RECORD NO. 3822

FLINTSHIRE COUNTY COUNCIL

CABINET RECORD OF DECISION

DATE OF MEETING: 03 DECEMBER 2020 AGENDA ITEM NO. 3

<u>REPORT OF:</u> <u>Chief Officer (Streetscene and Transportation)</u>

SUBJECT: NEWYDD MODERNISATION PROGRAMME

RECOMMENDATIONS OF REPORT:

- (1) That Cabinet approves the proposed phased implementation of NEWydd's Modernisation Programme, and the changes to the school catering service, as detailed in the operational transition plan.
- (2) That Cabinet supports the release of employees who have applied for voluntary redundancy by 31st December 2020 to help facilitate the implementation of the new operating model.

As detailed in the recommendations.

As in the report.

The business case and proposal for change to both NEWydd's operating model and workforce structure was presented to and approved by the NEWydd Board in June 2020, the NEWydd Partnership Board and Cabinet in July 2020 and Scrutiny Committee in August 2020.

Consultation with recognised Trade Unions commenced in July 2020 and has been regular and ongoing since that time. The Trade Unions recognise the concerns of their members in respect of the return to work for staff within the vulnerable groups and have therefore added their support to the proposals as presented in this report.

DECISION:

REASON FOR DECISION:

CONSULTATIONS REQUIRED/CARRIED OUT:

Regular communications have been drafted and shared with employees since August 2020, with formal consultation running from 10th September to 10th October.

NEWydd have conducted consultation with key stakeholder groups, such as a webinar for schools and attendance at Heads Federations.

NEWydd will work closely with both its employees and staff at the schools affected by the change to ensure the introduction is seamless in terms of the food supplied and the service provided to pupils.

RESOURCE IMPLICATIONS:

The UK Government recently extended the Coronavirus Job Retention Scheme and Welsh Government have committed ongoing financial support. This extended Government financial support until 31st March 2021, which NEWydd will continue to access, has reduced the financial urgency by which NEWydd needs to implement its Modernisation Programme changes.

The total budget for exit payments for this programme will be £300k. This will allow for voluntary redundancy and pension strain costs of the cooks who have applied to the scheme, along with a small number of cleaners who meet the set criteria. This expense is to be funded jointly by NEWydd and the Council, with NEWydd providing £200k from company reserves and the Council contributing £100k.

DECLARATIONS OF INTEREST:

None.

DISPENSATIONS

None.

DATE PUBLISHED:

4th December, 2020

<u>SIGNED</u>

Robert .

(Proper Officer)