

POLICY AND PERFORMANCE COMMITTEE

17 APRIL 2018

Present: Councillor R I Jackson, Chair

Councillors: S Easom
D A Elliott
J C Goold
A Harper
E Kerry
G Marshall
J K Marsters (substitute)
M Radulovic MBE
P D Simpson
A W G A Stockwell (substitute)

Apologies for absence were received from Councillors S J Carr and M J Crow.

71. DECLARATIONS OF INTEREST

There were no declarations of interest.

72. MINUTES

The minutes of the meeting held on 21 November 2017 were confirmed and signed.

73. REFERENCES

73.1 Local Joint Consultative Committee – 8 March 2018 REDEPLOYMENT POLICY AND PROCEDURE

The Joint Committee had considered the revised Redeployment Policy and Procedure. It was noted that the revised policy had been condensed in order to provide greater clarity.

RESOLVED that the revisions to the Redeployment Policy and Procedure within the Conditions of Service for employees be approved.

73.2 Local Joint Consultative Committee – 8 March 2018 RECOGNITION OF TRADE UNIONS AND FACILITIES SUPPORT POLICY

The Joint Committee considered the revised Recognition of Trade Unions and Facilities Support Policy. The policy had been revised to reflect changes in government legislation in relation to the Trade Union Act 2016.

The Joint Committee requested that an amendment be made to the policy to provide greater clarity to the Council's existing Personal Relationships at Work Policy. A further amendment was proposed by Councillor G Marshall and seconded by Councillor D A Elliott that under the section on Communication and Good Relations there be an amendment to reflect that decisions be reached through joint agreement with the Human Resources Manager and senior trade union representatives unless in exceptional circumstances. The amendment was agreed.

RESOLVED that the replacement, within the Conditions of Service for employees, of the Time Off for Trade Union Duties and Facilities Support Policy by the new Recognition of Trade Unions and Facilities Support Policy be approved subject to the aforementioned amendment being made.

73.3 Local Joint Consultative Committee – 8 March 2018
JOB EVALUATION POLICY

The Joint Committee considered an amendment to the Policy and Procedures for Evaluation and Re-evaluation of Posts. It was proposed that the policy be updated with a single statement being added to section 3.8, Scarcity Rating. The proposed amendment reads as:

'In order to qualify for the scarcity rating the post in question must have been advertised on three consecutive occasions with no successful candidates or where we have been successful after three consecutive attempts but failed to retain a candidate for longer than 12 months.'

RESOLVED that the amendment to the Job Evaluation Policy be approved.

74. EQUALITY AND DIVERSITY ANNUAL REPORT 2017/18

The annual review of activities and outcomes in respect of the Council's equality and diversity work was noted. Concerns were raised over the amount of potholes in the Borough's roads and the potential hazards for people with disabilities. The Leader was asked to raise the issue with Nottinghamshire County Council.

RESOLVED that the Equalities Objectives and Action Plan for 2018-20, contained in appendix 2 of the report, be approved.

75. BEESTON TOWN CENTRE REDEVELOPMENT

The Committee was updated on progress of the redevelopment of Beeston Town Centre. It was stated that the public consultation which had taken place prior to planning permission being sought was more extensive than the amount of consultation that was necessary.

RESOLVED that no construction contract be let until such time that the conditions set out in the report had been secured.

76. REGULATION OF INVESTIGATORY POWERS ACT 2000

The Council had made no use of the RIPA powers since July 2015 due to the fact that the only use being made by the Council was in connection with investigations into benefit fraud, a function which had been transferred back to the Department of Works and Pensions. However, officers were required to undergo refresher training under the e-learning system to prepare for the possibility of the RIPA powers being used in a new area.

RESOLVED that the Policy and Guidance document be amended to name the Chief Executive as the Senior Responsible Officer.

77. PART 2 LOCAL PLAN – VIABILITY UPDATE

Viability work was undertaken two years ago and was commissioned via the Greater Nottingham Joint Planning Advisory Board. The work now needed to be refreshed to ensure viability evidence was up to date at the point that the Council's Part 2 Local Plan was submitted, which was due to take place after Jobs and Economy Committee meeting in June. Members were informed that two thirds of the costs were recoverable from the neighbouring councils.

RESOLVED that the normal procurement arrangements be set aside to allow Broxtowe to commission viability update work on our own behalf and on behalf of this Council's two neighbouring councils at a total cost of £30,000.

78. FUTURE OF THE TOWN HALL BEESTON – EXPRESSIONS OF INTEREST

The Council had launched an invitation to submit expressions of interest on 7 March 2018. The process consisted of two stages; organisations successful at stage 1 would then be invited to submit a full business case. These would be considered by officers and a report with recommendations would be submitted to a future meeting of this Committee. Members noted the four expressions of interest that had been received in addition to a further one received following the deadline. It was agreed to accept the late submission.

There was discussion over the suitability of following the Council's Disposal of Land and Property Policy; however, members were assured that the correct procedures were being followed. During discussion on the evaluation criteria it was proposed by Councillor G Marshall and seconded by Councillor D A Elliott that the weighting for the commercial and community elements be equalised. The vote would be undertaken when financial issues were discussed later during the meeting following the vote on exemption. It was agreed that the recommendation be amended to reflect the consideration of non-commercial ventures before those submitted by commercial operations.

79. REVIEW OF CORPORATE PLAN PROGRESS AND FINANCIAL PROGRESS

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:

- It was a positive move for the Rent Recovery Manager to be located within the Housing Department due to the forthcoming changes relating to the introduction of Universal Credit.
- The former Co-op building in Stapleford was intimidating for residents and consideration was given to the serving of a Notice under Section 215 of the Town and Country Planning Act 1990. Members agreed to leave some flexibility to serve the Notice if meritorious.
- The Council had failed to meet its employee savings target although staff turnover had not reached the same levels as previously.
- Consultancy costs of the external investigation were queried and it was stated that no assumptions could currently be made on the matter.
- Figures on domestic abuse in the Borough had been supplied by Nottinghamshire Police and were simply reported by the Council. The matter would be taken up with the Police and Crime Commissioner.
- The use of agency staff being used for refuse collection would be kept under continuous review. A report would be submitted to a future committee to provide information on methods used to alleviate and difficulties.
- The future of land charges income would decrease as the government intended to transfer the service to a government agency, although the Council would have to provide a resource to interface between organisations.

RESOLVED that:

- 1. An Interim Procurement Officer and Interim Rents Recovery Officer be appointed.**
- 2. The appropriate action be urgently taken to the former Co-op building in Stapleford.**

80. CHANGES TO LOCAL GOVERNMENT ASSOCIATION

The Local Government Association (LGA) had contacted all local authorities regarding the new arrangements which would be introduced for the organisation from July 2018. As a means of keeping down membership costs, the LGA's General Assembly, the main decision-making body made up of councillors from its member councils, took a decision in July 2017 to create a new incorporated Local Government Association. This would enable the LGA to be more financially sustainable, invest more in the work it undertakes to support its members, in addition to keeping subscriptions as low as possible.

RESOLVED that the Council applies for admission as a Member Authority of the Local Government Association in accordance with the Association's Articles of Association.

81. GRANT AID REQUEST

Members had previously discussed at Full Council an incident during which a local boy, Owen Jenkins drowned in 2017 in the River Trent, whilst saving some friends who had got into trouble having entered the water. This event has resulted in not just local water safety measures but initiatives throughout Nottinghamshire to improve water safety. Owen's family had set up a charity, called the OWEN network, which was now promoting open water safety amongst schools in Nottinghamshire.

The Committee considered recommending to the Finance and Resources Committee that the Council make a financial contribution towards a memorial for Owen Jenkins.

RECOMMENDED to the Finance and Resources Committee that £1,500 be committed from the grants budget in 2018/19 as a contribution towards a memorial for Owen Jenkins.

82. WORLD WAR 1 MEMORIAL CONTRIBUTION

In order to honour and commemorate all those who gave their lives for King and Country a project had been devised to create a new memorial to be located in the Memorial Gardens on Victoria Embankment, for the entire County and City with a definitive roll of honour listing the names of all those from the County and City who lost their lives fighting throughout the First World War. The names listed on the memorial would include those who died in the Chilwell shell filling factory disaster.

Funds had been committed by the City and County Councils while district councils were invited to commit £10,000 each. The remaining £30,000 would be raised through public subscription, from local businesses and military organisations.

It was stated that a link to the roll of honour be added to the Council's website in order to encourage the addition of personnel who were missing from the list of names before the information is committed to stone.

RECOMMENDED to the Finance and Resources Committee that £10,000 be committed to the Great War Memorial project funded from a carry-over of underspend from the 2017/18 grants budget.

83. WORK PROGRAMME

Members discussed the formation of a working group that would consider mental health issues in the Borough.

RESOLVED that the Work Programme be approved.

84. 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.

85. MEDIATION SERVICE

RESOLVED that option 2 as included in the report be pursued.

86. EMPLOYEE SAVINGS – GENERAL FUND REVENUE BUDGET 2018/19 UPDATE

RESOLVED that:

1. The exercise of the use of the Chief Executive's urgency powers under the Constitution be noted to approve the voluntary redundancy of post F153, the voluntary redundancy of post L11, the voluntary redundancy of post H130b, the compulsory redundancy of C6 and the compulsory redundancy of post P71.
2. The voluntary redundancy application of post F143 and the voluntary redundancy of H109 effective at the end of June 2018 be approved.
3. Authority be delegated to the Chief Executive to accept the voluntary redundancy of post C72 provided the overall saving meets the voluntary redundancy policy requirement when pension strain costs are known and subject to the agreement of the post holder.
4. The deletion of vacant posts as follows:
 - F108b
 - F122
 - H21
 - T33
 - C93
 - T253 and T266
 - T411
 - T314
 - C69
 - L60

5. Authority be delegated to the Chief Executive to delete the following posts on the successful completion of the Administration review:

- C50
- P98
- P66
- F160
- P22

6. The assignment of post C16 to HRA related duties, the reallocation of some of the Chief Executive's costs to the HRA, and the savings achieved through the current Monitoring Officer arrangements be noted.

7. The flexible retirement of P89 be approved and in the light of this agree not to delete the part time position C101 and agree not to delete an Economic Development post.

87. EMPLOYMENT ISSUE

Members noted the termination of the employment of post holder H140's employment contract.

88. BEESTON TOWN CENTRE REDEVELOPMENT – APPENDIX 2

The appendix was noted.

89. FUTURE OF THE TOWN HALL BEESTON – EXPRESSIONS OF INTEREST – APPENDIX 2

During discussion on the evaluation criteria at item 9 on the agenda, minute number 78 refers, it was proposed by Councillor G Marshall and seconded by Councillor D A Elliott that the weighting for the commercial and community elements be equalised. On being put to the meeting, the amendment was defeated.

RESOLVED that the proposed assessment criteria given in appendix 1 of the report be approved.