

BRECKLAND COUNCIL

At a Meeting of the

COUNCIL

**Held on Thursday, 2 November 2017 at 10.00 am in the
Anglia Room, The Conference Suite, Elizabeth House, Dereham**

PRESENT

Mr S.G. Bambridge	Mrs S.M. Matthews
Councillor C. Bowes	Mrs K. Millbank (Chairman)
Mr R. F. W. Brame	Mrs L.H. Monument
Mr M. P. Brindle	Mr T. F. C. Monument
Mr T. R. Carter	Mr M. J. Nairn
Mr S. H. Chapman-Allen	Mr J.W. Nunn
Mr H. E. J. Clarke	Mr D. R. R. Oliver
Mr P.D. Claussen	Mr R. R. Richmond
Mr J.P. Cowen	Mr W. R. J. Richmond
Mr P. M. M. Dimoglou	Mr J.D. Rogers
Mr P.J. Duigan	Mr F.J. Sharpe
Mr K.S. Gilbert	Mr W.H.C. Smith
Councillor E. Gould	Mr A.C. Stasiak
Mrs T. Hewett	Mr M. Taylor
Mrs J. Hollis	Mr M. A. Wassell
Mr T. J. Jermy	Mrs A. M. Webb
Mr A.P. Joel	Mr N.C. Wilkin
Mr R.G. Kybird	Mr P. S. Wilkinson
Mr K. Martin	

In Attendance

Anna Graves	- Chief Executive
Maxine O'Mahony	- Executive Director of Strategy & Governance (Monitoring Officer)
Rob Walker	- Executive Director Place
Mark Stinson	- Executive Manager Governance (Deputy Monitoring Officer)
Julie Britton	- Democratic Services Officer

145/17 APOLOGIES (AGENDA ITEM 1)

Apologies for absence were received from Councillors, Ashby, Askew, Borrett, Marion Chapman-Allen, Crawford, Darby, Duffield, Paul Hewett, Newton, Robinson, Sherwood and Turner.

146/17 MINUTES (AGENDA ITEM 2)

a) Questions without Notice under Standing Order No. 7 (Minute No. 135/17)

- First sentence, the word 'evasive' to be changed to 'invasive'.
- Third paragraph, third sentence, the word 'Role' to be changed to 'Roll'.

b) Adoption

Subject to the aforementioned amendments, the Minutes of the meeting held on 21 September 2017 were confirmed as a correct record and signed by the Chairman.

147/17 DECLARATION OF INTERESTS (AGENDA ITEM 3)

None.

148/17 POLICING IN BRECKLAND (AGENDA ITEM 4)

The Chairman introduced and welcomed Chief Inspector Paul Wheatley and Police Engagement Officer, Amy Lucas to the meeting.

Members were then provided with a detailed presentation.

The presentation highlighted the recent changes and proposals to remove the Police Community Support Officers (PCSOs) and increase the Police Officers' proactive capabilities in the Breckland area.

Due to budget cuts, Norfolk Constabulary wanted to remove the posts of PCSO and concentrate its resources on tackling growth in complex crimes.

The cost of employing PCSOs had risen to the point that they were now only £1,800 a year cheaper than a fully trained Police Officer.

PCSOs did not have the full powers of a Police Officer; they could not arrest or interview a suspect, their hours were limited but were cheaper to train and employ.

The money saved, about £1.6m, would be used to fund 81 new Police Officers and 16 support staff. There would be a number of closures to public counters and Officers stationed in some schools would be withdrawn.

The proposed plans would deliver the most responsive Police Services for Norfolk, meeting the needs of the communities whilst protecting the most vulnerable in the society.

In Breckland, this would equate to the loss of 15 PCSOs; however, 14 Police Officers and 4 Police Sergeants would be gained.

Swaffham and Attleborough Police Stations would be closed; however, Attleborough would be moved to a new site combined with the Fire Station - Dereham and Thetford Stations would remain open and many new systems would be put in place.

Between September 2016 and August 2017, 814 high risk crimes were recorded in the Breckland area which required specialist capabilities of Police Officers and staff within the Safeguarding & Investigations (S&I) unit. The S&I Teams would be increased to provide Countywide cover and would eventually work from state of the art premises based in Broadland and Breckland.

The areas of work that the Police Engagement Officer, Amy Lucas would be responsible for in the Breckland area were explained including, to name but a few, Neighbourhood Watch, Community Speed-Watch, managing social media accounts and communicating with the Town & Parish Councils.

Any other ideas/issues would be welcomed.

The Operation Partnership Teams (OPT) and assistance within the early help hub would remain and a new uniformed Neighbourhood Policing Team would be

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introduced to tackle and deal with the many problems in the District. There would also be a team called Operation 'Moonshot' consisting of 16 PC's and 2 Sergeants to tackle the more serious crimes in the area.

All PCs would be provided with a tablet and a mobile phone and have body cams fitted which would assist in Court.

The following questions were asked:

Domestic violence had risen in Thetford what amount of these Officers will be trained in this capacity?

The Safeguarding Investigation hub will deal with these issues as a priority.

Will there be any gap in service when migrating from the old model to the new model?

There could be a slight struggle whilst posts were being filled. A number of posts will be filled by the former PCSOs.

How will this new operation be monitored?

Performance will be measured on a monthly basis.

Parish Councils were not in favour of the tabulations they received for crimes committed in the whole of the Breckland area.

Unfortunately, creating a report for every single Parish Council is not a manageable task; however, there are about 10 clusters within a Ward and crime figures could be gathered from 'Our Watch' to reduce the information to street level for any incidents that would provide the Parish Council with a rough idea of what was happening in their Parish and in surrounding Parishes.

A query was raised in relation to the Speed Indicator Device (SAM 2) signs.

The Police Engagement Officer would be looking at what other Forces were doing nationally on these matters.

Concerns were raised in relation to the Police connection in schools.

This would be down to size and demographics and Police Cadets would be working in the schools as part of the Community Officer role.

How will a new Neighbourhood Watch scheme be set up?

Improvements to these schemes were being investigated.

Is there a software capability for people to type in a postcode to find out what is going on in their area?

There is such a capability in 'Our Watch'.

Will the SNAP meetings continue?

Definitely will continue but will be enhanced and promoted.

Low level anti-social behaviour is and continues to be one of the major issues in the Breckland area and Thetford had a very good PCSO who visited the town regularly providing names and locations – will this priceless information/hands on knowledge be lost?

Very keen not to lose this information, the PCSO's have done a fantastic job, community intelligence is vital and the Police Engagement Officer and the Community Officer Group will continue this work. Anti-social behaviour issues were recognised and the 'Moonshot' Teams have been put in place for growing criminality.

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It is a shame to remove the PCSO's as prevention is absolutely key. More PCs are welcomed but it is still less than the amount of PCs in Norfolk a few years ago. What mechanisms are going to be put in place to review these proposals and reassurance of how this will be monitored?

Policing has been cut but community policing is vital and it will be monitored and held to account by the PCC. Whilst these numbers are being put in place, community issues will still be dealt with.

Councillor Jermy suggested that the Thetford Stag, a local community magazine, would be a great focal point to report any issues.

A copy of the presentation is attached for information.

149/17 CHAIRMAN'S ANNOUNCEMENTS (AGENDA ITEM 5)

The Chairman welcomed the newest Member, Councillor Mike Brindle, to his first Council meeting.

The Chairman's Appointments had been attached to the agenda and she referred to October as a very quiet month although she had enjoyed the events she attended.

Referring to her Winter Wonderland Ball on 17 November 2017, she was pleased to announce that the price of the tickets had been reduced following a better deal being secured with the venue concerned. Everyone was encouraged to attend as it was going to be a great night and any raffle prizes would be gratefully received.

The Chairman reminded Members of the Growth & Commercialisation Directorate presentation that would be taking place immediately after the meeting.

150/17 LEADER'S ANNOUNCEMENTS (AGENDA ITEM 6)

The Leader was pleased to announce that the Council had submitted a substantial bid for Housing Infrastructure funding launched by the Department of Communities and Local Government (DCLG) on 4th July 2017. The funding was a £2.3bn programme aimed to assist with vital physical infrastructure projects in the Breckland area such as roads, power upgrades and other utilities to unlock the delivery of new housing. He was keeping his fingers crossed for a successful bid. District Councils could bid for money aimed at schemes that could deliver in the short to medium term to a maximum value of £10m. Working with Pigeon Ltd, Officers had submitted a funding bid which sought a £9.95m contribution to the delivery of power and water upgrades on the Thetford Sustainable Urban Extension (SUE). Bid outcomes were expected to be announced in late 2017/early 2018.

The Leader had met with the Norfolk County Council Leader together with the Chief Executive to discuss the market town initiatives and he was pleased to announce that three of Breckland's market towns had been placed on the top of the list.

Finally, on the subject of street lighting, a report would be presented to Full Council as part of the budget setting process, to put some funding aside for maintenance costs/and or replacement costs.

Councillor Gilbert mentioned the street lights in Lovell Gardens in Watton that had been removed in January of this year; since then, there had been an increase in

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crime in the area and he had been asking for several months for a report on this matter. A number of residents from Lovell Gardens were in attendance to hear the discussion. The Leader assured the residents and the Ward Members that the street lights in Lovell Gardens would be prioritised. The Executive Director of Place advised that a report would be submitted as part of the budget setting process towards the end of this year for the February 2018 Full Council meeting. Breckland Council was responsible for over 2,000 street lights across the District for which a full assessment had been undertaken but the focus would be on the lights in the most disrepair and priority replacement. As far as Lovell Gardens was concerned the 'stumps' that remained were to enable replacement.

Councillor Jermy was pleased to hear the update on street lighting as many streets in Thetford were in complete darkness. On the subject of replacements, he urged the Council to upgrade to LED lighting which, although more expensive, would save the Council a great deal of money over time. The Leader agreed as LED lights were much brighter which could lead to a lesser amount of street lights being required.

151/17 QUESTIONS ON NOTICE UNDER STANDING ORDER NO 6 (AGENDA ITEM 7)

None.

152/17 QUESTIONS WITHOUT NOTICE UNDER STANDING ORDER NO 7 (AGENDA ITEM 8)

Councillor Taylor asked the Leader a question about the caravans and the people living in them behind the Abbey Estate in Thetford. He and a PCSO had recently been engaged with them but they had not responded in an appropriate manner. The Leader advised that any threatening behaviour should be reported to the Police. A response from the owner of the land, to enable a resolution was awaited.

Councillor Martin did not want to ask a question of the Leader but wanted to make a comment on the sale of Victory Park in Attleborough and the valuable support the developers had received from Breckland Officers. The Leader was pleased that a local development company was thriving.

Councillor Clarke directed a question to the Leader. The question related to what effect the proposed cuts by Norfolk County Council (NCC) would have on Breckland Council and if any impact assessment would be undertaken. The Leader explained that engagement with NCC was on-going.

Councillor Jermy directed a question to the Executive Member for Commercialisation. He was pleased to have received his copy of the Council's magazine 'Transforming Breckland' but wanted to know if there was any news on tenants for the empty units at Riverside in Thetford. Members were informed that negotiations were on-going.

Councillor Brindle directed a question to the Executive Member for Place (Health Lead) about the Cottage Hospital in Thetford. He knew that Breckland Council had produced a catalogue of buildings at risk but wanted some assurance that this iconic building would be restored in the most appropriate manner. Members were informed that a written response would be provided.

Councillor Richmond asked the Leader about large land assets owned by NCC. The Executive Director of Commercialisation and S151 Officer explained that the Overview & Scrutiny Commission meeting that was taking place after Full Council

would be discussing these matters.

Councillor Sharpe asked the Executive Member for Finance about whether the £950k towards better broadband had been spent. Members were informed that NCC had not drawn down this money as yet.

153/17 MOTION RECEIVED UNDER STANDING ORDER NO. 8 (AGENDA ITEM 9)

The following Motion had been submitted by Councillor Clarke.

“Breckland Council supports moves to remove the pay cap for public service workers. Council notes that these workers have had real term pay cuts due to pay settlements that have been significantly below inflation. Council calls upon the government to fully fund agreements made by pay review bodies and through negotiated agreements within the recognised collective bargaining system.

Further, Breckland Council will:

1. Make representations to the LGA & Government to adequately fund all Local Government pay settlements.
2. Write to the Prime Minister and Chancellor to ask for the necessary funding of Local Government pay so that at least an increase at inflation levels can be offered”.

Councillor Clarke was pleased to propose the above Motion as Public Sector pay was very much in the public arena and he felt that the Government should be asked to relax the cap to prevent a poorer service being delivered. An increase in pay would improve motivation and help to retain staff and he hoped that Members would reflect on the spirit of this Motion and support this proposal.

Councillor Brindle seconded the Motion and pointed out that National Joint Council (NJC) basic pay had fallen by 21% in recent years and he felt that such a loss was unsustainable for those on lower salaries. He pointed out that a greater number of people in employment were having to use Food Banks which he felt was very regrettable for hard working families and he hoped that Members would support this proposal.

The Leader agreed with the sentiment of the Motion but it was also important to balance this with efficient and affordable services. On-going dialogue was being had through the East of England Local Government Association (EELGA) and onwards to the Local Government Association (LGA) in the national pay deal. Negotiations with Unison on the Council’s local scheme, the Performance Related Pay Scheme, continued.

Members were asked to vote on the Motion. The Motion was lost by 37 votes to 4.

The Motion was not carried.

154/17 CABINET MINUTES (AGENDA ITEM 10)

- a) Investment Strategy (Minute No. 104/17)

RESOLVED that:

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1. the Investment Strategy be approved;
2. balances of £2,500,000 to be made available for temporary investments of up to 3 years maximum;
3. £17,012 be re-allocated from the Community Projects Reserve to the Investment Fund for permanent use;
4. £250,000 be left in the Organisational Development Reserve for future projects and the remaining balance be re-allocated to the Investment Fund for permanent use; and
5. Members to note that the new balance on the Investment Fund would be £4,505K following these changes (subject to the final Organisational Development Reserve balance).

b) Review of Shared Management Agreement (Minute No. 105/17)

RESOLVED that the Memorandum of Agreement, as amended, be approved.

c) Mattishall Neighbourhood Plan – Making (Adoption) of the Mattishall Neighbourhood Plan (Minute No. 106/17)

This recommendation would be taken under Council Agenda item 18.

d) Review of Customer Services (Minute No. 116/17)

This recommendation would be taken under Council Agenda item 24.

e) Adoption

RESOLVED that the unconfirmed Minutes of the Cabinet meeting held on 17 October 2017 be adopted.

155/17 OVERVIEW AND SCRUTINY COMMISSION (AGENDA ITEM 11)

(a) 14 September 2017

1. Unreasonably Persistent Complaints and Customer Behaviour and Vexatious Requests (Minute No. 79/17)

Councillor Dimoglou drew attention to the wording on page 32, paragraph 7, second sentence. He felt that the wording was incorrect and should be changed to read: the Policy was far too complex and was *weighted too much against the subject of the vexatious complaint*.

2. Adoption

RESOLVED that subject to the aforementioned amendment, the unconfirmed Minutes of the Overview & Scrutiny Commission meeting held on 14 September 2017 be adopted.

(b) 3 October 2017 (Special Meeting)

1. Capita Breckland Partnership – Contract Review (Minute No. 90/17)

Councillor Gilbert drew attention to page 37 in relation to the meaning of the 82% of Building Control Market Share. Councillor Gould explained that Capita was achieving 82% of all building control applications across the Breckland area.

Councillor Gilbert also asked about Capita utilising staff from elsewhere in the Country. The Executive Member for Finance raised a point of order as only the veracity of the Minutes should be discussed; the said Councillor would have had the opportunity to attend the Overview & Scrutiny Commission meeting to debate these particular matters.

2. Adoption

RESOLVED that subject to Councillor Bambridge being added to the list of attendees, the unconfirmed Minutes of the Special meeting of the Overview & Scrutiny Commission be adopted.

156/17 PLANNING COMMITTEE (AGENDA ITEM 12)

RESOLVED that the confirmed Minutes of the Planning Committee meeting held on 25 September 2017 be adopted.

157/17 GOVERNANCE & AUDIT COMMITTEE (AGENDA ITEM 13)

RESOLVED that subject to apologies for absence being recorded for Councillor Linda Monument and Councillor Paul Hewett, the Minutes of the Governance & Audit Committee meeting held on 29 September 2017 be adopted.

158/17 REVIEW OF POLITICAL BALANCE (AGENDA ITEM 14)

The Executive Manager for Governance presented the report that invited Members to review the political balance of various committees in accordance with statutory requirements. The change was as a result of the Thetford Priory Bi-Election on 28 September 2017.

A change to the Licensing Committee and Committee of the Licensing Authority was required.

Councillor Jermy proposed that Councillor Brindle be appointed to the Licensing Committee and Committee of the Licensing Authority.

RESOLVED that:

- the revised Membership of the Committees be approved in accordance with the report.
- Councillor Brindle be appointed to the Licensing Committee/Committee of the Licensing Authority, in accordance with the Political Group Regulations.

159/17 TEMPORARY APPOINTMENT OF MEMBERS OF PARISH COUNCILS (AGENDA ITEM 15)

The Executive Manager for Governance presented the report.

Where a Parish Council becomes inquorate, Section 91 of the Local Government Act 1972 allowed the District Council to appoint a sufficient number of District Councillors to a Parish Council, on a temporary basis, to enable the work of the Parish Council to continue until it had co-opted or elected sufficient Councillors to be quorate.

Members were informed of the situation that had arisen in Mileham Parish Council. The Returning Officer for Breckland Council had used her emergency powers and authorised a Section 91 Order to appoint Trevor Carter to Mileham Parish Council in accordance with the Constitution.

To avoid the use of emergency powers in the future, it was

RESOLVED that delegated authority be given to the Returning Officer to make Orders under Section 91(1) of the Local Government Act 1972 appointing District Members temporarily to Parish Councils as required.

160/17 COMMUNITY GOVERNANCE REVIEWS (AGENDA ITEM 16)

The Deputy Leader and Executive Member for Strategy, Governance & Transformation presented the report that asked Members to consider requests from the Parish Councils of Carbooke, Great Ellingham and Thetford Town Council to carry out Community Governance Reviews.

Members were informed that the Local Government and Public Involvement in Health Act 2007 (LGPIH) allowed principal councils to undertake Community Governance Reviews in their District.

Attention was drawn to sections 1.4 to 1.6 of the report where the reason for each proposed review was highlighted. A cross-party Working Group would carry out the reviews and report back to Full Council – the final decision was reserved to Council.

Six Members had put their names forward to serve on the Working Group, comprising four Conservative Members, one UKIP Member and one Independent Member.

Councillor Jermy was very disappointed with the list of names.

The Executive Manager for Governance advised that, under Political Group Regulations, the Conservative Group were entitled to five of the six seats. The Council could appoint in different proportions to this, but only if no Members voted against.

A vote was taken on the recommendations including the proposed membership. As the Labour Group Members voted against the proposal, the Deputy Leader proposed that membership revert to that required under the Political Group Regulations.

RESOLVED that:

- 1) the requests from each of the respective Councils to carry out Community Governance Reviews be approved;
- 2) the creation of a Cross Party Community Governance Sub-Committee be approved, comprising:

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- Councillor Sam Chapman-Allen
 - Councillor Gould
 - Councillor Theresa Hewett
 - Councillor Jennifer Hollis
 - Councillor Mike Nairn; and
 - Councillor Mark Robinson
- 3) the delegation of powers to the Cross Party Community Governance Sub-Committee to set the Terms of Reference for each review and undertake the review process be approved; and
- 4) the final decision on the outcomes of the Reviews be reserved to Full Council.

161/17 COMMUNITY HOUSING FUND (AGENDA ITEM 17)

The Executive Member for Growth presented the report which asked Members to formally accept £181,690 of Department for Communities and Local Government (DCLG) funding in relation to the Community Housing Fund.

Use of the funding was explained and it was proposed that the recommendations be accepted.

Councillor Jermy was aware that housing was a big issue in Breckland and expressed his concern that Breckland Council's role was not diminished as a result of the proposals, and that the funding was used appropriately. He hoped that a needs base approach would be undertaken and fed into the process which would be beneficial for all involved.

RESOLVED that:

- 1) the sum of £181,690 in grant funding from the Department for Communities and Local Government, awarded under the Community Housing Fund, be accepted;
- 2) the proposed use of an element of this funding to contribute to the cost of the post of a Community Housing Delivery Officer, to work across three neighbouring authorities to support groups with ambitions to deliver community led housing, be approved; and
- 3) the Council enters into a S.113 Agreement (shared services agreement) concerning the arrangement relating to recommendation 2 above.

162/17 MATTISHALL NEIGHBOURHOOD PLAN - MAKING (ADOPTION) OF THE MATTISHALL NEIGHBOURHOOD PLAN (AGENDA ITEM 18)

The Executive Member for Growth presented report.

Mattishall would be the second community in Breckland to have a Neighbourhood Plan and the Executive Member congratulated the Parish in getting this far and commended it to Council for formal adoption.

The Executive Member for Place (Health Lead) who was also a Ward Member for Mattishall echoed the above comments. Mattishall had started this journey in 2014

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and the amount of work that had gone into it must be commended and he congratulated those residents involved in the Working Group.

The Chairman also congratulated the residents of Mattishall.

Following a unanimous vote for approval, it was:

RESOLVED that:

- 1) the Mattishall neighbourhood Plan, as written at the time of the Referendum, be “made” and confirmed as part of the statutory Development Plan for Breckland Council, as required by paragraph (4)(a) of Section 38A of the Town and Country Planning Act;
- 2) this decision, as required by paragraph (9) of Section 38A of the Town and Country Planning Act, be published;
- 3) Mattishall Parish Council and any other prescribed persons be advised about this decision, to meet the requirements of paragraph (10) of Section 38A of the Town and Country Planning Act; and
- 4) the Breckland District Policies Map be amended to meet the requirements of paragraph 9 of the Town and Country (Local Planning) (England) Regulations 2012.

163/17 PARKWOOD LEISURE ANNUAL REPORT 2016-17 (PRESENTATION)
(AGENDA ITEM 19)

The Executive Member for Place (Health Lead) introduced the Parkwood Leisure representatives to the Council. This, he felt was a good news story and he hoped that Members would welcome this presentation.

The presentation provided Members with a detailed overview of the organisation that predominantly covered the Annual Services Period from 1st April 2016 to 31st March 2017 (Year 10).

Usage had increased by 14% at both of the Leisure Centres in Dereham and Thetford and over 734,000 users had visited the Centres during the annual services period.

Health and safety management was the Company’s number one priority and the number of incidents recorded was below the benchmark set.

In relation to energy management, an additional Combined Heat and Power Unit had been installed at both Breckland Leisure Centres and the cost of electric and gas had decreased.

In Thetford, a new gym had been developed as well as a new parking layout and the installation of efficient boiler systems.

The many activity programmes including the pricing policy were highlighted and, to name but a few, this included the very popular 15 swims for £15.00 for the over 65s, the Grandparent Swimming project as well as the carers Membership project - the latter two being new initiatives that had been introduced in 2016/17.

Customer satisfaction levels overall remained high and showed further

improvement compared to the previous year with 94% reporting very satisfied or fairly satisfied for Dereham and 93% in Thetford.

The Executive Member for Growth asked if Parkwood still continued with the disabled Olympics. Members were informed that such an event remained part of the programme as both centres were very accessible.

In response to a question, it was confirmed that the Grandparent Free Swim was available at both sites.

The Chairman thanked the representatives for attending the meeting and providing Members with a comprehensive presentation.

A copy of the presentation is attached for information.

164/17 NOMINATIONS FOR COMMITTEE AND OTHER SEATS (AGENDA ITEM 20)

RESOLVED that:

- a) Licensing Committee/Committee of the Licensing Authority

Councillor Brame be replaced by Councillor Brindle

- b) Planning Committee – substitute

Councillor Gilbert be replaced by Councillor Brindle

165/17 AMENDMENTS TO THE CONSTITUTION (IF ANY) (AGENDA ITEM 21)

None.

166/17 ANY OTHER ITEMS WHICH THE CHAIRMAN DECIDES ARE URGENT (AGENDA ITEM 22)

None.

167/17 EXCLUSION OF PRESS AND PUBLIC (AGENDA ITEM 23)

RESOLVED that under Section 100(A)(4) of the Local Government Act 1972, the press and the public 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, 2 and 3 and 4 of Schedule 12A to the Act.

168/17 CUSTOMER SERVICES REVIEW (AGENDA ITEM 24)

The Executive Member for People & Information presented the report.

The purpose of the report was to consider proposals for a review of Customer Services. The report had already been considered by Cabinet.

RESOLVED that the recommendations, so far as they are non-executive functions and as contained within the report, be approved.

169/17 HR SERVICE REVIEW (AGENDA ITEM 25)

The Deputy Leader and Executive Member for Strategy, Governance &

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Transformation presented the report.

The purpose of the report was to consider proposals for a review of the Human Resources function.

The proposed Organisational Chart was highlighted and the new model would allow the Council to be agile, capable and resilient. Unison had been consulted.

RESOLVED that:

- 1) the Head of the Paid Service and/or the Executive Director for Strategy and Governance, in consultation with the Deputy Leader of the Council and Executive Member for Strategy, Governance and Transformation be authorised to implement the proposals subject to no major change; and
- 2) the Head of the Paid Service and/or the Executive Director for Strategy and Governance, in consultation with the Deputy Leader of the Council and Executive Member for Strategy, Governance and Transformation be authorised to make minor amendments and redundancies as necessary.

The proposed presentation by the Growth and Commercialisation Directorate was deferred to a future meeting of the Council.

The meeting closed at 12.45 pm

CHAIRMAN