

**Havering Council – Decisions taken by the Cabinet on Wednesday, 9 November 2022**

Agenda Item No	Topic	Decision
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**Note: this decision list is for guidance only. The text of the minutes, which may be different, is definitive.**

**Part A – Items considered in public**

<b>A5</b>	Vision and Corporate Plan	Cabinet <b>approved</b> the Vision and Corporate Plan and proposed Corporate Performance Indicators.
<b>A6</b>	Adopt Anti=Idling (Vehicle Engine) Legislation legislation to Improve Air Quality	<p>Cabinet:</p> <ol style="list-style-type: none"> <li>1) <b>Authorised</b> the implementation and enforcement of the powers under The Road Traffic (Vehicle Emissions) (Fixed Penalty) (England) Regulations 2002.</li> <li>2) <b>Delegated</b> authority to the Director of Neighbourhoods all powers to use, issue and enforce Fixed Penalty Notices under the Road Traffic (Vehicle Emissions) (Fixed Penalty) (England) Regulations 2002 and authorise any referral for legal proceedings where necessary.</li> <li>3) <b>Authorised</b> the Director of Neighbourhoods to further delegate the discharge of powers at Recommendation 2, above, to other Council Officers referred to in paragraph 4.2 of the report.</li> </ol>
<b>A7</b>	East Havering Data Centre Campus	<p>Cabinet:</p> <ol style="list-style-type: none"> <li>1) <b>Noted and endorsed</b> the decision of the Director of Regeneration to include the development at East Havering in a proposed Investment Zone whether or not as part of or in concert with the Thames Freeport.</li> <li>2) <b>Authorised</b> the Director of Regeneration to bring forward proposals for the development at East Havering and to do all things necessary and appropriate to expedite delivery.</li> </ol>

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<b>A8</b>	Approval of Council's new Workforce Strategy	<p>Cabinet:</p> <ol style="list-style-type: none"> <li>1) <b>Agreed</b> the implementation of all elements of the new Workforce Strategy</li> <li>2) <b>Approved</b> and agree the allocation of funding in the sum of a one-off investment of £2.118m between now and March 2025 and £640k pa ongoing annual revenue investment</li> <li>3) <b>Approved</b> the following policies: <ul style="list-style-type: none"> <li>• Ways of Working</li> <li>• Travel Expenses</li> <li>• Working from Abroad</li> <li>• Recruitment and Selection</li> <li>• Organisational Change</li> <li>• Redeployment</li> </ul> </li> </ol>
<b>A9</b>	Target Operating Model	<p>Cabinet:</p> <ol style="list-style-type: none"> <li>1) <b>Approved</b> the organisational and departmental realignment recommended by the Chief Executive/Head of Paid Services as outlined in the report (Appendix B) and the on-going realignment into the new pillars from December 2022.</li> <li>2) <b>Approved</b> the creation of the two posts, Director of Finance &amp; Transformation and Assistant Chief Executive.</li> </ol>

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		<p>3) <b>Noted</b> that there was no increase in senior leadership posts or overall management costs and that in fact savings will be delivered towards the currently already agreed staff savings.</p> <p>4) <b>Agreed</b> that as the phases progress, the CE or his nominated lead should commence consultation with the affected staff and Trade Unions.</p> <p>5) <b>Agreed</b> that any changes to the structures as a result of consultation can be made by the CE, or his nominated lead.</p> <p>6) <b>Agreed</b> for the implementation of the new structure to led by the CE and dealt with under the agreed process set out in the report, and that delegated authority is given to the CE to undertake a competitive interview process for internal candidates all of whom will have previously been appointed by the appointments panel, and that a recommendation is made to the Appointments Committee for ratification.</p>