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CABINET

Minutes of the meeting of the Cabinet held on Monday, 6 January 2020 at the Council Chamber - Council Offices, Holt Road, Cromer, NR27 9EN at 10.00 am

Committee

Members Present:

Mr A Brown	Mrs S Bütikofer (Chair)
Mrs A Fitch-Tillett	Ms V Gay
Mr G Hayman	Mr R Kershaw
Mr N Lloyd	Mr E Seward
Mr H Blathwayt (Observer)	Dr P Bütikofer (Observer)
Mr N Dixon (Observer)	Mr P Fisher (Observer)
Mr N Pearce (Observer)	Mr J Rest (Observer)
Ms L Withington (Observer)	

Members also attending:

Mr N Dixon (Observer)	Mr P Fisher (Observer)
Mr N Pearce (Observer)	Mr J Rest (Observer)
Ms L Withington (Observer)	Dr P Bütikofer (Observer)
Mr H Blathwayt (Observer)	

Officers in Attendance:

Corporate Director and Head of Paid Service (SB), Democratic Services Manager, Head of Legal & Monitoring Officer and Head of Finance and Asset Management/Section 151 Officer

Also in attendance:

Press and Public

27 MINUTES

The minutes of the Cabinet meeting held on 6th December 2019 were approved as a correct record and signed by the Chairman.

28 PUBLIC QUESTIONS AND STATEMENTS

None.

29 ITEMS OF URGENT BUSINESS

None.

30 DECLARATIONS OF INTEREST

None.

31 MEMBERS' QUESTIONS

The Chairman reminded Members that they could ask questions during the meeting

as issues arose.

32 OVERVIEW & SCRUTINY MATTERS

The Chairman of the Overview & Scrutiny Committee was in attendance. He informed Cabinet that there were no matters for reconsideration.

33 STRATEGIC LEADERSHIP RESTRUCTURE

The Leader, Cllr S Butikofer, introduced this item. She said that the report outlined a proposed leadership model for the Council. She asked if there were any comments or questions.

Cllr N Dixon said that he had substantial concerns about whether the business was ready to be transacted and said that he would set out the reasons why that was the case:

He began by saying that in paragraph 2 of the report, the proposal relied on 4 pieces of evidence in making its case for the restructure:

- a) The Investors in People Assessment of Spring 2019 - the paper does not state what aspects of the assessment supports the need for the proposed restructure.
- b) The Capability review. Cllr Dixon said that he had concerns about the scope and quality of that report, specifically that it was supposed to be a capability and capacity report and yet it only made a brief mention of capacity. He said that capability and capacity in this context were inextricably linked but there was nothing of substance about capacity and how changes in capacity affected the ability of the Corporate Leadership Team (CLT) to deliver on the Council's priorities. He went on to say that the work of CLT relied heavily on the political leadership of the Council and that during 2017 and 2018 the political leadership was in disarray and that would have seriously affected the ability of CLT to implement delivery of the Council agenda. He felt that this was not adequately reflected in the report. For those reasons Cllr Dixon considered the report to be flawed and deficient of evidence to support the proposal.
- c) Cllr Dixon then questioned the reference to Local Government Association (LGA) advice regarding other councils operating the two heads of paid service model but the report did not explain why other Councils were reverting back to the more familiar one chief executive model or the reasons why the LGA advice supported the proposal in the report.
- d) Cllr Dixon then referred to the external legal advice that was referenced in the report and said that it was explained what that was and how it supported the proposal in the report.

Cllr Dixon concluded by saying that the common thread that connected these four pieces of evidence was transparency and how they were being used to support the proposal. He said that he felt that the business was not ready to be transacted as the report was too brief and deficient of the evidence needed to make the case. He added that because there were potentially serious consequences attached to this item that the matter should be deferred to allow the evidence to be included in a revised paper and shared so that we all can understand the strength of the case being made.

The Leader thanked Cllr Dixon for his comments. She reminded him that the proposal before Cabinet was simply to commence the consultation process. Anyone

could state their views as part of this process. She said that it was time to move forward now. She accepted his comments about the Council being in 'no overall control' for a period of time and the challenges that this presented for demonstrating strategic leadership but the new administration had been in place for several months now and there had been plenty of time to demonstrate that the Council could move forward in a constructive manner. She said for this reason she was not minded to defer.

Cllr J Rest asked whether the report would go forward in the same format to Full Council. The Leader replied that there was a meeting of the Employment & Appeals Committee scheduled for 7th January. There was no requirement to hold this meeting but she wanted to give Members as much opportunity as possible to feed into the process. She said that additional information and evidence would be provided to Members for the meeting of Council on 15th January and it was likely that some of it would be sensitive. She added that she could have held the Cabinet meeting in private business but that she wanted to keep the process as open and transparent as possible.

It was proposed by Cllr S Butikofer, seconded by Cllr N Lloyd and

RESOLVED:

1. To refer the proposed model to the Employment and Appeals Committee (EAC) on 7th January 2020 for consideration and onward reporting to Council on 15th January 2020.
2. To recommend to Council on 15th January 2020 to receive the Cabinet's preferred model for consultation and delegate to the EAC any consequential employment matters arising from any restructuring process, following the consultation and a subsequent Cabinet decision to the EAC.
3. To commence formal consultation with the affected post holders subject to the view of the Employment and Appeals Committee and Council.

Reason for the Decision:

There is now an imperative to review the strategic leadership structure, to ensure that it is aligned to deliver and achieve the ambitions that Members have set out in the new Corporate Plan. The Council needs to ensure its senior leadership structure has the right roles and skills in place to deliver on the Council's objectives.

34 EXCLUSION OF PRESS AND PUBLIC

35 PRIVATE BUSINESS

The meeting ended at 10.14 am.

Chairman