

**CABINET****Tuesday, 26th April, 2022**

Present:-

Councillor P Gilby (Chair)

Councillors Blank  
Holmes  
J Innes

Councillors

Mannion-Brunt  
Sarvent  
SerjeantNon Voting P Innes  
Members

\*Matters dealt with under the Delegation Scheme

**117 DECLARATIONS OF MEMBERS' AND OFFICERS' INTERESTS  
RELATING TO ITEMS ON THE AGENDA**

No declarations of interest were received.

**118 APOLOGIES FOR ABSENCE**

Apologies for absence were received from Councillors D Collins and Ludlow.

**119 MINUTES****RESOLVED –**

That the minutes of the meeting of Cabinet held on 5 April, 2022 be approved as a correct record and signed by the Chair.

**120 FORWARD PLAN**

The Forward Plan for the four-month period 1 May to 31 August, 2022 was reported for information.

**\*RESOLVED –**

That the Forward Plan be noted.

**121 ORGANISATIONAL DEVELOPMENT PROGRAMME**

The Service Director – Digital, HR and Customer Services submitted a report seeking approval for the Organisational Development Programme.

On 28 April 2021, Full Council had approved a new Organisational Development Strategy for the period 2021 through 2023. The Strategy had been developed to enable the Council to continuously improve, raise the performance of the organisation, and better adapt to changing situations.

The Council's overall strategic planning cycle, which informed the timescales for the development and delivery of the Council Plan and the Medium-Term Financial Plan, also provided context for the development and delivery of an aligned Organisational Development Programme.

The design principles and the proposed governance arrangements which would support the ongoing development and delivery of the Organisational Development Programme were detailed in the officer's report as was the process to identify, prioritise and resource the multiple projects and change activities which the Council would need to take forward to achieve the seven outcomes originally set out in the Council's Organisational Development Strategy.

**\*RESOLVED –**

1. That the Organisational Development Programme, as set out in Appendix A of the officer's report, be approved.
2. That the proposed design principles and governance arrangements, as set out in paragraphs 4.5 to 4.17 of the officer's report, be approved so that appropriate oversight and management of the Organisational Development Programme can be achieved.
3. That the projects forecast to deliver financial benefits from 2022/23 to 2025/26, as detailed in Appendix B of the officer's report, be noted and the use of an additional £140k of capital receipts to support delivery be approved; in line with the funding decision made by Full Council when approving the Medium-Term Financial Plan (MTFP) that capital receipts flexibility be used for this purpose.

4. That the use of up to £200k from the Service Redesign Reserve to support initial work to develop service improvements and reshape the Finance Service, and Property and Technical Services be approved, with detailed business cases being developed for approval that will embed long term improvements; this is in line with the funding decision made by Full Council when approving the MTFP that the Service Design Reserve be used for this purpose.
5. That the Service Director for Digital, HR and Customer Services, in consultation with the Council's Section 151 officer and the Cabinet Member for Business Transformation and Customers, be granted delegated authority to approve the use of and draw down of funding of up to £50k per project through the use of Capital Receipts Flexibility or from the Service Redesign Reserve, where additional funding would be required to pump prime approved business cases; this is in line with the funding decision made by Full Council when approving the MTFP that capital receipts flexibility and / or the Service Design Reserve be used for this purpose.

## **REASON FOR DECISIONS**

To ensure that the Organisational Development Programme is approved with clearly understood design principles and governance arrangements, so that the change activities which are undertaken by the Council support the successful achievement of the Council Plan and MTFP and deliver against the seven outcomes set out in the Council's Organisational Development Strategy.

## **122 EXCLUSION OF THE 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 Paragraph 1 of Part I of Schedule 12A to the Local Government Act 1972.

## **123 ABSENCE OF MEMBER OF THE COUNCIL**

The Senior Democratic and Scrutiny Officer submitted a report enabling the Cabinet to consider, for the purposes of Section 85(1) of the Local Government Act 1972, the reasons for the absence of a Member of the Council from meetings of the Authority.

Councillor Mick Bagshaw had been prevented from attending meetings of the Authority since his last attendance on 3 November, 2021 for the reason(s) expressed within the report.

**\*RESOLVED –**

That, for the purposes of Section 85(1) of the Local Government Act, 1972, the reason for the absence from meetings of Councillor Mick Bagshaw since 3 November, 2021 be approved and that his continued absence from meetings be authorised through until 3 August, 2022.

**REASONS FOR DECISIONS**

To meet the requirements of Section 85(1) of the Local Government Act 1972.