

POLICY AND PERFORMANCE COMMITTEE

18 JANUARY 2017

Present: Councillor R I Jackson, Chair

Councillors: M Brown (substitute)
S J Carr
M J Crow
S Easom
J Goold
D A Elliott
E Kerry
G Marshall
J W McGrath
P D Simpson
M Radulovic MBE

An apology for absence was received from Councillor A Harper.

41. **DECLARATIONS OF INTEREST**

There were no declarations of interest.

42. **MINUTES**

The minutes of the meeting held on 16 November 2016 were confirmed and signed.

43. **BEESTON SQUARE UPDATE**

Members noted a report on the progress of the redevelopment of Beeston Town Centre and were informed that the modelling for viability would be cost-neutral or beneficial for the Council. In response to a question it was stated that the likelihood of the timetable being achieved was dependent on third parties. The Committee was informed that a report on the procurement process would be presented to the next meeting in addition to options for members.

44. **PEOPLE STRATEGY 2012-16**

The Committee noted the progress made in implementing the People Strategy 2012-16 and were informed that the current Strategy was coming to the end of its implementation period. Steps would be taken to engage with employees and devise with a new Strategy for 2017-2020 which would be

presented to councillors for approval. Members requested that employees be encouraged to carry blood and organ donor cards through the consultation.

45. FUTURE SKILLS NEEDS/APPRENTICESHIP LEVY

Sixty-four apprentice positions had been offered by the Council since the programme began 20 years ago. Under the current scheme the Council pays the salary of the apprentice and training fees are paid by the government for the appointed training provider. From April 2017 the Council would also be responsible for payment of the training fees directly to the appointed provider through a digital levy account.

RESOLVED that a new Strategy be submitted to Committee.

46. PROPOSED SAVINGS – ENVIRONMENT

Officers within the Environment team had undertaken a review of its services to identify whether additional cost savings could be made in the revenue budget from 2017/18 onwards. This work has been undertaken in consultation with the front line operational staff and with the Chairs of the Finance and Resources, Leisure, Parks and Cemeteries and Environment and Community Safety Committees.

Members considered the proposed areas for cost savings and noted the difficulty in competing with the City Council over trade waste and were informed that a further report would be submitted to outline savings. Further consideration was given to the review of floral bedding schemes, on which the Committee was informed that a combination of formal and informal bedding would be used, but only formal arrangements would be used for beds that brought in advertising revenue.

RESOLVED that the cost savings and staffing implications outlined in the report be approved.

47. CONSULTATION ON CHANGES TO RAILWAY CROSSINGS IN ATTENBOROUGH

The Council had become aware, but had not yet been directly consulted, regarding potential alterations to railway crossings in Attenborough which may impact on the access members of the public currently enjoyed to neighbouring facilities such as Attenborough Nature Reserve, the Church, the School, and to and from locations within the area generally.

The Committee was informed of a consultation by Network Rail regarding potential alterations to railway crossings in the Attenborough area. It was stated that each of the crossings had its own individual role and were important as exits from Attenborough Village. There was no history of major incidents and there was good visibility on the line in the area. Attenborough

Nature Reserve was recognised nationally and many visitors and Borough residents used it as a resource. People should not be discouraged from visiting the Reserve.

RESOLVED unanimously that the Committee's comments be forward as the Council's response to the consultation.

48. ADDITIONAL TEMPORARY HUMAN RESOURCES SUPPORT

The Committee approved a new Human Resources structure at the end of November 2016. The new structure was not yet fully in place as a recruitment exercise to one senior post was still to be completed. The section faced additional pressures during January. Currently, temporary agency resources have been used to provide extra support. It was proposed to extend the current arrangement until the end of March 2017.

RESOLVED that the extension of temporary Human Resources support until the end of March 2017 be approved.

49. WORK PROGRAMME

RESOLVED that the Work Programme be approved.

50. EXCLUSION OF PUBLIC AND PRESS

RESOLVED that, under Section 100A of the Local Government Act, 1972, the public and press be excluded from the meeting for the following items of business on the grounds that they involve the likely disclosure of exempt information as defined in paragraphs 1 and 2 of Schedule 12A of the Act.

51. HOUSING RESTRUCTURE

The item was withdrawn from the agenda at the meeting.

52. ENVIRONMENTAL SERVICES RESTRUCTURE

RESOLVED that the revised structure for the Environmental Services Division, as set out in appendix 4 of the report, be approved.

53. EMPLOYEE SAVINGS PROGRAMME

The Committee was informed that the date of 19 January 2017 be amended to 27 January 2017 in recommendation 3.

RESOLVED that:

1. The consultation feedback be noted.
2. The next steps as suggested in appendix 1 be approved.
3. The compulsory redundancy of C62 (Business Transformation Officer) effective from 27 January 2017 (including three months' pay in lieu of notice) be approved.
4. The compulsory redundancy of L40 (Tea Assistant) in proposal 2 and the deletion of the currently vacant L39a (Tea Assistant) post be approved.
5. The allocation of £10,000 towards project support costs for proposal 3 (integration of revenues and benefits) in appendix 1 be approved.
6. The voluntary redundancy of P75 (Communities Team Leader) in proposal 4 to take effect from 17 February 2017 (including one month's notice from 18 January 2017) and the deletion of the currently vacant post H15 (Domestic Abuse Services Co-ordinator) be approved.
7. The financial settlement relating to those who may have to be made compulsorily redundant as a result of the implementation of the programme be the same as set out in the current voluntary redundancy scheme.
8. Subject to the agreement of the Community Safety Committee on 19 January 2017, the de-risking of posts C22 (Health and Safety Officer) and the deletion of P87 (vacant Energy Officer post) and replacement with a newly refined administrative role be approved.
9. Subject to the agreement of the Environment Savings Proposals, the compulsory redundancy of post T240 (Assistant Grounds Maintenance Manager); the deletion of vacant post T201 (Environment Technician) and the de-risking of posts T186 (Business and Projects Manager) T241 (Environmental and Business Development Manager and T242 (Grounds Maintenance and Arboricultural manager) be approved.
10. The de-risking of posts C5 and C6 (Customer Services Manager and Corporate Communications Manager) be approved.
11. The criteria for selection in relation to redundancy and recruitment where more than one applicant applies for a position be approved.