

3. MINUTES PAGES 1 - 4

The Committee is asked to confirm as a correct record the minutes of the meeting held on 12 December 2018.

4. REFERENCES PAGES 5 - 6

4.1 Local Joint Consultative Committee

10 January 2019
Review of the Driving at Work Policy

The Joint Committee considered the proposed Driving at Work Policy. The Joint Committee thanked officers for their work on the Policy.

The report and Policy are circulated separately with this agenda for the information of the Committee.

RECOMMENDED to the Policy and Performance Committee that the Driving at Work Policy be approved.

4.2 Local Joint Consultative Committee

10 January 2019
Agency Workers Policy

The Agency Workers Policy had been reviewed in light of a change to working practice, whereby the procurement process had been centralised. This was to minimise risk to the Council, ensure good working practices were observed and to enable the monitoring of the use of agency staff.

The report and the Policy are included for the information of the Committee.

RECOMMENDED to the Policy and Performance Committee that amendments to the Agency Workers Policy to the Conditions of Service for employees.

4.3 Local Joint Consultative Committee

10 January 2019
Equal Opportunities Policy

The equal Opportunities Policy was considered with regard to changes made to reflect relevant legislative changes, in particular the Equalities Act 2010 and changes to internal Council procedures.

The report and Policy are circulated separately with this agenda for the information of the Committee.

RECOMMENDED to the Policy and Performance Committee that amendments to the Equal Opportunities Policy be added to the Conditions of Service for employees.

4.4 Local Joint Consultative Committee

EQUALITY AND DIVERSITY POLICY

The Joint Committee noted that the Equality and Diversity Policy had been reviewed to ensure that it reflected legislative changes, Council procedures and the Corporate Vision and Values 2016 – 2020. It was also noted that the Council was a Disability Confident Level 2 employer.

The report and Policy are circulated separately with this agenda for the information of the Committee.

RECOMMENDED to the Policy and Performance Committee that amendments to the Equality and Diversity Policy be added to the Conditions of Service for employees.

4.5 Local Joint Consultative Committee

10 January 2019

Flexible Retirement Policy

The Joint Committee considered deletions to the Flexible Retirement Policy, in particular, the removal of a time limit of the length of flexible retirements, potentially forcing employees to retire. It was noted that no other Nottinghamshire authorities have a time limit on such arrangements and that no employee had been asked to leave the authority as a result of the time limit.

The report and Policy are circulated separately with this agenda for the information of the Committee.

RECOMMENDED to the Policy and Performance Committee that amendments to the Flexible Retirement Policy be added to the Conditions of Service for employees.

4.6 Local Joint Consultative Committee

10 January 2019

Formal and Informal Consultation with Trade Unions

Consideration was given to the Formal and Informal Consultation with Trade Unions Policy, which had been reviewed and streamlines to reiterate the need for close, positive and consultative relationship with Trade Unions. A minor amendment was agreed by the Joint Consultative Committee.

The report and Policy are circulated separately with this agenda for the information of the Committee.

RECOMMENDED to the Policy and Performance Committee that amendments to the Formal and Informal Consultation with Trade Unions Policy be added to the Conditions of Service for employees.

4.7 Local Joint Consultative Committee

10 January 2019

Learning and Development Policy

The Joint Committee considered the changes to the Learning and Development Policy which took out references to Investors in People, streamlined processes and made it easier for employees to access training funded by the apprenticeship levy. The role in learning and development in succession planning was discussed, as was the commitment of the authority to train staff. It was noted that the training budget had not been cut in the last financial year.

The report and Policy are circulated separately with this agenda for the information of the Committee.

RECOMMENDED to the Policy and Performance Committee that amendments to the Learning and Development Policy be added to the Conditions of Service for employees.

5. BEESTON TOWN CENTRE REDEVELOPMENT

PAGES 7 - 8

To update members on progress on The Square Phase 2 in Beeston.

6. BUSINESS RATES - NEW RETAIL DISCRETIONARY RATES RELIEF PAGES 9 - 14
- To request that the Finance and Resource Committee adopt the proposed new business retail rates relief scheme for the 2019/20 and 2020/21 financial years.
7. REVIEW OF CORPORATE PLAN PROGRESS AND FINANCIAL PERFORMANCE PAGES 15 - 34
- To report progress against outcome targets linked to Corporate Plan priorities and objectives and to provide an update as to the latest financial performance as measured against the budget.
8. MANAGEMENT RESTRUCTURE UPDATE PAGES 35 - 36
- To update Councillors on arrangements concerning the Management restructure.
9. WORK PROGRAMME PAGES 37 - 38
- To consider items for inclusion in the Work Programme for future meetings.
10. EXCLUSION OF PUBLIC AND PRESS
- The Committee is asked to RESOLVE that, under Section 100A of the Local Government Act, 1972, the public and press be excluded from the meeting for the following item of business on the grounds that it involves the likely disclosure of exempt information as defined in paragraphs 1 and 2 of Schedule 12A of the Act.**
11. LEGAL RESTRUCTURE PAGES 39 - 48
12. APPLICATION FOR VOLUNTARY REDUNDANCY PAGES 49 - 50
13. APPLICATION FOR VOLUNTARY REDUNDANCY PAGES 51 - 60
14. HOUSING DELIVERY MANAGER PAGES 61 - 62

15. INTERIM REGENERATION MANAGER

PAGES 63 - 64