



Leicester
City Council

Minutes of the Meeting of the
CABINET

Held: WEDNESDAY, 1 OCTOBER 2008 at 5.00 pm

P R E S E N T :

Councillor Willmott- Chair
Councillor Osman - Vice-Chair

Councillor Aqbany	Councillor Bhatti
Councillor Connelly	Councillor Cooke
Councillor Dempster	Councillor Draycott
Councillor Kitterick	Councillor Wann

ALSO IN ATTENDANCE

Councillor Coley – Leader of the Liberal Democrat Group
Councillor Porter – Acting Leader of the Conservative Group

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84. APOLOGIES FOR ABSENCE

Apologies were received from Councillors Follett and Mugglestone.

85. DECLARATIONS OF INTEREST

Members were asked to declare any interests they may have in the business on the agenda and/or declare that Section 106 of the Local Government Finance Act 1992 applied to them.

Councillor Cooke declared a personal and prejudicial interest in the urgent item, "Report of the Stock Take of the Job Evaluation / Single Status Project," in that his wife worked for Leicester City Council.

Councillor Aqbany declared a personal interest in Item 11, "Review of Housing revenue Account District Heating Charges", in that he lived in a property served by the district heating system.

Councillor Coley declared a personal interest in Item 8, "Youth Justice Planning Framework, as his daughter worked for the Youth Offending Service.

86. LEADER'S ANNOUNCEMENTS

Councillor Willmott announced that the public square in front of the new Curve building was to be named Orton Square, after Leicester's famous playwright, Joe Orton. He stated that the family were delighted that the Council had chosen to recognise him outside this prestigious project. Councillor Kitterick stated that this would also complement other changes being made in Leicester city centre.

Councillor Willmott stated that he had recently attended a regional event to sign the Skills Pledge, aimed at raising skills of existing workforces. He said it was a privilege to attend alongside other large public employers in the city, such as Leicester City Primary Care Trust, University Hospitals Leicester, Police and Further Education colleges. Leicester City Council's pledge committed the Council to ensuring personal development for staff. He welcomed officers from the Training Section and the Adult Skills and Learning Team to the meeting who had been involved in the skills pledge and thanked them for their hard work. He then formally signed Leicester City Council's pledge.

87. MINUTES OF PREVIOUS MEETING

RESOLVED:

That the minutes of the meeting of Cabinet held on 1 September 2008 be confirmed as a correct record.

88. MATTERS REFERRED FROM COMMITTEES

Meeting of the Overview and Scrutiny Management Board 18 September 2008.

Update on Progress for the Teenage Pregnancy Strategy.

The above Committee agreed that Cabinet be asked to support the required additional investment of £130,000 across the next two financial years.

Councillor Dempster responded that the Council recognised that teenage conception rates within the City were an issue and that a national support team had been invited to work with the Council during 2007, as the issue was a key part of the Joint Area Review Improvement Notice. It was noted that the Overview and Scrutiny Management Board strongly supported the proposals that had been put forward. It was also noted that funds had been allocated to meet the costs for the current financial year, and that, in future it would be part of the budget strategy.

RESOLVED:

- 1) That Cabinet thank the Overview and Scrutiny Management Board for investigating the issue
- 2) That Cabinet notes and supports the recommendations of the Overview and Scrutiny Management Board.

89. COMMUNITY COHESION AND SAFETY TASK GROUP FINAL REPORT - "SUPPORT SERVICES FOR YOUNG PEOPLE AFFECTED BY DRUGS MISUSE"

Councillor Hall, Task Group Leader for Community Cohesion and Safety, submitted a report that provided the findings, comments and recommendations of the Task Group's investigation into substance misuse amongst young people. He outlined the process the Task Group had followed and highlighted the limitations in the remit, plus some of the ideas they had come up with. He thanked all Members, officers and individuals who had taken part in the review and expressed his hope that the work of the review would have a lasting effect on tackling the problem.

Councillor Willmott thanked the Task Group for carrying out a very thorough investigation. Councillor Bhatti stated that this report was also of relevance when considering a later item on the agenda, "One Leicester, Tackling Alcohol Harm."

Councillor Wann stated that he felt that the main problem was supermarkets selling bargain alcohol in large quantities, and that it could be suggested to Government that additional tax should be levied on supermarkets, rather than across the board.

RESOLVED:

That Cabinet approves the recommendations in the report from the Overview and Scrutiny Management Board and refers them to officers to be implemented.

90. ONE LEICESTER - TACKLING ALCOHOL HARM

Councillor Bhatti submitted a report that provided Cabinet with an overview of the Alcohol Harm Reduction Strategy and action plan for Leicester. He stated that it addressed many concerns of the Community Cohesion and Safety (Substance Misuse Among Young People) Task Group, highlighted in the previous report.

Councillor Willmott stated that comments made by Councillor Wann in the item, "Support Services for Young People Affected by Drugs Misuse," regarding taxing the sale of alcohol by supermarkets, should be considered in this item, too, and included in the Cabinet's resolution.

RESOLVED:

- 1) That Cabinet endorses the report;
- 2) That Cabinet agrees that a report be drawn up to more explicitly identify the City Council contribution to this Partnership Plan and to include proposals for a joint commissioning strategy to implement this strategy.
- 3) That Cabinet recommends to Government that it considers

applying higher levels of tax on cheap alcohol sales by supermarkets.

91. YOUTH JUSTICE PLANNING FRAMEWORK 2008-09

Councillor Bhatti submitted a report that provided a summary of the new Youth Justice Planning Framework to be submitted to the Youth Justice Board by the Youth Offending Service as a requirement of the Crime and Disorder Act (1998).

Councillor Porter asked if the reduction in custodial remand was caused by early release, how many people were assisted by the budget set aside to prevent reoffending, and why young Black people were over-represented in the justice system.

Councillor Bhatti and officers responded that an increased use of community sentencing had reduced the use of custodial remand, and that Leicester had received national recognition for its work in this area. The budget to prevent reoffending was significantly higher than nationally, and this had led to a 37% reduction in reoffending. They also stated that reasons for the overrepresentation of young Black people were not clear, but it was recognised that this reflected the national picture, and institutional racism had been identified in certain areas, which may have contributed to the issue. The Chief Executive stated that monitoring of this in Leicester had been commended, as it had a Black Cases Forum which oversaw such cases.

RESOLVED:

That Cabinet notes and approves the Youth Justice Planning Framework 2008/09.

92. EARLY YEARS COMMUNICATION STRATEGY

Councillor Dempster submitted a report that informed Cabinet of the multi-agency strategy that had been developed to assess children's early communication needs. She explained the benefits of being a skilled communicator, such as improved learning and employment opportunities. She also stated that, as 70% of young people in Leicester demonstrated language delay, it was an important issue to address. She stated that the report had received strong support at a local event that involved language-impaired young people, and from the Overview and Scrutiny Management Board.

Councillor Willmott welcomed the report, stating that this addressed one of the One Leicester priorities for action – "Investing in our Children."

RESOLVED:

That Cabinet notes and approves the strategy and work streams of the Early Years Communication Strategy.

93. LEICESTER PLAY STRATEGY 2007-2012

Councillor Dempster submitted a report that requested Cabinet to approve and adopt the Leicester Play Strategy.

It was noted that this strategy addressed five of the One Leicester Priorities for Action. It was also noted that the strategy was supported by the Overview and Scrutiny Management Board, and that, during its consideration at that meeting, the Youth Representatives had been involved, which was welcomed and encouraged by the Committee.

RESOLVED:

That Cabinet:

- 1) Approves and adopts the Leicester Play Strategy 2007-2012.
- 2) Notes that Members will be kept informed and involved in consultation in the development of the Big Lottery Play projects and also be involved in the city wide consultation process for the DCSF 'Playbuilder' programme over the next 3 years.

94. REVIEW OF HOUSING REVENUE ACCOUNT DISTRICT HEATING CHARGES

Councillor Aqbany submitted a report that informed Cabinet of the very large increase, effective of 1 October 2008, in the cost of gas used by the district heating service. He recommended that Cabinet approve Option 1 in the report, that charges should be increased by 76% from 10 November 2008. The reason for this was that any delay would mean that charges would have to be set even higher when implemented.

Councillor Willmott stated that it was inevitable that charges would have to increase, due to the rise in energy costs. He stated that it would be inappropriate to subsidise energy costs for a proportion of Leicester's residents and not others, and that everyone in Leicester had been affected by the rises. He thanked officers for communicating the issue to tenants effectively.

Members expressed their sympathy with the affected tenants, and recognised that they would be burdened in a similar way to private tenants. Discussion took place regarding Government guidance that the Council should assist people to make their homes more energy efficient. Members asked the Cabinet Lead for a commitment that the Council would do all it could to help tenants with this, and to look into any additional funding or assistance that may become available from Government. Councillor Aqbany gave this assurance.

RESOLVED:

That Cabinet approves "Option 1" of the report: that charges are increased from 10 November 2008, and the new level of charges then applies until the end of 2009/10. A 76% increase in charges would achieve 'break even' over the two financial years.

95. HOUSING PFI CREDITS 2008 - DELEGATED AUTHORITY

Councillor Aqbandy submitted a report that sought delegated authority for the Corporate Director of Adults and Housing to submit an Expression of Interest for schemes under the current Housing PFI round in consultation with the Leader and relevant cabinet Leads. He recommended that a submission of interest be made on behalf of the Council.

Councillor Willmott stated that he supported officers in the work that they would do on the matter, and stated that it would make a significant difference through improvements to housing stock.

RESOLVED:

That Cabinet delegates authority to the Corporate Director of Adults and Housing to submit an Expression of Interest for a scheme/s under the current housing PFI round in consultation with the Leader, and Cabinet Leads for Housing and Regeneration and Transport.

96. CITY CENTRE PROJECTS FUNDING AND PROGRAMMING

Councillor Kitterick submitted a report that recommended how unallocated prudential borrowing funding for public realm works should be used, and set out the current position of the City Centre Development Project and indicated how it would be completed.

He thanked and congratulated all who had been involved in completing the City Centre Development Project in time for the opening of Highcross. He highlighted one area that could benefit from the funding, namely an area between Orton Square and Charles Street. In response to a query from Councillor Porter, he stated that plans for a sculpture on Eastgates had been dismissed, as it was felt to be too high a cost and a poor investment.

Discussions took place between Councillor Coley and Cabinet regarding the process of the recently completed city centre improvements.

Members added their thanks to all staff involved in the work. They also thanked the City Cleaning Team, as they had made the city look much better; and staff involved in Leicester in Bloom, who had achieved a Silver Gilt award.

RESOLVED:

That Cabinet

- 1) Approves the use of the unallocated prudential borrowing to meet additional costs in existing City Centre projects and funds further schemes in the City Centre;
- 2) Authorises the Director of Regeneration and Culture in discussion with the Lead Member for Highways and Transport to approve further schemes in the City Centre.

97. REGIONAL SPATIAL STRATEGY

Councillor Kitterick submitted a report that informed Cabinet of the Government's public consultation on 'Proposed Changes' to the draft Regional Spatial Strategy for the East Midlands. He drew Members' attention to the slight increase of 500 homes required, to 30,000. He recognised that this target was very challenging, as there was limited land available in Leicester.

He responded to comments from the Overview and Scrutiny Management Board regarding the provision of Travellers' sites, saying that these had to be worked out on a regional basis as a calculation of need.

RESOLVED:

That Cabinet notes the proposed changes to the Regional Spatial Strategy and their likely implications for Leicester.

98. APPROVAL OF MUSEUMAKER PROJECT ACCOUNTABLE BODY FUNCTION

Councillor Connelly submitted a report that sought Cabinet approval for the Council to take on the accountable body role for the Museumaker partnership.

RESOLVED:

That Cabinet approves the Council becoming the accountable body for the *Museumaker* partnership

99. COMPREHENSIVE PERFORMANCE ASSESSMENT (CPA) - CORPORATE ASSESSMENT 2008

Councillor Draycott submitted a report that summarised areas for improvement from the Corporate Performance Assessment. She explained that the assessment was much more stringent than previous assessments and that Delivering Excellence initiative was a response to the outcomes of this assessment. The support of the Performance and Value for Money Select Committee was noted.

RESOLVED:

- 1) That Cabinet notes the learning points arising from the experience of the Corporate Assessment;
- 2) That Cabinet notes the actions set out in the report to address the areas for improvement.

100. BLACK WORKERS GROUP - IMPROVING BME WORKFORCE REPRESENTATION

Councillor Osman submitted a report that identified workplace issues that had a negative impact on the representation and career progression of Black Workers across the organisation. He thanked the Black Workers' Group and other

officers for the work they had done on the report. He noted that the report was to be submitted to Council for further discussion, and he stated that the initiatives within the report would complement other initiatives ongoing within the city.

Joseph Michael, representing the Black Workers' Group, was invited to the table. He stated that the report was a first look at cross-Council issues and that it had been a challenging process. Black members of staff had increased in confidence through seeing the commitment from Members and senior management.

Councillor Willmott stated that he welcomed the report, and that it would enable the Council to deliver improvements in the workforce representation.

RESOLVED:

- 1) That Cabinet agrees to the principles underlying the recommended approach to addressing BME representation across the Council's workforce (paragraph 5.2) and agree in principle to the proposed 'quick wins' and longer term actions presented in Appendices 1, 2, and 3.
- 2) That Cabinet notes that further detailed consideration is required by Corporate Directors Board on the resource and implementation implications of these actions prior to a final decision on their adoption being taken.
- 3) That Cabinet agrees to receive joint six monthly monitoring reports from the Black Workers Groups and the Workforce Representation Working Group on the progress of these recommended initiatives to improve Black workforce representation and progression, and their outcomes, and that this fits within the workforce strategy as a whole.
- 4) That Cabinet agrees to consider further reports from other staff groups on workforce representation and career progression issues and their recommended actions, in order to build up an inclusive approach to improving workforce representation across the organisation across the range of staff equality groups (paragraphs 8.3-8).
- 5) That Cabinet nominates 'champions' for developing an 'inclusive workforce' in order to provide the leadership and corporate profile required for its successful implementation (paragraph 8.9).

101. MEMBER DEVELOPMENT STRATEGY

Councillor Cooke submitted a report that sought approval for a new approach to Member training and development and the launch of a new Member Development Strategy, led by the Member Development Forum. He explained

that in 2007 there had been no strategy for Member development and very little funding. It was an important part of the Corporate Governance Framework that Members were adequately skilled to carry out their roles.

RESOLVED:

That Cabinet:

- 1) Agrees the Member Development Strategy;
- 2) Encourages Members to take up the opportunities included in the Strategy;
- 3) Agrees to work towards achievement of the IDeA Member Development Charter.

102. LOCAL ASSESSMENT OF COMPLAINTS - MAKING THE NEW SYSTEM WORK

Councillor Willmott submitted a report that enabled Members to review the practical issues which have emerged since May when the Council was obliged to introduce a new system for the local assessment of complaints.

He introduced additional recommendations and asked Members to endorse them.

Opposition Members stated that they felt that a Councillor should be entitled to see the complaint against them in full, as not knowing what the complaint was could lead to additional stress. Councillor Willmott expressed support for this, as Councillors would not know whether a complaint was serious or vexatious.

RESOLVED:

- 1) That Cabinet supports the action being taken by the Monitoring Officer on behalf of the Standards Committee to ensure that the new local assessment of complaints system works effectively and fairly:
 - i. Adopting the complaints / filtering system which is illustrated in the report.
 - ii. Reviewing the corporate complaints procedure to ensure integration of the new procedure for making a complaint against an elected Member.
 - iii. Implementing options for informal resolution of complaints against Members wherever practical such as the use of named contact points within Democratic Services, reference to political group whips where appropriate, and the introduction of mediation / conciliation.
 - iv. Ensuring that the Standards Assessment Sub-Committee meets, when necessary, well within the prescribed 20 days target i.e. within 10 working days.

- v. Ensuring that the Assessment Sub-Committee undertakes a regular review of its assessment criteria so as to ensure a consistent and practical approach; and
 - vi. Providing a subject Member with as much information as the law allows.
- 2) That Cabinet authorises the Monitoring Officer to make representations to the LGA to express Cabinet's concerns regarding the unfair impact of the new Local Assessment rules and Standards Board guidance which do not achieve natural justice and a fair balance of treatment of complainants and subject Members; particularly ask that rules be changed to enable subject Members to be notified of the nature of the complaint when being notified that a matter has been referred to an Assessment Sub-Committee; and asks that the LGA seek other Council's views and make necessary representations to the Government.

103. CORPORATE CAPITAL PROGRAMME - TOWN HALL IMPROVEMENTS

Councillor Willmott submitted a report that sought authorisation for the release of capital monies for works on the Town Hall.

Councillor Connelly asked that the issue of poor baby changing facilities be addressed as part of the works. Councillor Willmott replied that this would be investigated.

RESOLVED:

That Cabinet approves the works identified within the report and the release of £405,000 (including fees) from the capital programme which has been allocated for the Town Hall restoration works.

104. 2008/09 CAPITAL PROGRAMME MONITORING - PERIOD 4

Councillor Willmott submitted a report that updated members on the progress of spending on the capital programme for 2008/09 up to the end of July, and the forecast spend to the end of the year.

It was noted that the Performance and Value for Money Select Committee had asked Cabinet to review the Allotment Strategy. It was also noted that usage of allotments had increased over the past year. Councillor Willmott responded that this showed that the strategy was successful, and that capital receipts reinvested into the allotments had improved them significantly. Councillor Connelly asked that a review of the strategy be postponed until a permanent Allotments Manager was in place.

RESOLVED:

That Cabinet:

- 1) Approves a revised level of programmed expenditure of £123.8million;
- 2) Notes the level of expenditure to the end of July 2008 of £31.7 million;
- 3) Notes that the forecast capital programme performance is to spend 100% of the approved programme compared with a target of 90%. This is a very early forecast, and progress on schemes can change resulting in slippage;
- 4) Notes the position relating to capital receipts;
- 5) Notes the prudential indicators for 2008/09.

105. REVENUE BUDGET MONITORING 2008/09 – PERIOD 3/4

Councillor Willmott submitted a report that showed a summary position comparing spending with the budget. Comments by the Performance and Value for Money Select Committee were noted.

RESOLVED:

That Cabinet:

- 1) Notes the changes made to the original approved budget for 2008/09;
- 2) Notes the expenditure to date and the budgetary issues which have emerged so far this year;
- 3) Notes the proposals put forward to ensure that spending is contained within the Departments' budgets;

106. ANY OTHER URGENT BUSINESS

1. DELIVERING EXCELLENCE

The Leader agreed to accept this report as a matter of urgency to allow for the inclusion of important information from recently-completed consultations that was not available at the time of the agenda publication, and to ensure that further work on the matter was not delayed.

Councillor Willmott submitted a report that provided an overview of the work undertaken to date in partnership with Deloitte and Greengage in order to support the delivery of excellent services and to support the delivery of the One Leicester Strategy. He noted the comments made by the Overview and Scrutiny Management Board.

The Chief Executive explained that background and rationale to the report, highlighting the two main focuses, developing a new corporate structure and the transformation programme. She reported that 37 reviews had taken place across the Council over the last two years, which showed a need for strategic leadership.

Opposition Members made a statement regarding their views on the report, which included, their belief that there were flaws in the report, the quick wins identified should have been dealt with already, the report didn't contain enough information, a lack of clarity on Member involvement, no identification of efficiency savings to be made, the need for assurance for staff, a lack of clarity in what was meant by "commissioning", and criticism of the top-down approach. They asked for Cabinet to reconsider the recommendation to approve the report, and to come up with a financial plan prior to its implementation.

Councillor Willmott stated that the report would help find ways to deliver pledges made regarding customer care, performance and frontline services, alongside the One Leicester vision. The document had come out of extensive consultation.

The Chief Executive stated that the report was intentionally "top-down", as this was the tier of the organisation that needed the most urgent attention. Staff who had been subjected to reviews had identified a lack of strategic leadership, and results of the staff survey showed a lack of confidence in senior management. It was felt that the Council had a duty to put this right. She stated that Member representation would be built into the whole process, and there would be a Members' Reference Group to inform the development of the programme. With regard to efficiency she stated that savings would be made by avoiding duplication and there would be a clear plan to outline this. She reassured members that the "Commissioning" role referred to strategic commissioning, not outsourcing.

Gary Garner, representing UNISON was invited to speak and he stated that the unions had very little time to discuss the report and to respond. A response had been sent from the unions prior to the meeting. He asked if the proposed Staff Advisory Panel was to replace the Trade Unions negotiating body. He was assured by the Chief Executive that this was not the case. The Chief Executive also thanked the unions for their helpful response and assured them that it would be taken into consideration, and there would be full dialogue with the unions.

Councillor Kitterick gave a practical example of why the review was needed, in that bus stops had been placed in New Parks in an already vandalised state because the depot needed to be emptied. He said that departmental bureaucracy had to be removed so that these things did not happen.

Councillor Willmott moved that, in accordance with Council Procedure Rule 44 (i) (f), due to the urgency with which this matter needed to be progressed, that

the provision for a Call In of the decision to Council be not available. Upon being put to the vote, the motion was carried.

Councillor Willmott also moved that, in accordance with Council Procedure Rule 44 (i) (f), due to the urgency with which this matter needed to be progressed, that the provision for a Call In of the decision to Council be not available.”

RESOLVED:

That Cabinet:

- 1) Welcomes the attached report, and endorses the direction of travel;
- 2) Approves the addition to the establishment of the post of Chief Operating Officer, who will also act as Deputy Chief Executive officer;
- 3) Approves the creation of three new Strategic Director posts, with responsibility for:
 - Investing in Children
 - Adults and thriving communities
 - Planning for people not cars, reducing our carbon footprint, investing in skills and enterprise
- 4) Deletes the existing posts of corporate director at a time to be determined by the Chief Executive;
- 5) Commences a formal Appendix R review on the structure beneath corporate director level, and delegates to the Chief Executive authority to approve the new structure arising from the review of posts at this level (subject to any necessary Employees' Committee approvals regarding statutory officers);
- 6) Commences work on other aspects of the programme of change described in Appendix One;
- 7) Approves the timetable for service transformation as set out in Appendix 1 and agrees the creation of programme and governance arrangements that will deliver against that timetable. This will be subject to quarterly monitoring reports through OSMB and Cabinet, which will include spending on the programme;
- 8) Approves an addition to the budget of £1m per annum for Delivering Excellence from 2008/09, falling to £0.7m by 2012/13, such needs to be reviewed each year as part of the budget process; and delegates to the Chief Finance Officer authority to allocate this sum to appropriate budget lines;

- 9) Funds £0.7m pa of the above by means of a permanent increase to the budget from 2009/10 and the remaining £1.9m from the capital fund;
- 10) Authorises the release of the remaining sum of £1.3m set-aside in the 2009/10 budget for service transformation, to be used (together with other sums not required to implement the structure) to deliver the programme of change;
- 11) Seeks a further report should any significant capital expenditure be proposed to deliver the programme of change;
- 12) Notes that changes will be needed to the Council's Constitution to reflect the removal of corporate director posts,
- 13) That, in accordance with Council Procedure Rule 44 (i) (f), due to the urgency with which this matter needs to be progressed, that the provision for a Call In of the decision to Council be not available.

2. REPORT OF THE STOCK TAKE OF THE JOB EVALUATION/SINGLE STATUS PROJECT

The Leader agreed to accept this report as a matter of urgency as a Cabinet decision was required urgently to move forward on a revised approach and specifically to be able to re-engage in negotiations/consultation with the Trade Unions. Staff were expecting a clear statement of intent in September.

It was agreed that this item should be considered in private session.

107. PRIVATE SESSION

RESOLVED:

that the press and public be excluded during consideration of the following reports in accordance with the provisions of Section 100A(4) of the Local Government Act 1972, as amended, because they involve the likely disclosure of 'exempt' information, as defined in the Paragraphs detailed below of Part 1 of Schedule 12A of the Act and taking all the circumstances into account, it is considered that the public interest in maintaining the information as exempt outweighs the public interest in disclosing the information.

Paragraph 1

Information relating to an individual

Paragraph 3

Information relating to the financial or business affairs of any

particular person (including the authority holding that information).

CHILDREN'S CENTRES – GRANT OF NEW LEASES

SALE OF CLARENCE HOUSE – 36-46 HUMBERSTONE GATE

REPORT OF THE STOCK TAKE OF THE JOB EVALUATION/SINGLE STATUS PROJECT

108. CHILDREN'S CENTRES - GRANT OF NEW LEASES

Councillor Willmott submitted a report that set out the proposals for the granting of new leases to 14 Children's Centre sites following the tendering of services.

RESOLVED:

That Cabinet approves the recommendations as set out in the report.

109. SALE OF CLARENCE HOUSE - 36-46 HUMBERSTONE GATE

Councillor Willmott submitted a report that sought Cabinet approval for the sale of Clarence House under the terms as listed in the report. Members welcomed the fact that this sale would establish the long term future for the building.

RESOLVED:

That Cabinet approves the recommendations as set out in the report.

110. ANY OTHER URGENT BUSINESS

2. REPORT OF THE STOCK TAKE OF THE JOB EVALUATION/SINGLE STATUS PROJECT

Councillor Cooke left the meeting during consideration of this item.

Councillor Willmott submitted a report regarding the stock take of the Job Evaluation/Single Status Project.

The Chief Executive reported that a letter had been sent to staff and Trade Unions, and a briefing had been sent to managers, including a "Frequently Asked Questions" sheet, which had been welcomed by managers. She stated that a balanced response by the Trade Unions had been received and further discussions would take place.

Councillor Willmott stated that he had held discussions with the Trade Union representatives, who had indicated that there would be some relief from staff who had been due to have their wage reduced, but also some concern from staff who were to receive an increase. He stated that it was essential not to

raise expectations, as any scheme would affect some staff either positively or adversely.

Councillor Willmott moved that, in accordance with Council Procedure Rule 44 (i) (f), due to the urgency with which this matter needed to be progressed, that the provision for a Call In of the decision to Council be not available.”

RESOLVED:

That Cabinet agrees:

- 1) That, as a consequence of the assessment of the balance of risks, that the proposed Single Status Framework Agreement is not taken forward for implementation;
- 2) The JE/SS Project is re-constituted with the objective of redesigning and implementing a Single Status Framework that addresses:
 1. The requirements of the Equal Pay Act
 2. As far as possible developing legal case law
 3. Leicester City Council’s pay and grading aspirations particularly in support of Delivering Excellence and OneLeicester
 4. Benchmarking of good practice from across the Local Government sector
 5. Successful implementation no later than June 2010 by way of appropriate project management.
 6. Short term and long term affordability;
- 3) The Project Governance structure and supporting mechanisms (such as project reporting and assurance) should be overhauled so that there are clear roles and responsibilities and that leadership accountability is unambiguous – this should include the role of elected members in the structure;
- 4) Appropriate consultation and negotiation with the Trade Unions for a ‘new’ Single Status Framework Agreement for Leicester City Council commence, as a matter of urgency;
- 5) All roles / jobs covered by the single status agreement (Green Book) within Leicester City Council are re-scored. The scope of the re-constituted JE/SS Project should include this exercise with the objective of its efficient and effective execution. Opportunities to simplify, rationalise and ensure consistency across groupings of job descriptions should be taken;

- 6) Specific attention to communications around the recommended changes to the SSFA, including schools;
- 7) That, in accordance with Council Procedure Rule 44 (i) (f), due to the urgency with which this matter needs to be progressed, that the provision for a Call In of the decision to Council be not available.

111. CLOSE OF MEETING

The meeting closed at 7.25pm.

