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To:	<u>All Members of the Council</u>	Please ask for
	<u>Chief Executive</u>	
		Direct Line 01246 345277
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Dear Councillor,

Record of Decision taken by Joint Cabinet and Employment & General Committee - 9 June, 2020

At a meeting of the Joint Cabinet and Employment & General Committee held on 9 June, 2020, the following decisions were reached on the items listed in the attached schedule.

The implementation of these Cabinet decisions is suspended until the call-in period has expired without a call-in being validly invoked. Any Member of the Council shall be entitled to call for a decision to be suspended by giving notice to the Monitoring Officer *either by telephone, fax, email or in writing not later than 5.00 pm on the day following the date of the Cabinet meeting.*

Any decision so suspended shall not be capable of implementation for a period of five calendar days from the date of the Cabinet meeting which will expire on 14 June, 2020.

(DURING THE CALL-IN PERIOD A REQUEST MAY BE MADE IN RESPECT OF ANY DECISION SO SUSPENDED BY NOT LESS THAN ONE QUARTER OF THE TOTAL MEMBERSHIP OF THE OVERVIEW AND PERFORMANCE SCRUTINY COMMITTEE. TO DO THIS YOU WILL NEED TO NOTIFY THE MONITORING OFFICER IN WRITING, BY FAX OR BY EMAIL BY 5.00 PM ON 14 JUNE, 2020 BEING FIVE DAYS FOLLOWING THE DAY OF THE CABINET MEETING.)

continued

Public Information

4. Consideration of the use of the Coronavirus Job Retention Scheme

***RESOLVED –**

1. That the submission of claims to the Coronavirus Job Retention Scheme to furlough staff, who have been unable to carry out their roles for the council, where the funding for their posts has been largely generated through third party income through sales, fees and charges and where there has been a significant reduction in the associated revenue streams, be approved.
2. That furloughed staff will continue to receive 100% of their wages and will see no changes to their pension contributions.
3. That it be noted that, for the council to furlough staff, the individual staff member must voluntarily agree to be furloughed as it constitutes a temporary contract variation.
4. That the Executive Director, in consultation with the Cabinet Member for Governance and in conjunction with the Human Resources & Support Services Manager, be granted delegated authority to take forward claims to the Coronavirus Job Retention Scheme for the period June-October 2020 in line with the latest Government guidelines.

REASONS FOR DECISIONS

To enable the council to apply for the Coronavirus Job Retention Scheme to furlough appropriate staff and receive a grant towards the costs. This will help to alleviate the significant financial pressures that the council is facing in responding to the coronavirus outbreak and minimise the long-term risk of having to consider staff redundancies.

6. The Arvato Public Private Partnership Arrangement

***RESOLVED –**

1. That the early termination of the sub-contract with Kier on 31 July 2020 and the return of services to in-house delivery, subject to the

satisfactory completion of final contractual negotiations with Arvato and Kier, be approved.

2. That the remaining services delivered directly by Arvato through the Public Private Partnership be brought back in-house on 17 January 2021, allowing key employees critical to enabling a safe transition of services to focus on the development and delivery of the Council's Covid-19 recovery plans.
3. That the Assistant Director – Customers, Commissioning and Change, in consultation with the Cabinet Member for Business Transformation and Customers, be granted delegated authority to finalise the commercial arrangements with Arvato and Kier to transition services safely and within the budget parameters set by Council for the 2020/21 financial year.
4. That the Assistant Director – Customers, Commissioning and Change, in consultation with the Cabinet Member for Business Transformation and Customers and the Chair of Employment and General Committee, be granted delegated authority to finalise the required employment policies to meet TUPE employment regulations.

REASONS FOR DECISIONS

To enable the Council to safely transfer all employees delivering services through our Public Private Partnership with Arvato and Kier to Council employment, whilst also delivering the recovery activity required as a result of the Covid-19 pandemic.

Yours sincerely,



Local Government and Regulatory Law Manager and Monitoring Officer

