

COUNCIL (EXTRAORDINARY)

HELD: Wednesday, 10 July 2019

Start: 7.30 pm

Finish: 8.20 pm

PRESENT:

Councillors: G Owen (Mayor)
T Aldridge (Deputy Mayor)
I Ashcroft
Mrs M Blake
A Blundell
C Cooper
C Coughlan
S Currie
N Delaney
T Devine
Mrs C Evans
S Evans
J Wilkie
Y Gagen
G Hodson
K Lockie
J Mee
K Mitchell
I Moran
P O`Neill
A Owens
I Rigby
J Thompson
D Westley
K Wilkie
K Wright
Mrs P Baybutt
T Blane
J Cairns
R Cooper
V Cummins
I Davis
C Dereli
G Dowling
D Evans
J Finch
N Furey
J Gordon
G Johnson
Mrs J Marshall
M Mills
J Monaghan
M Nixon
D O'Toole
A Pritchard
A Sutton
D West
Mrs M Westley
J Witter
A Yates

Officers: Kim Webber, Chief Executive
John Harrison, Director of Development and Regeneration
Marc Taylor, Borough Treasurer
Terry Broderick, Borough Solicitor
Sharon Lewis, Head of Human Resources and Organisational Development
Jacky Denning, Member & Executive Services Manager

In attendance: Simon Goacher
(Independent Legal Advisor for
Item 5, Minute No. 14)
Weightmans Solicitors

10 **PRAYERS**

The Mayor's Chaplain for the evening, Reverend Bicknell, led Members and officers in prayer.

11 **APOLOGIES**

Apologies for absence were received on behalf of Councillors Pope, Pryce-Roberts, Mrs Stephenson and Whittington.

12 **DECLARATIONS OF INTEREST**

The following declarations were received:

1. The following Councillors declared the interests listed, in relation to agenda item 5 'Sustainable Organisation Review – Final Report':

Councillor	Interest	Reason
K Wilkie	Non-Pecuniary	Sister is employed by WLBC
J Forshaw	Non -Pecuniary	Future sister-in-law is employed by WLBC
I Moran	Non-Pecuniary	Cousin is employed by WLBC
A Pritchard	Non-Pecuniary	Sister-in-law is employed by WLBC
D West	Non-Pecuniary	Sister and Brother-In-Law are employed by WLBC
T Devine, J Forshaw, N Furey	Non-Pecuniary	Member of GMB
M Nixon	Non-Pecuniary	Member of Unison

2. Councillor Dereli declared a pecuniary interest in agenda item 6 'Chapel Gallery Income Generation and Staffing' as her daughter exhibits art at the Gallery and advised that she would leave the room whilst this item was being considered.
3. Councillors T Devine, J Forshaw and N Furey declared a non-pecuniary interest in agenda item 6 'Chapel Gallery Income Generation and Staffing' as a member of GMB trade union, as did Councillor Nixon as a member of Unison.

13 **EXCLUSION OF PRESS AND PUBLIC**

RESOLVED: That under Section 100(A) of the Local Government Act 1972, the public be excluded from the meeting during consideration of the

following items of business on the grounds that it involves the likely disclosure of exempt information as defined in paragraph 1, 2, 3 & 4 of Part 1 of Schedule 12A of that Act and as, in all circumstances of the case, the public interest in maintaining the exemption under Schedule 12A outweighs the public interest in disclosing the information.

(Note: The Chief Executive, the Director of Development and Regeneration and the Borough Solicitor left the room whilst the following item was being considered.)

14 **SUSTAINABLE ORGANISATION REVIEW - FINAL REPORT**

Consideration was given to the report of the Chief Executive, as contained on pages 31 to 476 and 533 to 544 of the Book of Reports, which presented the findings of the Sustainable Organisation Review Project, and options for achieving the Council's aspirations within the anticipated resource availability going forward.

(The meeting was adjourned for 15 minutes to enable Members to consider 2 Motions that had been circulated, as contained on pages 545 to 548 of the Book of Reports.)

The first Motion was moved and seconded.

An Amendment to the first Motion was moved and seconded.

A vote was taken on the Amendment, which was LOST.

A vote was taken on the first Motion, which was CARRIED.

The second Motion was moved and seconded.

A vote was taken on the second Motion, which was CARRIED.

RESOLVED: Management Structure

- A. That with effect from 4 November 2019 the Council adopt the management structure set out at Appendix 2b to the report, as recommended in RedQuadrant's Sustainable Organisation Review Project Final Report (Option 2a) at Appendix 1b, but with the retention of the Business Engagement Officer post.
- B. That the voluntary redundancy of the Chief Executive, Director of Development and Regeneration and the Borough Solicitor be agreed, with effect from 3 November 2019.
- C. That the Directors of Housing and Inclusion and Leisure and Environment be declared at risk of redundancy and offered ring-fenced interviews to the posts of Corporate Director of Place and Community and Corporate Director of Transformation and

Resources, at their current grade of WLb (subject to Job Evaluation and on Chief Officer JNC terms and conditions), via the Chief Officers Committee, and the job descriptions and person specifications, attached at Appendix 3b and Appendix 3c of the report, be agreed.

- D. That a post of Chief Operating Officer (on Chief Officer JNC terms and conditions) be established and be designated as Head of Paid Service and also as Returning Officer with effect from 4 November 2019 and advertised at a salary of £94,500 and that the Chief Officers Committee undertake the selection and recruitment to this post, in line with its terms of reference, and the job description/person specification, at Appendix 3a to the report, be agreed.
- E. That pending the recruitment of a Chief Operating Officer the post be filled on an interim basis, and that the Directors of Housing and Inclusion and Leisure and Environment be offered ring-fenced interviews for this interim position, via the Chief Officers Committee.
- F. That the revised salary scales, set out at Appendix 7b(i) to the report, be agreed.
- G. That with effect from 4 November 2019 the post of Head of Finance, Procurement and Property Services be designated as Section 151 Officer.
- H. That with effect from 4 November 2019 the post of Legal and Democratic Services Manager be designated as Monitoring Officer.
- I. That consultation take place with all staff affected and their representatives as appropriate, and that any Trades Union comments on these proposals which form part of the consultation process be noted and considered.
- J. That the Chief Executive, in consultation with the Leader, be given delegated authority to take all action required in connection with the agreed proposals and to effect the Council's Organisational Change Scheme, including to receive any further responses to the consultation at paragraph I. above, and amend or otherwise the agreed proposals as necessary to meet the Council's legal responsibilities.
- K. That the financial and staffing implications of the proposals, as set out at Appendix 5 to the report, be noted and the use of capital receipts to fund the required exit costs be agreed.

ICT Strategy

- L. That the ICT Strategy set out in RedQuadrant's Sustainable Organisation Review Project Final Report be noted, and Option D be supported.

Democratic Arrangements

- M. That the Executive Overview and Scrutiny Committee be requested to oversee the work of the Member Development Commission with the terms of reference of that Commission amended, as set out in Appendix 8 to the report, and the resources required, as indicated at paragraph 5.2 of the report, be agreed and funded from reserves.
- N. That it be noted that a formal request to instigate an electoral review will now be made to the Boundary Commission.
- O. That the Proper Officer Provisions and Scheme of Delegation be updated from 4 November 2019 to reflect the changes agreed, and all other Policies and Procedures be similarly updated to reflect new job titles and redesignation of roles (where appropriate).

General

- P. That the Chief Executive and Heads of Service be given delegated authority to take all action in connection with the implementation of the above resolutions at A to O, and to effect the Council's Organisational Change Scheme as required, and matters relating to this.

Income Generation, Efficiencies and Savings

- Q. That the Invest to Save project in NNDR collection as outlined in RedQuadrant's Sustainable Organisation Review Project Final Report be supported, and agreement be given for an additional 0.5fte post as outlined in paragraph 3.5.4 of the report.
- R. That the options (Mini Detailed Business Cases) for income, efficiency, savings and set up costs identified in Appendix 2 of RedQuadrant's Sustainable Organisation Review Project Final Report (at Appendix 1b), as summarised at Appendix 6, be taken forward as follows:
- That options IG1 Cash Investment Income, IG2 Commercial Property £30m Pot, and IG13 Furnished Lets be approved
 - That options IG5 Trade Waste, IG6 Bulky Waste Charging, IG8 Pest Control Charging, and IG10 CCTV operations be deferred for consideration pending additional information to

be provided at the October 2019 Council meeting

- That option IG7 Garden Waste Charging be deferred for consideration until after the outcome of the Government Review into this area
- That a separate in depth review take place on option IG12 Public Conveniences

S. That the Chief Executive and Heads of Service be given delegated authority to take all action in connection with the implementation of the above resolutions at R to Q above.

15 **CHAPEL GALLERY INCOME GENERATION AND STAFFING**

Consideration was given to the joint report of the Director of Development and Regeneration and the Borough Treasurer, as contained on pages 477 to 530 of the Book of Reports, which sought approval of an appropriate way of delivering new initiatives in the Chapel Gallery, Ormskirk through a staff restructure or lease of the building to a third party to run the Gallery as an arts hub.

The Portfolio Holder for Leisure and Human Resources gave an undertaking that Members would be kept informed of developments via a Members Update Article.

RESOLVED: A. That the Director of Development and Regeneration be given delegated authority in consultation with the Leader and Leisure Portfolio Holder to undertake all necessary steps to proceed with Option 2 'Third Party Operator' as set out in Section 5 of the report.

B. In the event that no suitable interest emerges (to be determined as part of the delegation arrangements under A. above) then authority be given to the Director of Development and Regeneration to immediately undertake the staff restructure outlined in Option 1 in Section 5 of the report, prior to 31 March 2020.

(Note: Councillor Dereli declared a pecuniary interest and left the room whilst this item was being considered.)

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THE MAYOR