

POLICY AND PERFORMANCE COMMITTEE

21 NOVEMBER 2017

Present: Councillor R I Jackson, Chair

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

An apology for absence was received from Councillor A Harper.

47. DECLARATIONS OF INTEREST

There were no declarations of interest.

48. MINUTES

The minutes of the meeting held on 3 October 2017 were confirmed and signed.

49. REFERENCES

49.1 Local Joint Consultative Committee 8 November 2017 CODE OF CONDUCT

The purpose of the Code of Conduct was to signpost employees to policies and procedures the Council had already adopted and with which it expected employees to comply. Members were informed that this iteration of the Code was more stringent and the Officers' Register of Interest form demanded more information than the Councillors' version. It was stated that should members require further amendments to the form the Local Joint Consultative Committee would be requested to make further consideration.

RESOLVED that the Code of Conduct be approved.

49.2 Local Joint Consultative Committee
8 November 2017
DISCIPLINARY POLICY

The Joint Committee had considered amendments to the Council's Disciplinary Rules, Policy and Procedure. The existing Disciplinary Policy had been updated following the recommendations of an external investigation. Examples of misconduct and gross misconduct had been expanded and an additional Some Other Substantial Reason clause had been added in line with the Employment Rights Act 1996. The Joint Committee noted that informal warnings had been removed and the timescales of first formal warnings and final formal warnings had been amended to six and twelve months respectively.

It was queried as to whether managers would be able to use low key methods of speaking to employees following the removal of the informal warning stage and members were informed that a certain amount of discretion was available before the disciplinary process was instigated.

RESOLVED that amendments to the Disciplinary Policy be approved.

49.3 Local Joint Consultative Committee
8 November 2017
WHISTLEBLOWING POLICY

Members noted that Council's existing Disciplinary, Grievance and Bullying and Harassment policies would be followed where appropriate in relation to Whistleblowing complaints. The Joint Committee had requested that further clarification be added to the Policy as to what support would be offered to employees falsely accused of malpractice.

RESOLVED that the amendments to the Whistleblowing Policy be approved.

50. REVIEW OF CORPORATE PLAN PROGRESS AND
FINANCIAL PERFORMANCE

The Committee noted a report which outlined progress against outcome targets linked to Corporate Plan priorities and received an update as to the latest financial performance as measured against the budget. The following comments and responses were amongst those included:

- Information was requested with regard to the definition and the number of houses of those built in Broxtowe that were classed as 'affordable'. It was suggested that more were being built than in previous years, partly due to changes made to the affordable housing commitment, although increased numbers would be built whenever possible.
- Clarification was requested on the monitoring of increasing businesses starting in Broxtowe, with particular regard to the efficacy of Wi-Fi. It

was responded that the data collected on linger rates was of use and it would be considered whether the technology should be extended to other town centres.

- Connecting corridors would be considered in relation to the low level of biodiversity in the Borough.

51. LAND DISPOSALS POLICY

Members were informed that the Council owned over 1,000 plots of land which covered approximately 400 hectares. Current government policy was that surplus publicly-owned land and buildings should be disposed of where appropriate, especially where disposal would provide land for housing or stimulate economic growth.

RESOLVED that the Land Disposals Policy, given in appendix 1 of the report, be approved.

52. MEDIUM TERM FINANCIAL STRATEGY AND BUSINESS STRATEGY 2017/18 TO 2020/21

The Medium Term Financial Strategy is the Council's key financial planning document. In detailing the financial implications of the Corporate Plan over a four-year period, the Strategy provides a reference point for corporate decision-making and helps to ensure that the Council can optimise the balance between its financial resources and the delivery of its priorities.

RESOLVED that:

1. **The updated Medium Term Financial Strategy in appendix 3 of the report be approved.**
2. **The revised Business Strategy in appendix 5 of the report be approved.**

53. WORK PROGRAMME

RESOLVED that the Work Programme be approved.

54. 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 involved the likely disclosure of exempt information as defined in paragraphs 1, 2 and 3 of Schedule 12A of the Act.

55. TRAM COMPENSATION

RESOLVED unanimously that the Interim Deputy Chief Executive be given delegated powers to make a reference to the Upper Tribunal (Lands Chamber) and to incur at risk the associated costs in consultation with the Leader of the Council.

56. POTENTIAL PURCHASE OF 35 SCARGILL WALK, EASTWOOD

RESOLVED to delegate the purchase of 35 Scargill Walk to a maximum value as contained in the report to the Interim Deputy Chief Executive in conjunction with external valuation advice and in consultation with the Leader of the Council.

57. BEESTON TOWN CENTRE DEVELOPMENT

RESOLVED unanimously to:

1. Proceed with the option that the Council act directly as developer for a cinema and food and beverage development at the 'top' end of the site, partly funded through the sale for residential purposes at the 'bottom' end of the site, including the preparation and submission of planning applications.
2. Delegate to the Interim Deputy Chief Executive the negotiation of the draft heads of terms and the financing of the necessary items outlined in appendix 2 of the report.