

Report of Cabinet

1. Any Cabinet recommendations on the reports that required a decision by full Council appear as separate items on the agenda.

GENERAL REPORT OF THE MEETING HELD ON 12 FEBRUARY 2020

Quarter 3 Performance Monitoring Report

2. Cabinet considered a report of the Interim Chief Executive that provided an update on the first period of performance against the objectives of the Corporate Plan 2019-23. Those present were advised that Quarter 3 and Period 1 of the Performance Monitoring would be aligned in the new municipal year.
3. Cabinet were pleased to note that the majority of projects were on track and particular thanks were given to the Cabinet Member for Community Engagement, Social Justice and Wealth Building, Councillor Aniela Bylinski-Gelder and officers for the improvements made to call waiting times in Gateway.
4. An update was provided on the anti-idling campaign; Councillor Susan Jones, Cabinet Member for Environment reported that the project had fallen behind due to resource issues, however since the appointment of a new member of staff this project was being delivered as a priority. Work would include appealing to motorists in hotspot areas around the borough and a meeting was scheduled with Runshaw College to address the issue at the site. Members discussed how improvements to traffic light sequencing could also help to improve air quality in the borough.
5. Cabinet noted that the performance summary outlined in the report starts a new reporting period, referred to as period 1. This reflects the deliverables and priorities of the Corporate Plan approved by Council in September 2019.

Redundancy Policy

6. Cabinet considered a report of the Interim Chief Executive which informed members of the revised Redundancy Policy for consideration. The council's redundancy policy was last reviewed in 2014, at this time the number of weeks payable increased by a multiple of 2.2. This was incrementally removed over two years and the policy now only pays redundancy compensation for both Compulsory and Voluntary redundancy on the statutory number of weeks entitlement.
7. It was proposed to reintroduce the multiplier of 2.2 for compulsory redundancies and give the Head of Paid Service delegated authority, for those seeking voluntary redundancy, to enhance the compensation payment up to equivalent of 2.2.
8. Cabinet approved the inclusion of the revised redundancy policy in the Pay Policy to be approved by Council.

Pay Policy 2020/21

9. Cabinet considered the report of the Interim Chief Executive which informed the Cabinet of the Annual Pay Policy Statement so that it can be agreed and published to allow the Council to comply with legislative requirements. The Pay Policy sets out the

current approach to the remuneration of all posts within the Council and specifies certain mandatory requirements that must be detailed within the policy.

10. Cabinet commended the policy under the council's commitment as a Real Living Wage employer, in particular, the changes for apprentices. The changes will ensure that with effect from 1 April 2020, an apprentice will receive the National Minimum Wage for the upper age band of 25 and over, regardless of the age of the apprentice (currently £8.72 per hour). Subject to satisfactory performance in the workplace and satisfactory progress on qualification, the apprentice will move onto the Living Wage hourly rate for the second year of the apprenticeship. It was confirmed that Leisure Centre and FCC Environment staff would be considered in Phase 2.
11. Cabinet approved the Pay Policy Statement 2020/21 to be approved by Council.

Budget Monitoring 2019/20 – Quarter 3

12. Cabinet considered the report of the Interim Section 151 Officer which provided members with an update on the Council's overall financial position as at the end of December 2019, which is quarter 3 of the financial year 2019-20. The report also provided a forecast of the projected outturn to 31 March 2020 compared to the current approved budget.
13. Members discussed the recommendation to create a Credit Union Reserve to ensure the most vulnerable residents have access to credit. A proposed cost of £150,000 would be required to set up the Reserve for three years.
14. Following discussion, the Cabinet Member clarified that the council would be working with an existing Credit Union to establish a base at South Ribble. This was a not for profit scheme to meet a recognised need within the borough and would be funded through forecast budget underspend before becoming self-financing after the initial three years.
15. Cabinet noted, reviewed and commented on the contents of the report and approved the creation of a Credit Union Reserve and earmarked £150,000 from the forecast budget underspends to pay into this reserve.

2020/21 Budget and Medium-Term Financial Strategy 2020/21 to 2023/24

16. Cabinet considered the proposed 2020/21 Revenue Budget for Council and the Medium-Term Financial Strategy for the next four years and sought approval and recommendation to Council on various elements. The financial plan for the Council aligned with the Corporate Plan which sets out the Council's ambitions and priorities for the residents and businesses in the borough.
17. Cabinet approved the recommendations in the report to be approved by Council.

Worden Hall project Update

18. Cabinet considered the update report on the capital and revenue costings associated with bringing Worden Hall back into use and provided plans of what the refurbished Hall would look like. These plans would form the basis of an application for planning permission to take the refurbishment project forward.

19. Following queries, the Cabinet Member for Finance confirmed that a long-term business plan had been produced. This had been supported in the public consultation and future maintenance had been considered through the asset maintenance plan. A sensitivity analysis had been undertaken and it was agreed this could be circulated with Members. The Cabinet and Members present extended their thanks to officers for their hard work on this project.

20. Cabinet agreed that subject to the approval of the capital programme as part of the budget approval process that Cabinet approves the capital and revenue costs contained within Appendix 1 to bring Worden Hall back into use with the aim to generate an annual operational surplus. We also approved the submission of a planning application for Worden Hall based upon the plans outlined in the appendix.

Recommendation

21. To note the report

COUNCILLOR PAUL FOSTER
LEADER OF THE COUNCIL

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