

JOINT CABINET AND EMPLOYMENT & GENERAL COMMITTEE

Tuesday, 14th June, 2016

Present:-

Councillor T Gilby (Vice-Chair in the Chair)

Councillors	Blank	Councillors	Ludlow
	Burrows		Huckle
	Davenport		T Murphy
	A Diouf		Serjeant
	Elliott		Simmons
Non-Voting	Brown		Wall
Members	Bagley		

*Matters dealt with under the Delegation Scheme

1 DECLARATION OF MEMBERS' AND OFFICERS' INTERESTS RELATING TO ITEMS ON THE AGENDA

No declarations of interest were received.

2 APOLOGIES FOR ABSENCE

Apologies for absence were received from Councillors Dickinson, Hollingworth and J Innes.

3 MINUTES

RESOLVED –

That the Minutes of the meeting of the Joint Cabinet and Employment and General Committee of 5 April, 2016 be approved as a correct record and signed by the Chair.

4 LOCAL GOVERNMENT ACT 1972 - EXCLUSION OF PUBLIC

RESOLVED –

That under Regulation 21 (1)(b) of the Local Authorities (Executive Arrangements)(Access to Information)(England) Regulations 2000, the public 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 the following Paragraphs of Part 1 of Schedule 12A to the Local Government Act 1972 – Paragraphs 1, 3 and 4, on the grounds that it contained information relating to individuals, financial and business affairs and to consultations or negotiations in connection with any labour relations matter arising between the authority and employees of the authority.

5 RE-PRIORITISATION OF RESOURCES INTO THE HEALTH AND WELLBEING PRIORITY PORTFOLIO

The Policy and Communications Manager submitted a report recommending for approval changes to three discretionary service areas in order to re-align resources into the Health and Wellbeing priority.

The Council Plan had been revised for 2016/17 to take into account new data about Chesterfield's worsening Health Profile, some re-prioritisation of resources from discretionary services was considered necessary to address the situation. In addition, the Council's budget strategy had identified that resources should be re-directed or re-allocated from low priority and discretionary areas to priority areas when looking for savings.

The report outlined the three service areas involved and the key features of the three posts under review that had the ability to provide a valuable contribution to the health and wellbeing agenda and would be retained in the new role. One FTE post would be created to support the development and delivery of the Health and Wellbeing Strategy, increase capacity within the key priority area and retain the priority activities from arts development, sustainability and community development. The existing posts, equating to 2.5 FTEs, would be deleted.

A summary of the actions taken in relation to the displaced employee's protocol was included in the report along with details of the help provided to the 'at risk' employees to find redeployment. Consultations had taken place with the trade unions and the affected employees had received individual consultations.

The Job Description and Person Specification for the new Health and Wellbeing Officer post were attached to the report along with the full Equality Impact Assessment.

The report outlined the financial implications along with the potential risks involved in the review and included other options that had been considered and reasons why these had not been pursued.

Councillor A Diouf requested that his vote against the recommendations be recorded in the minutes. Councillor Davenport requested that her vote to abstain be recorded in the minutes.

***RESOLVED –**

- (1) That the proposed changes to the Arts Development, Sustainability and Community Assemblies/Community Development services be approved.
- (2) That the Health and Wellbeing Officer role be established.
- (3) That the relevant service managers (Arts and Venues Manager, Policy and Communications Manager and Health and Wellbeing Manager), in consultation with the HR Manager, be authorised to implement the changes.
- (4) That the value and effectiveness of the Council's re-prioritised approach to promoting health and wellbeing, reducing health inequalities and building social capital, including the success of the new Health and Wellbeing Officer role, be reviewed in 12 months' time.

6 REVIEW OF BUILDING CLEANING SERVICES

The Interim Environmental Services Manager submitted a report recommending for approval the implementation of new building cleaning specifications and a new building cleaning services structure.

The report outlined the current building cleaning service provided by Chesterfield Borough Council and areas of improvement that had been identified. It was discovered that in many locations there were no cleaning specifications for cleaners to work with, this had been addressed in the review by holding discussions with clients to clearly identify the work that

they required. In addition, there had been an inconsistent approach to contracted hours, working locations and contract terms and conditions. By identifying the new building cleaning specifications, the staffing requirements had been structured to meet the needs of the service, provide the necessary flexibility and allow for appropriate staff contracts to be created.

The new building cleaning structure that detailed the posts and hours at all the venues was attached as an appendix to the report. In addition, the role of chargehand had been reviewed and replaced with the role of Team Leader which would be re-graded to reflect the responsibilities and training required for the role.

The report outlined the human resources and the financial implications along with the potential risks in moving to the new staffing proposals.

***RESOLVED –**

- (1) That the new Building Cleaning specifications be approved.
- (2) That the new Building Cleaning Services structure as detailed in Appendix 1 to the officer's report be approved for immediate implementation.