

SOUTH RIBBLE BOROUGH COUNCIL

COUNCIL MEETING – 22nd JANUARY 2014

REPORT OF THE CABINET

The Cabinet met on the evening of Wednesday 8th January 2014.

On that occasion, the Cabinet considered the matters set out below. Decisions shown in boxed areas are subject to Council confirmation; the reports considered by the Cabinet were available to all members in advance of the Cabinet meeting.

1. Treasury Management - Mid Year Review 2013 /14

The Cabinet member for Finance and Resources presented this report which had previously been considered by the Governance Committee on 27th November 2013 on the treasury management performance in the first half of the year and on compliance with prudential indicators.

He informed Cabinet that there were no proposals to change the current Treasury and Investment Strategies. He also updated Cabinet on the current situation in respect of the Icelandic investments.

It was decided to note the report

2. Council Tax Support

The Cabinet Member for Shared Services & Corporate Support introduced this item which informed members that in April 2013 South Ribble Borough Council was required to introduce a Council Tax Support Scheme (LSCT) to replace Council Tax Benefit (CTB) and that under the Local Government Finance Act 2012 local authorities were required to approve their Council Tax Support Scheme on an annual basis by the 31st January for the following financial year.

It was decided that the Council be recommended to:

1. Update South Ribble Borough Council's, Council Tax Support Scheme in accordance with the Council Tax Reduction Schemes (Prescribed Requirements) (England) (Amendment) Regulations 2013
2. Amend the Council's scheme to uprate the allowances and premiums in accordance with Revised HB Circular A24/2013 issued by the DWP
3. Carry out any changes required by any amendments to the Local Government Finance Act 1992 or the Local Government Finance Act 2012 (if required)
4. Publish the updated scheme in accordance with the Local Government Finance Act 2012
5. Apply the level of the deduction to Working Age recipients of Council Tax Support from the 1st April 2014 finalised and agreed in accordance with South Ribble's Scheme and as part of the Council's Budget and Council Tax Setting at the Council Meeting on the 5th March 2014

3. Pay Policy

The Leader of the Council presented this report which informed Members that the Localism Act 2011 required all local authorities to set out its position on a range of issues relating to

the remuneration of its employees and set out a Policy which required approval by Council by the end of March each year and for publication on the Council's website.

The Pay Policy sets out the existing approach to the remuneration of all posts within the Council. In particular it specified certain mandatory requirements that must be detailed within the Policy.

The report also made reference to paragraph 15 of the Pay Policy, the Council's Redundancy Policy, that had been in place since 2007 and that within the policy there was a discretionary element under the Local Government (Early Termination of Employment) (Discretionary Compensation) (England and Wales) Regulations 2006. This discretion was to pay an employee a multiplier of 2.2 weeks redundancy pay, as against the statutory amount of weeks' redundancy pay.

The report proposed that that the enhanced discretionary multiplier of 2.2 weeks redundancy pay be amended and the statutory redundancy scheme be now applied, in relation to the calculation of redundancy pay.

The Leader explained that all other authorities in Lancashire with the exception of three authorities were now adopting the statutory amount for the calculation of weeks pay for redundancy payments and it was therefore timely for the Council to review its policy.

In response to a question the Leader informed Cabinet that the three authorities not using the statutory amount were Preston, West Lancs and Lancashire County Council (for voluntary redundancy only). She also informed Cabinet of Unison's response to the consultation.

The Leader also informed Cabinet that some work had been undertaken on the possible adoption of the Living Wage for Council employees and would be requesting a full report to be prepared for submission to the next Cabinet meeting as part of the budget process.

Members present welcomed the decision and felt that it was timely to look at this as part of the budget process.

In response to a question the Leader confirmed that it was Council's policy under the National Conditions of Service – Time off for public duties provisions that reservists would be allowed two weeks leave to attend military training but this would be made more implicit in the Pay Policy.

It was decided that:

1. The Pay Policy for 2014/15 attached to this report as Appendix A be recommended for approval by the Council at its meeting on 22 January 2014.
2. The proposal to alter the Council's Redundancy Policy be recommended for approval by the Council at its meeting on 22 January 2014 and that this change take effect from 23 February 2014.
3. The Officers be requested to prepare, for consideration as part of the budget process, a report on the implications of adopting the Living Wage for Council employees.

4. Timetable of Meetings 2014/15

The Leader of the Council presented a revised proposed timetable of meetings for 2014/15 which now included the My Neighbourhood Forums. The Timetable was substantially similar to previous years however the Leader pointed out the proposed change to the May Council meeting which was now to be held on Tuesday 20th May 2014 instead of Wednesday 21st

May 2014 to facilitate the European Parliamentary Elections which had been moved to 22nd May 2014.

The Leader of the Council also proposed switching 7th January 2015 Cabinet meeting with 14th January 2015 Planning Committee meeting in order to reduce the gap between Planning Committee meetings.

The Cabinet Member for Shared Services & Corporate Support requested that the Shared Services Committee meeting scheduled for 23 June 2014 be rescheduled to 30th June 2014.

It was decided that the timetable of meetings for 2014/15 attached as Appendix B to this report be recommended for approval.

5. Mayor and Deputy Mayor 2014/15

It was decided that:

Councillor G Walton be confirmed as Mayor elect for 2014/15 and Councillor Mrs Mary Green be nominated as Deputy Mayor elect for 2014/15.

6. The Cabinet's Forward Plan

It was decided to approve the Forward Plan submitted under section 22 of the Local Government Act 2000.

I hereby commend the report of the Cabinet to the Council.

COUNCILLOR MRS MARGARET SMITH

LEADER OF THE COUNCIL