



MINUTES OF A CABINET MEETING
Council Chamber - Town Hall
Wednesday, 9 November 2022
(7.30 - 8.15 pm)

Present:

(Leader of the Council), Chairman

Councillor Keith Darvill

Councillor Gillian Ford

Councillor Oscar Ford

Councillor Paul McGeary

Councillor Paul Middleton

Councillor Ray Morgon

Councillor Barry Mugglestone

Councillor Christopher Wilkins

Councillor Graham Williamson

Cabinet Member responsibility:

Lead Member for Climate Change

Lead Member for Adults and Health

Lead Member for Children and
Young People

Lead Member for Housing

Lead Member for Corporate, Culture
and Leisure Services

Leader of the Council

Lead Member for Environment

Lead Member for Finance and
Transformation

Lead Member for Development and
Regeneration

Apologies were received for the absence of Councillors .

34 ANNOUNCEMENTS

Members were advised what to do in case of an emergency.

35 APOLOGIES FOR ABSENCE

There were no apologies for absence.

36 DISCLOSURES OF INTEREST

There were no disclosures of interests.

37 **MINUTES**

The minutes of the meeting held on 28 September 2022 and 5 October 2022 were agreed as a correct record and the Chairman signed them.

38 **VISION AND CORPORATE PLAN**

Cabinet were presented with the draft 2022-2027 Vision and Corporate Plan.

Members of Cabinet noted the recent reduction of Overview & Scrutiny Sub-Committees to 2, People and Places, which the Vision and Corporate Plan would align to with the 3 priorities; People, Places and Resources.

Cabinet **approved** the Vision and Corporate Plan and proposed Corporate Performance Indicators.

39 **ADOPT ANTI-IDLING (VEHICLE ENGINE) LEGISLATION LEGISLATION TO IMPROVE AIR QUALITY**

Cabinet members were asked to adopt the anti-idling legislation and use enforcement action under the Road Traffic (Vehicle Emissions) (Fixed Penalty) Regulations 2002.

Members noted that idling vehicles were a driving factor of the worsening of air quality in the Borough and the Council will work with schools directly to combat idling vehicles.

Cabinet:

- 1) **Authorised** the implementation and enforcement of the powers under The Road Traffic (Vehicle Emissions) (Fixed Penalty) (England) Regulations 2002.
- 2) **Delegated** 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.
- 3) **Authorised** 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.

40 **EAST HAVERING DATA CENTRE CAMPUS**

Cabinet was presented with the proposed investment project to be delivered in East Havering.

Members noted the proposed project involved the creation of a carbon-neutral datacentre on a site of 499 acres. Members noted the site would

attract technical jobs and businesses and the site would focus on providing local jobs for local residents. It was explained that as part of the project some brown belt areas in the borough would be considered to convert to green belt.

Cabinet:

- 1) **Noted and endorsed** 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.
- 2) **Authorised** 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.

41 **APPROVAL OF COUNCIL'S NEW WORKFORCE STRATEGY**

Cabinet was asked to approve the Council's new workforce strategy.

Members noted that the increased investment in staff had been budgeted for. Members also noted that the new strategy could attract potential employees from other sectors or employers with remote working. It was explained to the Cabinet that the overall turnover of staff had been low but recruitment of new staff will help drive new ideas and fresh visions.

Cabinet:

- 1) **Agreed** the implementation of all elements of the new Workforce Strategy
- 2) **Approved** 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
- 3) **Approved** the following policies:
 - Ways of Working
 - Travel Expenses
 - Working from Abroad
 - Recruitment and Selection
 - Organisational Change
 - Redeployment

42 **TARGET OPERATING MODEL**

Cabinet was presented with the Council's Target Operating which outlines the realignment and consolidation of the Council's organisational structure to reduce the number of separate departments.

Members noted the three phases to implement the new model. Phase one would be to bring the directorates under 3 new priorities; People, Places and Resources. Phase 2 would be to help with staff savings and Phase 3 would see the full model incorporated and that would take place by March 2023.

Cabinet:

- 1) **Approved** 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.
- 2) **Approved** the creation of the two posts, Director of Finance & Transformation and Assistant Chief Executive.
- 3) **Noted** 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.
- 4) **Agreed** that as the phases progress, the CE or his nominated lead should commence consultation with the affected staff and Trade Unions.
- 5) **Agreed** that any changes to the structures as a result of consultation can be made by the CE, or his nominated lead.
- 6) **Agreed** 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.

Chairman