

Minutes of an **Extraordinary** meeting of the **Council** held at Thorpe Lodge, 1 Yarmouth Road, Thorpe St Andrew, Norwich on **Thursday 25 April 2019** at **7.00pm** when there were present:

Mrs J Leggett – Chairman

Mr A D Adams	Mr R R Foulger	Mr S Riley
Mrs C H Bannock	Mrs S C Gurney	Mrs B H Rix
Mr D Buck	Mr R J Knowles	Mr D Roper
Ms S J Catchpole	Miss S Lawn	Mr N C Shaw
Mr S M Clancy	Mr K G Leggett MBE	Mrs K A Vincent
Mrs J K Copplestone	Mr I J Mackie	Mr S A Vincent
Mr S Dunn	Mrs T M Mancini-Boyle	Mr D C Ward
Mr J J Emsell	Mr A J Proctor	Mr J M Ward
Mr J F Fisher	Mr V Ray-Mortlock	Mr F Whymark

Also in attendance were the Managing Director, the Head of Democratic Services & Monitoring Officer, the Head of Finance and Revenue Services and the Committee Officer (DM).

138 DECLARATIONS OF INTEREST UNDER PROCEDURAL RULE NO 8

Member / Officer	Minute No & Heading	Nature of Interest
Head of Democratic Services & Monitoring Officer (on behalf of all staff present who were affected by the senior management restructure)	97 Senior Management Structure	Personal interest as affected by the proposals

139 APOLOGIES FOR ABSENCE

Apologies for absence were received from Mr R F Grady, Mrs L H Hempsall, Mr I N Moncur, Mr G K Nurden and Mr G Peck.

140 PUBLIC SPEAKING

There was no public speaking.

141 SENIOR MANAGEMENT POSTS

Members considered the report of the Managing Director seeking Council approval of the appointments made by the Joint Appointment Panel, arising from the recent senior management structure interviews. The report was

being considered and agreement sought by both Broadland District Council and South Norfolk Council due to the proposed senior management appointments being joint roles across both Councils. The creation and use of these joint roles was in accordance with Section 113 of the Local Government Act 1972

In presenting the report, the Leader of the Council (Mr Vincent) commented that the feasibility study sought to have the senior management team in place by June 2019, and he drew attention to the appointments made so far as set out in the appendix to the report. Members had initially mandated the investigation into collaboration working between the two councils in September 2017 and a full feasibility study had been developed and agreed by Members of both councils in July 2018. The feasibility study stated that by working together across a larger population, a bigger local economy and greater scale would see the combined councils enabled to have a greater influence on a regional and national stage for residents and businesses.

The public sector as a whole was facing unprecedented financial challenges, with the revenue support grant being removed completely. It was anticipated that funding for public services would continue to reduce and councils would need to find more creative ways of working. Notwithstanding this, Broadland had a history of strong financial planning and had healthy levels of reserves at present. It was recognised however, that in the coming years there would still be financial pressures which needed to be addressed. Although financial savings were not the key strategic driver for collaboration, it was recognised that savings were an inevitable outcome of more efficient and intelligent joint working. The feasibility study outlined the potential indicative cost savings of nearly £8.6m combined over the first five years.

Since July, focus had been on the implementation of the feasibility study, with the aim of ensuring the key benefits outlined in the report could be delivered. There had been a high level of Member involvement through the process including input and direction by the Council, the Joint Lead Members Group, the Joint Scrutiny Committee and the Joint Appointment Panel.

The Joint Appointment Panel had undertaken the assessment and interview process, supported by external HR experts. Members of the Panel received detailed feedback on individuals who had applied for posts from the Strengths Based Assessment Centre and then undertook 4 days of interviews for the posts in the new senior management structure. The Panel had now completed the role that was delegated to it by the Council. Details of the senior management structure and proposed appointments that Council was being invited to approve were set out in the report. Following agreement of the new senior management structure and the subsequent outcome from the Joint Appointment Panel interviews, the role of Deputy Chief Executive had been removed and all parties agreed there were no suitable alternative employment opportunities. In line with Broadland District Council's Constitution, the Council was therefore being asked to approve the ceasing of

employment of the Deputy Chief Executive.

There continued to be a presumption of no redundancies and, following the outcome of the candidate assessments and interviews, the process for unsuccessful candidates was being followed as per Council policy and included appropriate efforts to support individuals. The process included seeking to secure alternative employment opportunities for unsuccessful candidates as well as support in their career transition. Vacant posts remaining in the senior management structure would be filled on an interim basis by the Managing Director using the delegated authority agreed by the Council. In parallel, expressions of interest from internal staff to these posts would be sought and the Joint Appointment Panel would be reformed as soon as possible after the May election.

Actual outcomes from the feasibility study so far were

- senior management net savings (including MD savings) of more than £1.5m over 5 years;
- staff structures, terms and conditions and organisational culture and values to be reviewed by September 2019;
- presumption against redundancy remained valid as did the indicative saving of £8.6m;
- the remaining Assistant Director posts were to be filled by the Member Joint Appointment Panel as soon as possible after the election;
- on track to achieve greater financial stability for the two authorities, helping to balance the Councils' budgets and closing the growing funding gap.

In conclusion, the Leader invited Council to ratify the decisions made by the Joint Appointment Panel as set out in the report.

The Leader of the Opposition (Mr Riley) raised a concern about a contradictory approach emerging relating to redundancies. The feasibility study envisaged natural wastage and turnover of staff which reflected Members' position on this of 6% in Broadland District Council and 14% at South Norfolk Council resulting in £2.7m savings over 5 years on non-filling of vacancies and no redundancies. He accepted the appointment process but felt it had not been clear going into that process that there would be redundancies and would continue to be so and this could have been done without redundancies. He therefore felt unable to support the proposals in the report. Another Member raised concerns at the impact of the proposals on people not offered roles at the same level as they currently held and the enormous cost of redundancies which needed to be accounted for.

On being put to the vote, it was

RESOLVED:

to

- (1) appoint Debbie Lorimer as the Director of Resources with immediate effect. This is a joint appointment across both Councils.
- (2) appoint Jamie Sutterby as the Director of People and Communities with immediate effect. This is a joint appointment across both Councils.
- (3) appoint Phil Courtier as the Director of Place with immediate effect. This is a joint appointment across both Councils.
- (4) appoint Debbie Lorimer as the Council's Chief Financial Officer (Section 151 Officer) from 28 May 2019 on the departure of Jill Penn the current Broadland District Council Section 151 Officer. This is a joint appointment across both Councils.
- (5) appoint Emma Hodds as the Council's Monitoring Officer with immediate effect. This is a joint appointment across both Councils.
- (6) (note the outcome of the Joint Appointment Panel interviews and all parties agreeing there are no suitable alternative employment opportunities) and ratify the redundancy of the Deputy Chief Executive with the delegation of the exit arrangements, including the effective date and terms, to the Managing Director and HR Manager, the details of which will be shared with the Broadland Leader and the Deputy Leader. This is in line with Broadland District Council's Constitution and the Local Authorities (Standing Orders) (England) Regulations 2001.

142 MOTION

The Council had received a Motion under Procedural Rule 13 from Mr J Fisher, seconded by Miss S Lawn.

Mr Fisher presented his Motion to Council:

“Broadland District Council recognises the serious impact of climate change and the need for urgent action globally. Over a number of years Broadland has taken a leadership role working with partners on major projects and programmes which are developing sustainable approaches, reducing emissions and mitigating effects of climate change especially on those communities and environments most vulnerable.

Looking to the future Broadland District Council commits to support the delivery of the Government's 'A Green Future: Our 25 Year Plan to improve the Environment' with local targets and priorities for safeguarding Broadland for future generations. <https://www.gov.uk/government/publications/25-year-environment-plan>

The Government has made a commitment to be the first generation to leave the environment in a better state than we inherited it and we welcome the Environment (Principles & Governance) Bill, the first in over 20 years. The Government has pledged to embed an 'environmental net gain' principle, and introduce higher environmental standards for new builds, green our towns & cities creating green infrastructure and planting 1 million urban trees, make sure resources are used more efficiently, minimise waste, tackle air pollution, and provide international leadership, leading by example to tackle climate change.

Broadland District Council will continue to commit to cutting down unnecessary resource use and waste, reducing our impact on the world and shaping a more efficient, sustainable and competitive economy. We must lead by example and demonstrate to the next generation our action and responsibilities in tackling climate change.

Taking action now we can help to achieve long term sustainable economic growth from low carbon and green industries across the District.

This Council agrees to:

- 1) Call on the Government to provide additional powers and resources to help deliver on National Targets limiting global warming to 1.5 degrees.*
- 2) Instruct the future cabinet to adopt a policy whereby all future key decisions are considered and a statement made for their environmental impact and for their alignment to the IPCC guidance.*
- 3) Continue to identify a cabinet member to have clear responsibility for environment and implementation of future environmental policy of the council.*

4) Continue the work on reviewing the Environmental Strategy through the Environment Excellence Panel or similar and to set ambitious targets and aspirations for future environmental policy.

Mr Fisher made reference to recent meetings with interested parties who had made representations at a previous Council meeting about climate change and that they welcomed the work being undertaken by the Council with the exception of the Council's support for the Norwich western link road.

There was general support for the Motion but amendments were proposed to strengthen the role of the Environmental Excellence Panel by changing it to a committee and to include reference to a pollinator action plan.

Mr Fisher responded that the work of the Environmental Excellence Panel was already fed into Cabinet and he outlined the pollinator initiatives already being undertaken by the Council. In relation to a comment about ensuring tree planting schemes included a range of species including some of the more old fashioned species he assured Members this was the case.

In welcoming the Motion, a Member commented that the Council could not condone the current action being taken to demonstrate concerns about climate change.

Mr Fisher invited Council to support the Motion without amendment and he added that a new Environmental Strategy would be ready for consideration by Cabinet in June 2019.

Members voted unanimously to support the Motion and it was

RESOLVED

to support the Motion presented to Council as set out above.

At the conclusion of the meeting the Leader expressed his thanks and appreciation to the following Members, who were not seeking re-election, for their hard work over a number of years:

Mrs C Bannock – 2000 - 2019
Mr D Buck – 2011 - 2019
Mr R Grady – 2015 - 2019
Mr C Harrison – 2015 - 2019
Mr T Landamore – 1998 - 2003 and 2015 - 2019
Mr T Lodge – 2015 - 2019
Mr F O'Neill – 2015 - 2019
Mr V Ray-Mortlock – 2015 - 2019
Mrs B Rix – 2009 - 2019
Mr V Tapp – 2015 - 2109

Mr D Ward – 2003 - 2007 and 2011 - 2019

Additionally, he thanked two former Leaders of the Council who were not seeking re-election: Mr S Woodbridge who had served on the Council for 20 years including as Leader for 9 years and Mr A Proctor who had served as Leader for 7 years during his 23 years on the Council. He thanked them for their service to the Council.

The Portfolio Holder for Finance (Mrs Mancini-Boyle) thanked the Head of Finance and Revenue Services – Jill Penn for the support and guidance given her over her term as Portfolio Holder and wished her well for the future.

The Chairman thanked all Members, the Head of Democratic Services & Monitoring Officer and the Committee Officer for their support during her time as Chairman. She added that this was the last Council meeting for the Head of Democratic Services & Monitoring Officer and she wished to thank him for his exemplary duty over the years. A formal thank you for the Head of Democratic Services & Monitoring Officer and the Deputy Chief Executive would take place at the Council's AGM.

In view of the recently called European Elections on 23 May 2019, the Chairman advised Members that the date of the Council's AGM had been rearranged from 23 May 2018 to 28 May 2019*.

The meeting closed at 7:30pm

*This was subsequently changed to 21 May 2019