



Monday, 8 July 2024

Dear Sir/Madam

A meeting of the Cabinet will be held on Tuesday, 16 July 2024 in the Council Offices, Foster Avenue, Beeston, NG9 1AB, commencing at 6.00 pm.

Should you require advice on declaring an interest in any item on the agenda, please contact the Monitoring Officer at your earliest convenience.

Yours faithfully

Chief Executive

To Councillors: M Radulovic MBE (Chair) T A Cullen
G Marshall (Vice-Chair) H J Faccio
P J Bales J W McGrath
G Bunn H E Skinner
C Carr V C Smith

A G E N D A

1. Apologies

To receive apologies and to be notified of the attendance of substitutes.

2. Declarations of Interest

(Pages 7 - 14)

Members are requested to declare the existence and nature of any disclosable pecuniary interest and/or other interest in any item on the agenda.

3. Minutes

(Pages 15 - 18)

Cabinet is asked to confirm as a correct record the minutes of the meeting held on 4 June 2024.

4. References

4.1 Flexible Working Policy

(Pages 19 - 38)

12 June 2024

Local Joint Consultative Committee

The Local Joint Consultative Committee noted the changes to the Flexible Working Policy made to ensure compliance with the Employment Rights (Flexible Working) Act 2023, which allowed employees to request changes to their working arrangements from day one of their employment.

RECOMMENDED to Cabinet that the amendments to the Flexible Working Policy be approved.

4.2 Leave Scheme

(Pages 39 - 60)

12 June 2024

Local Joint Consultative Committee

Having given consideration to the changes made to the Leave Scheme in light of the Carer's Leave Act 2023 and the associated Carer's Leave Regulations 2024, the Committee commenced the debate during which it was noted that part time workers were entitled to the leave pro rata and that the leave could be taken consecutively or separately half a day at a time.

RECOMMENDED to Cabinet that amendments to the Leave Scheme be approved.

4.3 Maternity Leave Scheme

(Pages 61 - 76)

12 June 2024

Local Joint Consultative Committee

The Joint Committee noted the changes made to the policy after the introduction of changed legislation relating to pregnancy and maternity, which protect those who have taken maternity leave from the day on which the employer was notified of the pregnancy to 18 months after the date of the child's birth. It was also noted that the childcare vouchers scheme had ended in 2018 and no new applicants could be considered.

The Joint Committee asked that the policy be separated for still birth and miscarriage. There was concern regarding the ambiguity of the difference between still birth and

miscarriage, especially when a miscarriage occurred later in a pregnancy. It was proposed by Councillor M Radulovic MBE and seconded by K Dawson that the wording of the policy be changed to “the Chief Executive is to have discretion in cases of miscarriage in conjunction with Human Resources”. On being put to the meeting the amendment was carried unanimously.

RECOMMENDED to Cabinet that the Maternity Leave Scheme be approved, including the following amendment “the Chief Executive is to have discretion in cases of miscarriage in conjunction with Human Resources.”

4.4 Paternity Leave Scheme

(Pages 77 - 88)

12 June 2024

Local Joint Consultative Committee

Consideration was given to the amendments to the Paternity Leave Scheme that had been made to comply with the changes to legislation in the Paternity Leave (Amendment) Regulations 2024. It was noted that employees were now entitled to split their paternity leave into two week blocks and that the notice for each week of leave would be 28 days.

Some minor amendments were made to the wording of the policy.

RECOMMENDED to Cabinet that the amendments to the Paternity Leave Scheme be approved.

4.5 Redeployment Policy

(Pages 89 - 106)

12 June 2024

Local Joint Consultative Committee

It was noted that the Redeployment Policy had been updated to include changes from the Protection from Redundancy (Pregnancy and Family Leave) Act 2023 and the Maternity Leave, Adoption Leave and Shared Parental Leave (Amendment) Regulations 2024.

There was a discussion about the wording in the policy at 4.1 that stated “unfit for full duties.” It was proposed by Councillor M Radulovic MBE and seconded by Councillor E Winfield that this be changed “to fulfil the essential duties of their post on a case by case basis.” On being put to the meeting the motion was passed unanimously.

RECOMMENDED to Cabinet that the amendments to the Redeployment Policy, including “to fulfil the essential duties of their post on a case by case basis,” be approved.

4.6 Redundancy and Reorganisation Policy (Pages 107 - 142)

12 June 2024

Local Joint Consultative Committee

The changes made to the Redundancy and Reorganisation Policy arising from the Protection from Redundancy (Pregnancy and Family Leave) Act 2023 and the Maternity Leave, Adoption Leave and Shared Parental Leave (Amendment) Regulations 2024, were discussed.

It was noted that work was in progress to make provision for employees who were adopting or fostering children.

RECOMMENDED to Cabinet that the amendments to the Redundancy and Reorganisation Policy be approved.

5. Resources and Personnel Policy

5.1 Productivity Plan (Pages 143 - 160)

To ask Cabinet to approve the Council's Productivity Plan.

6. Housing

6.1 Tenant Satisfaction Measures - Survey Results (Pages 161 - 210)

To inform Cabinet of the results of the Tenant Satisfaction Measure survey sent to all tenants, and seek approval for the proposed action plan to implement improvements.

6.2 Allocations Policy (Pages 211 - 258)

To seek Cabinet approval for an updated Allocations Policy.

6.3 Shared Ownership Policy (Pages 259 - 294)

To seek Cabinet approval for a new Shared Ownership Policy.

7. Environment and Climate Change
- 7.1 Electric Vehicle Infrastructure Strategy (Pages 295 - 336)
- To seek approval for the new Electric Vehicle Infrastructure Strategy 2024 - 2027.
8. Brinsley Headstocks (Pages 337 - 348)
- To inform Members of the outcomes of the public consultation on Brinsley Headstocks.
- 8.1 Clearing Cemeteries of Personal Memorials (Pages 349 - 360)
- The purpose of this report is to outline the proposal of clearing personal memorials which have accumulated over the years within all of the Broxtowe Borough Council's cemeteries.
9. Cabinet Work Programme (Pages 361 - 362)
- Cabinet is asked to approve its Work Programme, including potential key decisions that will help to achieve the Council's key priorities and associated objectives.
10. Exclusion of Public and Press
- Cabinet 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, 2, and 3 of Schedule 12A of the Act.**
11. Economic Development and Asset Management
- 11.1 Major Aids and Adaptation (Pages 363 - 366)