

**FLINTSHIRE COUNTY COUNCIL**

**CABINET RECORD OF DECISION**

**DATE OF MEETING:**                    **22 MARCH 2016**                    **AGENDA ITEM NO. 4**

**REPORT OF:**                            **Chief Officers (Organisational Change)**

**SUBJECT:**                                **COMMUNITY ASSET TRANSFERS**

**RECOMMENDATIONS OF REPORT:**

- (1) To note progress of the revised Community Asset Transfer Scheme;
- (2) To agree the additional policy principles for Community Asset Transfers identified in the report which have come through learning in the first 15 months; and
- (3) To agree the areas for improvement identified in the report, that need to be working upon over the next 12 months.

**DECISION:**                                As detailed in the recommendations.

**REASON FOR DECISION:**                As in the report.

**CONSULTATIONS  
REQUIRED/CARRIED OUT:**                Engagement and support is provided to town and community councils and community groups where requested.

Where current user groups or staff are involved in an asset formal engagement and consultation takes place.

**RESOURCE IMPLICATIONS:**                **Financial Implications**  
CATs anticipated to be completed by the end of March 2016 will save the Council over £0.330m of revenue costs per annum as well as over £0.600m estimated as the future costs of maintenance and refurbishment of these buildings.

Through future leisure centre and library transfers it is estimated that in 2016/17

CATs will be completed that save the Council over an additional £0.350m of revenue costs per annum as well as future costs of maintenance and refurbishment of these buildings.

One off revenue has been provided to support the scheme of £0.050m to enable Flintshire Local Voluntary Council to administrate the application process and provide independent support to applicants.

One off revenue committed to in 2015/16 to enable organisations to start up their activities is estimated to total £0.069m.

Capital grant applications for projects committed to in 2015/16 are estimated to amount to £0.340m.

### **Human Resource Implications**

For smaller CATs such as play areas and open space there are no human resource implications.

For medium size CATs such as community libraries and community centres there are often implications related to librarians, caretaking and cleaning staff. As the operations proposed by communities are very different to current operations the Transfer of Undertakings Protection of Employment Regulations (TUPE) is considered, in most instances, not to apply and the Council manages through its normal processes including re-deployment and redundancy.

For more complex CATs such as leisure centres TUPE does apply and the Council works these through with CAT applicants, trade unions and staff.

### **DECLARATIONS OF INTEREST:**

None.

### **DISPENSATIONS**

None.

### **DATE PUBLISHED:**

23 March 2016

**SIGNED**

A handwritten signature in black ink, consisting of a stylized initial 'P' followed by a horizontal line and a flourish.

**(Proper Officer)**

**FLINTSHIRE COUNTY COUNCIL**

**CABINET RECORD OF DECISION**

**DATE OF MEETING:** 22 MARCH 2016 **AGENDA ITEM NO. 5**

**REPORT OF:** Chief Executive

**SUBJECT:** **QUARTER 3 IMPROVEMENT PLAN MONITORING REPORT**

- RECOMMENDATIONS OF REPORT:**
- (1) Cabinet to note and accept: the levels of progress and confidence in the achievement of high level activities which seek to deliver the impacts of the Improvement Plan; the performance against improvement plan performance indicators, for the quarter; the current risk levels for the risks identified in the Improvement Plan; and
  - (2) Cabinet to be assured by the plans and actions to manage the delivery of the 2015/16 Improvement Plan and its intended impacts.

**DECISION:** As detailed in the recommendations.

**REASON FOR DECISION:** As in the report.

**CONSULTATIONS REQUIRED/CARRIED OUT:** The Improvement Priorities are monitored by the appropriate Overview and Scrutiny Committee according to the priority area of interest.

Chief Officers have contributed towards reporting of relevant information.

**RESOURCE IMPLICATIONS:** There are no specific resource implications for this report.

**DECLARATIONS OF INTEREST:** None.

**DISPENSATIONS** None.

**DATE PUBLISHED:**

23 March 2016

**SIGNED**

A handwritten signature in black ink, consisting of a stylized initial 'P' followed by a long horizontal stroke and a smaller flourish at the end.

**(Proper Officer)**

**FLINTSHIRE COUNTY COUNCIL**

**CABINET RECORD OF DECISION**

**DATE OF MEETING:**                    **22 MARCH 2016**                    **AGENDA ITEM NO. 6**

**REPORT OF:**                            **Chief Officer (Organisational Change)**

**SUBJECT:**                                **PLAY SUFFICIENCY ASSESSMENT 2016**  
**INCLUDING FUTURE PROPOSALS FOR SUMMER**  
**PLAYSCHEMES AND PLAY AREAS**

- RECOMMENDATIONS OF REPORT:**
- (1) To seek Cabinet's approval and resolution to adopt the Flintshire Play Sufficiency Assessment and Action Plan 2016 (see Flintshire County Council, Draft Play Sufficiency Assessment and Action Plan 2016);
  - (2) That the Flintshire Strategic Play Forum be reformed in 2016 to form a multi-agency forum to guide and monitor the Play Sufficiency Assessment Action Plan 2016; and
  - (3) To consult with local town and community councils and other partner organisations with regard to the sustaining of children's equipped play areas in the county.

**DECISION:**                                As detailed in the recommendations.

**REASON FOR DECISION:**                As in the report.

**CONSULTATIONS**  
**REQUIRED/CARRIED OUT:**

Following the final approval of the Play Sufficiency Assessment there is a duty for the Council to ensure that key documents are shared with the public via the FCC website. The Council will need to continue to engage with parents, carers and children and young people in the implementation of the Action Plan.

Consultation with Town and Community Councils have been undertaken in relation

to the Flintshire summer playschemes 2016. Planning and consultation now needs to take place urgently to enable a pathway to delivery for summer 2017.

Consultation with local town and community councils and other partner organisations will be required with regard to Play Areas.

**RESOURCE IMPLICATIONS:**

The cumulative resource implications of the actions with Schedules 2 & 3 would require the provision of dedicated officer time to initiate and co-ordinate actions. As a result there are financial implications within Schedules 2 and 3 which will be assessed and reported via the Council's Medium Term Financial Planning and budget setting process.

**DECLARATIONS OF INTEREST:**

None.

**DISPENSATIONS**

None.

**DATE PUBLISHED:**

23 March 2016

**SIGNED**

A handwritten signature in black ink, appearing to be 'P. [unclear]', written over a horizontal line.

**(Proper Officer)**

**FLINTSHIRE COUNTY COUNCIL**

**CABINET RECORD OF DECISION**

**DATE OF MEETING:**                    **22 MARCH 2016**                    **AGENDA ITEM NO. 7**

**REPORT OF:**                            **Chief Officer (Streetscene and Transportation)**

**SUBJECT:**                                **ENERGY AT LANDFILL SITES**

**RECOMMENDATIONS OF REPORT:**      That Cabinet consider the report, and approves the development of the two Solar Farms, and the high voltage connection of Brookhill landfill site to Alltami Depot.

**DECISION:**                                As detailed in the recommendation.

**REASON FOR DECISION:**                As in the report.

**CONSULTATIONS  
REQUIRED/CARRIED OUT:**                APSE, Walker Morris, Steven Cirell (Energy Consultant, APSE), Welsh Government, Internal Planning advice, Procurement advice. Corporate Finance. Ecology Officer and Contaminated Land Officer.

Local Members have been provided with a briefing on the proposals.

**RESOURCE IMPLICATIONS:**                There are no staff resource issues as a result of the report.

The Cabinet report of 15 June 2015 resolved to support the development of the two Solar Farms at Brookhill and Standard landfill sites, subject to feasibility and a final business case report to Cabinet. A provisional sum of £1.45M from Capital reserves was identified for this purpose.

The spreadsheet attached to the report details the business case, includes a number of assumptions and calculations, which are detailed in the “explanations” tab of the spreadsheets.



**DECLARATIONS OF INTEREST:** None.

**DISPENSATIONS** None.

**DATE PUBLISHED:** 23 March 2016

**SIGNED**

A handwritten signature in black ink, consisting of a stylized first letter followed by a series of connected loops and a final horizontal stroke.

**(Proper Officer)**

**FLINTSHIRE COUNTY COUNCIL**

**CABINET RECORD OF DECISION**

**DATE OF MEETING:**                      **22 MARCH 2016**                      **AGENDA ITEM NO. 8**

**REPORT OF:**                              **Chief Officer (Streetscene and Transportation)**

**SUBJECT:**                                 **REVIEW OF STRATEGIC HIGHWAY IMPROVEMENT  
SCHEMES**

**RECOMMENDATIONS OF REPORT:**      That Cabinet approves the removal of the Highway Improvement schemes listed in this report, which no longer form part of the Councils Transport priorities as defined within the LTP.

**DECISION:**                                 As detailed in the recommendation.

**REASON FOR DECISION:**                As in the report.

**CONSULTATIONS**                             With the Cabinet Member.

**REQUIRED/CARRIED OUT:**                A full public consultation process was undertaken prior to the completion and submission of the revised LTP which included the new priority scheme listing. This included public drop in events held in Mold and at other centres across North Wales.

**RESOURCE IMPLICATIONS:**             Retaining redundant schemes within the Council's protected highway schemes programme will impact on the decision as whether or not to include a proposed candidate sites within the emerging LDP resulting in the possibility of developments being refused which could result in a detrimental impact on Flintshire's economic growth.

Retention of redundant schemes also impacts on staff resources that are required to investigate individual enquiries arising from scheme declarations on searches, these can be time consuming and contentious at times and can result in

legal procedures.

**DECLARATIONS OF INTEREST:**

None.

**DISPENSATIONS**

None.

**DATE PUBLISHED:**

23 March 2016

**SIGNED**

A handwritten signature in black ink, consisting of a stylized 'P' followed by a horizontal line and a flourish.

**(Proper Officer)**

**FLINTSHIRE COUNTY COUNCIL**

**CABINET RECORD OF DECISION**

**DATE OF MEETING:**            **22 MARCH 2016**                    **AGENDA ITEM NO. 8a**

**REPORT OF:**                    **Chief Officer (Social Services)**

**SUBJECT:**                        **MENINGITIS B VACCINATION PROGRAMME**

**RECOMMENDATIONS OF REPORT:**      Flintshire County Council commits its support for the extension of the vaccination programme to all children up to the age of 11.

**DECISION:**                        As detailed in the recommendation.

**REASON FOR DECISION:**                As in the report.


**CONSULTATIONS  
REQUIRED/CARRIED OUT:**                The submission of this report is in response to public support for the petition.

**RESOURCE IMPLICATIONS:**              No direct financial implications for the local authority.

**DECLARATIONS OF INTEREST:**            None.

**DISPENSATIONS**                              None.

**DATE PUBLISHED:**                        23 March 2016

**SIGNED**                                                            **(Proper Officer)**

FLINTSHIRE COUNTY COUNCIL

CABINET RECORD OF DECISION

DATE OF MEETING: 22 MARCH 2016 AGENDA ITEM NO. 9

REPORT OF: Corporate Finance Manager

SUBJECT: CAPITAL PROGRAMME 2015/16 (MONTH 9)

RECOMMENDATIONS OF REPORT:

- (1) Approve the report;
- (2) Approve the rollover adjustments;  
and
- (3) Approve the request for additional resources.

DECISION: As detailed in the recommendations.

REASON FOR DECISION: As in the report.

CONSULTATIONS  
REQUIRED/CARRIED OUT: No consultation is required as a direct result of this report.

RESOURCE IMPLICATIONS: Financial implications – As set out in the body of the report.  
Personnel implications – None directly as a result of this report.

DECLARATIONS OF INTEREST: None.

DISPENSATIONS None.

DATE PUBLISHED: 23 March 2016

SIGNED



(Proper Officer)





**FLINTSHIRE COUNTY COUNCIL**

**CABINET RECORD OF DECISION**

**DATE OF MEETING:** **22 MARCH 2016** **AGENDA ITEM NO. 12**

**REPORT OF:** **Chief Executive**

**SUBJECT:** **URDD NATIONAL EISTEDDFOD 2016**

**RECOMMENDATIONS OF REPORT:** The Council supports the Urdd Eisteddfod as set out in the report and promotes the County and its attractions with a presence on the Maes site.

**DECISION:** As in the recommendation.

**REASON FOR DECISION:** As in the report.


**CONSULTATIONS  
REQUIRED/CARRIED OUT:** The hosting of the Urdd was made in conjunction with Flint Town Council.

**RESOURCE IMPLICATIONS:** Since 2009 the Welsh Government has provided financial support to the Urdd to help stage the event, which is matched by an equal contribution from Welsh local authorities. Under a long term partnership agreement with the WLGA, local authorities each contribute on an annual basis through 'top-sliced' funding rather than the host authority making a one-off contribution. As well as reducing the cost placed on individual authorities, this arrangement makes it possible for the Eisteddfod to visit all parts of Wales. This is in line with the funding arrangements adopted for the National Eisteddfod of Wales.

**DECLARATIONS OF INTEREST:** None.

**DISPENSATIONS** None.

**DATE PUBLISHED:** 23 March 2016

**SIGNED**  **(Proper Officer)**





**FLINTSHIRE COUNTY COUNCIL**

**CABINET RECORD OF DECISION**

**DATE OF MEETING:**                    **22 MARCH 2016**                    **AGENDA ITEM NO. 14**

**REPORT OF:**                            **Chief Officer (Organisational Change), Chief Officer (Organisational Change.)**

**SUBJECT:**                                **ALTERNATIVE DELIVERY MODELS**

- RECOMMENDATIONS OF REPORT:**
- (1) To agree that Facility Management Services establish a Local Authority Trading Company (LATC) with a TEKAL exemption to trade and that this be subject to a number of conditions as detailed in the report;
  - (2) To agree that Day Care Service delivery and Work Opportunities Services delivery be commissioned from a social organisation and that this be subject to a number of conditions as detailed in the report;
  - (3) To agree that Leisure and Libraries establish an Employee Led Mutual and that this be subject to a number of conditions as detailed in the report;
  - (4) That full Implementation Plans are brought back to Cabinet prior to authority being provided to enter into legal agreements for completion of any of the Alternative Delivery Models; and
  - (5) That in finalising implementation plans for services at the Council wide positions detailed in Appendix D are approved.

**DECISION:**                                As detailed in recommendations (1), (2), (4) and (5). In respect of (3), it be amended to read "for Leisure and

Libraries an employee led mutual was adopted as the preferred model for the future subject to more information being provided on employee involvement and consultation and the levels of confidence amongst the workforce over the workability of the model. An update report will be brought back to Cabinet (by May) with the invitation to Cabinet to reconsider the recommendations of the report for this service in full”.

**REASON FOR DECISION:**

As in the report and noting the amended recommendation number (3).

**CONSULTATIONS  
REQUIRED/CARRIED OUT:**

Informal consultation has taken place with staff and trade unions, this is now being formalised as part of union and staff engagement plans and will continue if ADMs are agreed to be established.

**RESOURCE IMPLICATIONS:**

**Financial Implications**

To date as planned approximately £0.100m of the £0.200m has been used to provide technical support to the services that have developed ADM proposals. The remaining £0.100m can be used to support final establishment of ADMs alongside supporting any other services coming forward with ADM proposals.

The proposed level of savings for each proposal over a three year period is as follows:

- Facility Management £0.900m
- Day Care and Work Opportunities £0.630m
- Leisure and Libraries £1.5m

**Human Resource Implications**

Transfer of Undertakings Protection of Employment Regulations (TUPE), Pensions and Staff engagement are considered in detail at Appendix D. Final implementation plans when brought forward will detail impacts on staff in individual service areas.

**DECLARATIONS OF INTEREST:**

Councillor Kevin Jones - Parent of a

service user in respect of the element of the report relating to Day Care and Work Opportunities service delivery.

**DISPENSATIONS**

None.

**DATE PUBLISHED:**

23 March 2016

**SIGNED**

A handwritten signature in black ink, consisting of a stylized 'P' followed by a horizontal line and a flourish.

**(Proper Officer)**

**FLINTSHIRE COUNTY COUNCIL**

**CABINET RECORD OF DECISION**

**DATE OF MEETING:**                      **22 MARCH 2016**                      **AGENDA ITEM NO. 15**

**REPORT OF:**                              **Chief Officer (Community and Enterprise)**

**SUBJECT:**                                **COUNCIL HOUSING PROGRAMME SERVICE -  
HOUSING PROGRAMMES RESTRUCTURE**

**RECOMMENDATIONS OF REPORT:**      That Cabinet approve the staffing structure for the Housing Programmes team as set out in the report.

**DECISION:**                                As detailed in the recommendation.

**REASON FOR DECISION:**                As in the report.

**CONSULTATIONS  
REQUIRED/CARRIED OUT:**                There will be a need for the Council's formal change and restructure process to be followed. Any staff affected by proposed structure will be consulted alongside, Trade Unions and Cabinet Members. The final outcomes on this may result in minor adjustments to the service areas.

**RESOURCE IMPLICATIONS:**                As the Housing Programmes Team is a new and specialist team within the Community and Enterprise portfolio, there are no existing structures currently in place to compare its key strategic and operational priorities and staffing structure against.

A number of these posts already exist and are currently funded by a mix of Council and HRA funding and have transferred to the Housing Programmes Team following the Community and Enterprise restructure which was implemented October 1 2015. They are as follows:

- Service Manager Housing Programmes
- Affordable Housing Officer
- Performance Officer

- Training Manager
- Training Assistant

These existing staffing resources will be maximised to support the development of a new Housing Programmes Team structure which will deliver key Housing Programmes for the Council. The roles and responsibilities of all posts have been reviewed where it is felt capacity currently exists to broaden job roles and responsibilities.

In addition to existing staff funding streams, given the diversity and breadth of housing programmes, services and support provided by the team, a number of different funding regimes including Welsh Government Section 180 Homeless Prevention Grant, Supporting People Grant and NEW Homes revenue funding.

In addition, where posts are directly responsible for the delivery of capital housing programmes posts including the Housing Delivery Manager, Affordable Housing Officer and Flint Future Works will be capitalised as appropriate.

Whilst many of the posts will be funded through existing funding streams, regular and detailed monitoring will be undertaken to mitigate the risk to the delivery of housing programmes and services should Welsh Government funding be withdrawn at some stage in the future. This will require a commercial approach wherever possible to ensure that the Housing Programme structure becomes self-funding in the medium to longer future by generating income-making opportunities wherever possible.

In total, 9.1 FTE's are proposed for the Housing Programmes structure. It is proposed the structure will be funded by the following:

- £0.108m grant funding
- £0.090m Housing Revenue

- Account funding
- £0.159m council funded

Total cost: £0.357m (subject to job evaluation).  
(NEW Homes posts are excluded from these costs as they are funded directly by NEW Homes).

The proposed costs will be met from within existing budgets.

NEW Homes Board has agreed its staffing requirements as part of its current business plan. This is currently under review and should this result in a change in staffing needs will be reflected in a revised plan which will require Cabinet approval.

**DECLARATIONS OF INTEREST:** None.

**DISPENSATIONS** None.

**DATE PUBLISHED:** 23 March 2016

**SIGNED**

A handwritten signature in black ink, consisting of a stylized 'P' followed by a long horizontal stroke and a smaller flourish at the end.

**(Proper Officer)**

**FLINTSHIRE COUNTY COUNCIL**

**CABINET RECORD OF DECISION**

**DATE OF MEETING:**                    **22 MARCH 2016**                    **AGENDA ITEM NO. 16**

**REPORT OF:**                            **Chief Officer (Community and Enterprise)**

**SUBJECT:**                                **COUNCIL HOUSING SERVICE - HOUSING  
MANAGEMENT RESTRUCTURE**

**RECOMMENDATIONS OF REPORT:**      That Cabinet approve the revised  
Housing Management staffing structure  
set out in the report.

**DECISION:**                                As detailed in the recommendation.

**REASON FOR DECISION:**                As in the report.

**CONSULTATIONS  
REQUIRED/CARRIED OUT:**                There will be a need for the Council's  
formal change and restructure process to  
be followed. Any staff affected by  
proposed structure will be consulted  
alongside, Trade Unions and Cabinet  
Members. The final outcomes of this may  
result in minor adjustments to the service  
areas.

**RESOURCE IMPLICATIONS:**                The 2015/16 budget has identified overall  
savings of £116,801 in staffing costs for  
the Housing Management Service. The  
proposed restructure will achieve  
£107,858, which takes into account the  
addition of 2 new posts and a review of  
the Caretaker / Janitor service to reflect a  
'handyperson' service.

Redundancy costs cannot be identified at  
this stage however these are being  
managed to a minimum and provision has  
been made within the Housing Revenue  
Account for potential costs.

**DECLARATIONS OF INTEREST:**                None.

**DISPENSATIONS**                                None.



**DATE PUBLISHED:**

23 March 2016

**SIGNED**

A handwritten signature in black ink, consisting of a capital letter 'P' followed by a long horizontal stroke that curves upwards at the end.

**(Proper Officer)**

**FLINTSHIRE COUNTY COUNCIL**

**CABINET RECORD OF DECISION**

**DATE OF MEETING:**                      **22 MARCH 2016**                      **AGENDA ITEM NO. 17**

**REPORT OF:**                              **Chief Executive**

**SUBJECT:**                                **REVIEW OF THE POLICY AND PERFORMANCE  
AND COMMUNICATIONS TEAMS**

**RECOMMENDATIONS OF REPORT:**      That the proposed amalgamation of the Policy and Performance and Communications Teams is supported and implemented.

**DECISION:**                                As detailed in the recommendation.

**REASON FOR DECISION:**                As in the report.

**CONSULTATIONS  
REQUIRED/CARRIED OUT:**                The two team managers, who will be placed 'at risk' and the two teams have been consulted on the proposed amalgamation. The proposal is supported without objection. The report fairly reflects the views of those consulted on the benefits and the risks of the proposal. Unison and Unite, as the two representative Trade Unions, have both been notified of the proposed amalgamation.

**RESOURCE IMPLICATIONS:**                The proposal would involve the deletion of one of the two team manager posts and one further post from the combined non-managerial complement of ten posts. The financial efficiency of a reduction of one team manager post and one other service team post is estimated at a maximum £110,000 including employer on-costs. The costs of grading changes within the team through job redesign will be minimal and most of this estimate will be realised as a net efficiency gain. Any redundancy costs will be met from the working reserve held for workplace exit costs meaning that the annual efficiency will be realised from

the date of implementation.

**DECLARATIONS OF INTEREST:**

None

**DISPENSATIONS**

None.

**DATE PUBLISHED:**

23 March 2016

**SIGNED**

A handwritten signature in black ink, consisting of a stylized 'P' followed by a horizontal line and a flourish.

**(Proper Officer)**