

POLICY AND PERFORMANCE COMMITTEE

WEDNESDAY, 6 FEBRUARY 2019

Present: Councillor R I Jackson, Chair

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

An apology for absence was received from Councillor A Harper.

52 DECLARATIONS OF INTEREST

Councillor J W McGrath declared a non-pecuniary interest in item 7 as a family member was employed by Liberty Leisure Ltd, minute number 57 refers, and also in item 6 as a local businessman, item 56 refers.

53 MINUTES

The minutes from the meeting on 12 December 2018 were confirmed as a correct record.

54 REFERENCES

54.1 LOCAL JOINT CONSULTATIVE COMMITTEE

10 January 2019

Review of the Driving at Work Policy

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

RESOLVED that the Driving at Work Policy be approved.

54.2 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.

RESOLVED that amendments to the Agency Workers Policy be added to the Conditions of Service for employees.

54.3 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.

RESOLVED that amendments to the Equal Opportunities Policy be added to the Conditions of Service for employees.

54.4 LOCAL JOINT CONSULTATIVE COMMITTEE

10 January 2019

Equality and Diversity Policy

The 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.

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

54.5 LOCAL JOINT CONSULTATIVE COMMITTEE

10 January 2019

Flexible Retirement Policy

The Joint Committee had 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.

RESOLVED that amendments to the Flexible Retirement Policy be added to the Conditions of Service for employees.

54.6 LOCAL JOINT CONSULTATIVE COMMITTEE

10 January 2019

Formal and Informal Consultation with Trade Unions

Consideration had been given to the Formal and Informal Consultation with Trade Unions Policy, which had been reviewed and streamlined to reiterate the need for close, positive and consultative relationship with Trade Unions.

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

54.7 LOCAL JOINT CONSULTATIVE COMMITTEE

10 January 2019

Learning and Development Policy

The Joint Committee had considered changes to the Learning and Development Policy which had removed references to Investors in People, streamlined processes and made it easier for employees to access training funded by the apprenticeship levy.

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

55 BEESTON TOWN CENTRE REDEVELOPMENT

The Committee was informed by the Chair that the item would be considered later in the agenda as there were items to be considered that were likely to be exempt.

56 BUSINESS RATES - NEW RETAIL DISCRETIONARY RATES RELIEF

The Government announced in the Autumn Budget on 29 October 2018 that it would provide business rates relief of up to one-third to all occupied retail properties with a rateable value of £51,000 or less in each of the years 2019-20 and 2020-21.

As this was a measure for 2019-20 and 2020-21 only, the Government would not change the legislation around the reliefs available to properties. However, the Government would, in line with the eligibility criteria set out guidance, reimburse local authorities that use their discretionary relief powers, introduced by the Localism Act (under section 47 of the Local Government Finance Act 1988, as amended) to grant relief.

RECOMMENDED to Council that the appended New Retail Discretionary Relief Scheme for financial years 2019-20 and 2020-21 be approved.

57 REVIEW OF CORPORATE PLAN PROGRESS AND FINANCIAL PERFORMANCE

The progress against outcome targets linked to Corporate Plan priorities and objectives and an update as to the latest financial performance as measured against the budget was noted. Members queried figures in relation to Community Safety and were informed that future reports could consider information from neighbouring boroughs.

58 MANAGEMENT RESTRUCTURE UPDATE

Members received an update on arrangements concerning the management restructure following decisions taken by this Committee on 12 December 2018.

RECOMMENDED to Council that the interim Deputy Chief Executive be appointed to the role of section 151 officer, and agree to nominate members to appointment panels for the remaining three senior Management positions.

59 WORK PROGRAMME

RESOLVED that the Work Programme be approved.

60 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 and 2 of Schedule 12A of the Act.

61 LEGAL RESTRUCTURE

RESOLVED that the restructure of Legal Services as at appendix 2 of the report be approved.

62 APPLICATION FOR VOLUNTARY REDUNDANCY

The Committee noted the exercise of the Chief Executive's urgency power to grant the voluntary redundancy on 31 December 2018.

63 APPLICATION FOR VOLUNTARY REDUNDANCY

RESOLVED that the request for voluntary redundancy and the resultant restructure of the Human Resources and Communities teams be approved.

64 HOUSING DELIVERY MANAGER

RESOLVED that the engagement of an Interim Housing Delivery Manager be approved.

65 INTERIM REGENERATION MANAGER

RESOLVED that the continued engagement of the current Interim Regeneration Manager, on revised terms backdated to 1 January 2019, be approved.