee 13 th March	to SS for draft	
	meeting	Directorate Plans	
4 th March	Clearance for Exec	Directors reporting	
	Committee 17 th March	to E&F for draft	
	meeting	Directorate Plans	
4 th March	Clearance for Exec	Chief Exec for	
	Committee 17 th March	updated draft	
	meeting	Corporate Plan	
	_		
13 th March	Clearance for SIC 26 th	Chief Exec for	
	March meeting	updated draft	
	_	Corporate Plan	
		Directors for	
		Directorate Plans	

12 February 2014

Business Programme 2014/2015 - Update	
GL-01-F	
Report Presented by Executive Manager – Governance & Law	Corporate Services Department

1.0 Summary

- 1.1 At its meeting on 11 December 2013, the Council approved the Business Programme and schedule of meetings for 2014/15.
- 1.2 The purpose of this report is to inform Council of a number of reports which still require to be scheduled into the Business Programme. The proposal is to seek approval from the Council to adopt a process for scheduling these additional meetings, and to align this with the process for updating the Council's Corporate, Directorate and Service Plans.

2.0 Decision Required

- 2.1 That the Council RESOLVES to approve:
 - 2.1.1 that the process for updating the Business Programme and the remaining schedule of meetings for 2014/15 is aligned to the process for the Council's Corporate, Directorate and Service Plans, as set out in section 4.2; and
 - 2.1.2 the final Business Programme for 2014/15 will be reported to the Council on 26 March 2014, and thereafter each Committee and the Council will consider the remaining Business Programme on a quarterly basis.

3.0 Background

3.1 In developing the Business Programme for the Council and its functional Committees, the objective was to align the meetings diary

- with the Council's scheduled business, rather than business being driven by the dates previously set in a rigid 7 week cycle.
- 3.2 In approving the new Business Programme on 11 December 2013, the Council agreed that all Committees would meet once per quarter, all in one day, to consider only the performance and financial monitoring reports. This would be followed the next day by meetings of the Executive Committee and Council for the same purpose. This will ensure that the Council carries out its monitoring role as part of the Planning and Performance Management Framework. The remaining meeting dates and agendas were approved, some of which will allow Committees to consider certain themes or topics, but with the aim of making best use of Members and Officer time, and will ensure that Committees are given appropriate time to consider and focus on important topics and the decisions required.
- 3.3 However, it is recognised that there remain a number of projects which are ongoing and due to be reported during 2014/15, and therefore have still to be scheduled into the Business Programme. The current list of projects/reports is attached as Appendix 1. This list has been provided by Directorate Management Teams, but will be developed and refined over the next few weeks during the Corporate, Director and Service Planning update process.

4.0 Proposal

- 4.1 Earlier on this agenda, and as recommended by the Executive Committee, the Council is asked to approve the process for updating the Council's Corporate, Directorate and Service Plans.
- 4.2 As part of the development of those Plans, Officers and Members are reviewing and updating corporate and service requirements in order to guide service delivery and policy direction for 2014/15. It is proposed that the setting of dates for additional business is aligned to that process, ensuring that the Council's Business Programme for 2014/15 reflects the service delivery and policy objectives stated in the updated Plans.
- 4.3 If the process is approved, the Business Programme for 2014/15 will be reported to Council on 26 March 2014 along with the final Plans. Thereafter, each Committee would consider its own business programme on a quarterly basis.

5.0 Implications

Strategic

5.1 <u>Delivery On Corporate Priorities</u> – The recommendation in this report is consistent with the following corporate priorities:

Our Corporate Plan 2013-17

 To be able to provide high quality and cost effective services to people in Shetland, our organisation has to be run properly.

- Fully align the timetables, time spans and approaches for financial planning relating to the medium term yearly budgeting with council, directorate and service planning.
- 5.2 <u>Community /Stakeholder Issues</u> No consultation has taken place with the community or stakeholders, but the final Business Plan will provide the community and other stakeholders with important information, along with the Council's Corporate and Directorate Plans, as to the planned business for the coming year.
- 5.3 Policy And/Or Delegated Authority Section 18.2 of the Council's Standing Orders for meetings states "The dates of ordinary meeting of the Council and other bodies which are part of the political management framework will be decided by the Council on the basis of a programme of meetings which will normally be decided each year."
- 5.4 Risk Management The risks associated with setting the Business Programme are around the challenges for officers meeting the timescales required, and any part of the business programme slipping and causing reputational damage to the Council. Equally, not applying the Business Programme would result in the status quo, with decision making being unplanned and haphazard and aligning the Council's Business Programme with the objectives and actions contained in its corporate plans could mitigate against those risks.
- 5.5 Equalities, Health And Human Rights None.
- 5.6 Environmental None.

Resources

- 5.7 <u>Financial</u> The proposals in this report do not have any direct financial implications, but indirect costs may be avoided by optimising Member and officer time.
- 5.8 <u>Legal</u> None.
- 5.9 Human Resources None.
- 5.10 Assets And Property None.

6.0 Conclusions

6.1 The setting of a comprehensive Business Programme for the Council and its Committees has addressed the issues raised by Members with regard to the timing of meetings, and puts an emphasis on the business decisions that will be required over the next year. Taken alongside the Council's Corporate Plan and Service Plans, the Business Programme will illustrate the Council's continued improvement towards planning and performance management, and helps to communicate the Council's objectives and priorities, as well as providing a reference point for Members, Officers, the community and stakeholders.

For further information please contact:

Anne Cogle, Team Leader - Administration
01595 744554 anne.cogle@shetland.gov.uk
3 February 2014

List of Appendices

Appendix 1 – Unscheduled Projects/Reports 2014/15

Background documents:

Business Programme 2014/15 – approved 11 December 2013



Shetland Islands Council - Business Programme 2014/15 Version 1.2

Planned Committee business still to be scheduled

The following projects form part of the Council's Corporate Plan, but do not yet have allocated dates by which a decision is required by Committee or Council. As project plans are developed and agreed, the business programme for each Committee will be updated

Note: The projects are listed for initial consideration by functional Committees, but some may also require final approval by Executive Committee and/or Shetland Islands Council.

Audit and Chandanda Carrillia -	Education and Familias Committee
■ None	 Education and Families Committee Strategy for Secondary Education – Sandwick – June 2014 Blueprint for Education – Northmavine – September 2014 Strategy for Secondary Education – Baltasound – December 2014 Strategy for Secondary Education – Mid Yell – December 2014 Strategy for Secondary Education – Whalsay – December 2014 Blueprint for Education – Sandness - April 2015 Blueprint for Education – Burravoe - August 2015 Strategy for Secondary Education – Aith – December 2015 Shetland Tertiary Education Research and Training Project Early Years and Child Care Provision – 125 hrs extension – April 2014 Catering and Cleaning Rationalisation Anderson High School Shetland Learning Partnership – Annual Report ASN Policy – April 2015 Social Work Service Policy and Procedures Update - June 2014 Looked After Children Strategy – August 2014
Social Services Committee Mental Health Strategy Viewforth Re-provisioning Review of Sport and Leisure	 Environment and Transport Committee Vehicle Fleet Review – May 2014 Building Efficiencies Project – May 2014 Climate Change Plan – November 2014 Shetland Waste Strategy – Q1 Infrastructure Investment Plan – Q3 Pedestrian Crossing Review – Q3 Haggersta to Cova – Q1 Streetlighting Reductions – Q3 Road Conditions Report – Q1 Retrospective Approval for Standing Orders: Contract Compliance for Ferries – Q1 9 month Review of Ferries Review – Q2 12 month Review of Ferries Review – Q3



Shetland Islands Council - Business Programme 2014/15 Version 1.2

Planned Committee business still to be scheduled

The following projects form part of the Council's Corporate Plan, but do not yet have allocated dates by which a decision is required by Committee or Council. As project plans are developed and agreed, the business programme for each Committee will be updated

Note: The projects are listed for initial consideration by functional Committees, but some may also require final approval by Executive Committee and/or Shetland Islands Council.

Development Committee

- NAFC Grant Funding, SSMO, SSQC
- School and Public Transport Review
- Ferries Review impact of changes
- Ferry Fares Review
- Fixed Links
- Community Planning and Development Review Update
- Community Assets Transfer Policy and Scheme
- Renewable Energy Development Plan
- Community Benefit Policy
- Shetland Local Development Plan
- Next Generation Accommodation, Broadband Project

Executive Committee

- Annual Report Complaints
- Workforce Strategy
- Communications Strategy

Harbour Board

- Business Plans Scalloway May 2014
- Business Plan Sullom Voe Harbours August 2014

Shetland College Board

 Shetland Tertiary Education Research and Training Project

Shetland Islands Council

SIC and Pension Fund Investment Managers – Annual Review

As at 06 February 2014 END