

CABINET
22ND JANUARY 2019

Minutes of the meeting of the Cabinet of Flintshire County Council held in the Clwyd Committee Room, County Hall, Mold on Tuesday, 22nd January 2019.

PRESENT: Councillor Aaron Shotton (Chair)

Councillors: Bernie Attridge, Chris Bithell, Christine Jones, Billy Mullin, Ian Roberts and Carolyn Thomas.

IN ATTENDANCE:

Chief Executive, Chief Officer (Governance), Chief Officer (Housing and Assets), Chief Officer (Education and Youth), Chief Officer (Streetscene and Transportation), Chief Officer (Social Services), Corporate Finance Manager, Senior Manager - Human Resources and Organisational Development, Overview and Scrutiny Facilitator and Team Leader – Democratic Services.

APOLOGY:

Councillor Derek Butler.

OTHER MEMBERS IN ATTENDANCE:

Councillors: Helen Brown, Carol Ellis, Patrick Heesom, Kevin Hughes and Mike Peers.

287. DECLARATIONS OF INTEREST

Councillors Bithell and Thomas declared personal interests in agenda item number 5 – Welsh Government Innovative Housing Programme – Land at St Andrew's Church, Garden City. Councillor Jones declared a personal and prejudicial interest in agenda item number 13 – 21st Century Schools Programme – Connah's Quay High School Project – Project Update. Councillors Attridge, Shotton and Thomas declared personal interests in agenda item number 16 – Review of Workforce Pay Model. Councillor Thomas declared a personal and prejudicial interest in agenda item number 17 – Capital Programme – Ysgol Castell Alun, Hope.

288. MINUTES

The minutes of the meeting held on 18th December 2018 were approved as a correct record.

RESOLVED:

That the minutes be approved as a correct record.

Councillor Shotton said that agenda item number 6 – Regional Carers Strategy would be considered first.

289. REGIONAL CARERS STRATEGY

Councillor Jones introduced the Regional Carers Strategy report which provided details of the key decisions and activities undertaken to develop a North Wales Carers Strategy.

The strategy was made up of three parts:

1. A North Wales Vision for Carers Services;
2. Service Standards; and
3. An Action Plan.

The vision for services was made up of a number of wellbeing outcomes and each organisation committed to the strategy would agree to achieve the following:

- Promote general awareness of carers and caring to the wider population and to all relevant staff in the health and care sector;
- Think carer in commissioning and assessing needs, with attention to rurality and those furthest from services for other reasons;
- Involve carers of all groups and communities in decision-making and planning processes; and
- The early identification of carers at first contact with services.

As employers, partners would be asked to identify carers in the organisation; adopt a carer friendly infrastructure; commit to equitable provision for carers; provide opportunities to hear the voice of carers in the workplace; and allow flexible working practices, where reasonable and practicable.

The Chief Officer (Social Services) said the strategy was in line with the Social Services and Well Being (Wales) Act 2014 which legislated for enhanced rights for carers of all ages and simplified the law, giving them, for the first time, equivalent rights to the person they cared for.

A Population Needs Assessment published on 1st April 2017 stated that carers provided a crucial role in the provision of care and support and it was estimated that they provided between 75% and 95% of care, saving £.72 billion every year in Wales.

He emphasised the importance of accessible information and advice being available to carers as there was evidence from carers that many were unaware of their rights. They also reported that they were also unaware of the information and support services that were available to them.

Councillor Shotton thanked the Chief Officer, Cabinet Member and the team for the work undertaken on the strategy and for recognising the value of carers and the support they needed.

Councillor Roberts commented on carers who were school children and the challenges they faced, such as attendance levels, punctuality and stress. The Chief Officer explained that a lot of work was undertaken with schools and young carers were a priority within the strategy. The Council worked with skilled third sector organisations who helped to identify school children who were carers and they were dealt with

sensitively and provided with reassurance and support. He referred to the 'Action for Access' card which was provided to young carers in school, but also said that over time it had been identified that this was only one way that support could be offered; daily support was available in schools which was key. However, there were also young carers that the authority were not aware of - schools, health colleagues and the voluntary sector worked closely with the Council to identify and provide support to those individuals.

Social and Health Care Overview and Scrutiny Committee had requested a dedicated meeting on young carers.

Councillors Bithell and Mullin welcomed the report, commenting on the importance of the work of the Council and all other organisations, and the commitment of all of the carers in the County.

RESOLVED:

That the North Wales Strategy be received and signed up to.

290. COUNCIL FUND BUDGET 2019/20 – THIRD AND CLOSING STAGE

Councillor Shotton introduced the Council Fund Budget 2019/20 – Third and Closing Stage report. He commented on the number of Member workshops and Overview and Scrutiny Committee meetings that had taken place where the portfolio resilience statements had been presented prior to the budget being approved at Stage 1 and then Stage 2.

The resilience statements highlighted the risks to service capacity and performance of any further budget reductions and they were accepted by each Overview and Scrutiny Committee and Cabinet. Each Overview and Scrutiny Committee, and Cabinet, also accepted that there was no scope for further reductions in Corporate Finance and Service Portfolios of any scale.

The Council had been central to campaigning across Wales for an improved Financial Settlement for local government through the collective case-making of the Welsh Local Government Association (WLGA) and its own press and social media-based campaign, #backtheask.

The Chief Executive explained that the Council needed to set a balanced budget to meet its legal duty – this was a collective responsibility of the whole Council. He emphasised the importance of the advice that would be given to Members by himself and the Section 151 Officer in their Statutory Officer roles.

A report would be submitted to County Council on 29th January 2019. There was a meeting on 19th February where a report could also be submitted, if required, which would be within the timescale of when a budget needed to be set by.

He reiterated that there was no scope for further reductions in cost estimates for Corporate Finance and Service Portfolios for 2019/20 of scale which had been accepted by Group Leaders, Overview and Scrutiny Committees, Cabinet and Council,

and that all options of any scale had been exhausted. Whilst the funding position for local government and Flintshire had improved on the original forecast, the Settlement was still inadequate to meet the funding requirements. Beyond a further financial intervention by Welsh Government (WG) the only remaining options to balance the budget were Council Tax income and drawing upon reserves and balances, noting that the scope for the latter was limited.

The revised gap was £3.1m and to achieve a legal and balanced budget a Council Tax rise in the region of 8.5% would be required after the small utilisation of reserves which was recommended at £0.189m. The addition of the increase in the North Wales Fire and Rescue Levy would take the overall Council Tax increase to a potential 8.9%.

The Corporate Finance Manager explained the revised budget gap and provided details of confirmed grant announcements for 2019/20. He confirmed that the only options to close the gap was through reserves and balances and Council Tax, if no further funding was received from WG. He also reiterated that there was only the limited amount of reserves and balances of £0.189m that he would recommend to be used, and provided details of the prudent level of reserves that were recommended for specific purposes which were detailed in the report.

The Chief Executive provided his opinion, which was detailed in the report, alongside the opinion of the Section 151 Officer.

The final budget forecast position, and the limited options available to the Council to fulfil its collective responsibility to set a legal and balanced budget were set out within the report. The advice on which to base a decision was clearly set out and there is no other concluding advice to give to Council.

He requested support of Members for two specific asks that he felt WG could provide further funding for, which were better positions for schools and Out of County placements support. If additional funding was provided for those areas it could result in the Council proposing a Council Tax rise of 6.5%, which WG had assumed as the average rise across Wales. Flintshire wished to be in a position where they could set the rise at 6.5%, or lower.

Work was being undertaken on information being made available to the public, as well as the Frequently Asked Questions area of the website.

Councillor Shotton said that following the #backtheask campaign he was grateful that the Council received some additional funding but that was not enough to continue to meet service demands without raising the Council Tax by such a high percentage. He did not want to shift the burden of cost pressures onto residents and he was reluctant to accept that it was the only way in which a legal and balanced budget could be set without further lobbying to WG. He thanked Councillor Kevin Hughes for arranging a delegation of Members to go to WG on 5th February to lobby for additional funding and he also welcomed the cross party support for this.

In the absence of any further funding from WG, he suggested an additional recommendation of 'Officers provide information on those non-mandatory services

where Council could review its policies and funding commitments. The information to include financial values (to the Council Tax payer) and the risks associated with making any changes to current commitments' which was supported.

The Chief Executive said that the options that would be provided would include things that could not be achieved by April and things he could not support in his professional role given the risks they posed. He provided examples of the % reduction to the Council Tax rise if certain services were cut, which were minimal. He also said that the Wales Audit Office endorsed that Flintshire was a well-managed financial authority.

Councillor Attridge said the position being faced by the Council was following political choices in WG where they voted for a budget that did not support local government. The #backtheask campaign had made the case clear for Flintshire and highlighted that Flintshire was a low funded Council. If the Council did not set a legal and balanced budget by the required date WG could send in Commissioners who would be ruthless and the County could see things such as care homes closing, which were the services the Council were trying to protect. He supported the continued lobbying of WG and asked if other Councils would be joining them on 5th February. Councillor Shotton said he would be speaking to Leader colleagues at meetings of the WLGA later that week and he would inform them of Flintshire's intention on 5th February.

Councillor Roberts commented on the seriousness of the situation that the Council was facing. However, he also commented on the excellent work undertaken by the Council during recent years, such as the council housing developments. He said he was disappointed with WG and their continued failure to support local government adequately. He and all Cabinet Members welcomed the opportunity to lobby WG on 5th February.

RESOLVED:

- (a) Cabinet note the updated budget forecast position as the basis for setting a legal and balanced budget for 2019/20;
- (b) Cabinet advise Council that in the absence of an improvement in the Local Government Settlement by Welsh Government then the Council will have to rely on a Council Tax rise in the region of 8.5% to meet its own expenditure requirements for 2019/20 (excluding the increase in the Levy of the North Wales Fire and Rescue Authority);
- (c) Cabinet invite Council to engage with Welsh Government – through a cross-party delegation - for an improved Local Government Settlement, in order to suppress Council Tax rises in Flintshire and across Wales, by specifically increasing recurring funding for schools and children's services; and
- (d) Officers provide information on those non-mandatory services where Council could review its policies and funding commitments. The information to include financial values (to the Council Tax payer) and the risks associated with making any changes to current commitments.

291. WELSH GOVERNMENT INNOVATIVE HOUSING PROGRAMME – LAND AT ST ANDREW’S CHURCH, GARDEN CITY

Councillor Attridge introduced the Welsh Government Innovative Housing Programme (IHP) – Land at St Andrew’s Church, Garden City report which provided details of the IHP and the bid application process.

The report also provided details on the proposed Modern Method of Construction to be utilised on the scheme and information on the terms and conditions attached to the grant award.

The scheme sought to support innovation covering construction techniques, delivery pathways and housing types across all tenures. The main aims of the IHP were outlined in full in the report.

The IHP had a target of 1,000 affordable homes as part of the Welsh Government (WG) 20,000 affordable homes target and had been approved for three years, with a budget of £90 million. The bidding process for Year 2 commenced in April 2018 and for the first time allowed projects from both private companies and social landlords to be considered. The site identified by the Council for the proposed IHP was situated to the west of Sealand Avenue and to the rear of the Church of St Andrew and the Curate’s house. In total the size amounted to 0.41 acres and had combined land under the current ownership of the Council with land bought from the Church of Wales in March 2017 using capital grant funding.

The Chief Officer (Housing and Assets) commented on the innovative scheme which saw on 16th October the Minister for Housing announcing that Flintshire had been successful with its submission for the development of 12 apartments with the flexibility to meet changing needs in social housing including apartment’s size, wheelchair accessibility and supported living on the site. It also provided an ideal opportunity to challenge the norm of developing through traditional forms of construction given its site location.

RESOLVED:

- (a) That the delivery of 12 new apartments on land at St Andrew’s Church, Garden City at a projected cost of £2.199m following the award of £1.1m capital grant through Welsh Government’s Innovative Housing Programme be approved; and
- (b) That Housing Revenue Account borrowing of £1.099m be approved to fund the balance of the total projected scheme cost.

292. THEATR CLWYD BUSINESS PLAN 2019-2021

The Chief Executive introduced the Theatr Clwyd Business Plan 2019-2021 which required Cabinet approval. He commented on the excellent work undertaken at the Theatr which had undergone a sustained transformation. He invited Mr Liam Evans-Ford, Executive Director at Theatr Clwyd, to the meeting to present the Business Plan.

Mr Evans-Ford thanked Cabinet for the opportunity to present the Business Plan and said the mission of the Theatr was 'Making the world a happier place, one moment at a time'. He provided information on the following:

- The continuation of the development of the family Christmas offer with their first Welsh language Christmas production;
- Winning the UK Theatre Award for Best Musical Production for *The Assassination of Katie Hopkins*;
- The three new Welsh language plays created and performed in the Roundabout Theatre on location in North Wales before being shared at the National Eisteddfod in Cardiff;
- Their TYFU programme which had continued to develop new apprentice positions in the workshop, creative engagement, catering and the lighting and sound team;
- The strong working partnership with Besi Cadwaladr University Health Board; and
- Employment of 85 full time equivalent core staff and over 115 casual staff employed over the last 12 months. Also 45 new volunteers which took the total volunteer number up to 150.

Councillor Shotton thanked Liam Evans-Ford for his presentation and commented on the visible positive differences at the Theatr which were impressive.

Councillor Jones paid tribute to the work undertaken at the Theatr with people with dementia which was invaluable for them and their carers.

As a member of the Board at Theatr Clwyd, Councillor Bithell also welcomed the report which had been presented and accepted at the last Board meeting. He said the Theatr reached out to communities across the County, offered a range of different programmes for different age groups, and provided an invaluable contribution to the local economy.

Councillor Mullin thanked Liam Evans-Ford and the team, on behalf of himself and Councillor Butler, for all of the work undertaken since the beginning of the transformation plan.

RESOLVED:

That the Theatr Clwyd Business Plan for 2019-21 be approved.

293. UPDATE ON THE FLEET CONTRACT

Councillor Thomas introduced the Update on the Fleet Contract report which provided details of progress made after the first two years of the contract, along with an evaluation of the efficiencies delivered by the change in delivery method.

The financial benefits and anticipated service benefits were outlined in the report.

The Chief Officer (Streetscene and Transportation) explained that the anticipated cumulative saving of fleet contract by year 2 was originally envisaged to be £49,106. The actual saving was £1,134,912; this was made up by the much improved position of non-cashable savings provided in large from the reduced processing of invoices.

RESOLVED:

That Cabinet be assured that the new fleet working arrangements are achieving the objectives agreed prior to the Fleet Contract being awarded.

294. REVENUE BUDGET MONITORING 2018/19 (MONTH 8)

The Corporate Finance Manager introduced the Revenue Budget Monitoring 2019/19 (Month 8) report which provide the latest revenue budget monitoring position for 2018/19 for the Council Fund and the Housing Revenue Account. The report presented the position, based on actual income and expenditure, as at Month 8 of the financial year if all things remained unchanged.

The report included the impact of the grant funding announced by Welsh Government (WG) to support costs associated with Supporting Sustainable Social Services which equalled £0.611m.

The Council had received confirmation of its allocation of the £7.5m announced to contribute to the Teacher Pay Award which would be passported in full to schools.

A capital grant of £1m for road refurbishment had been announced by WG – the options for dealing with that grant were currently being considered and any impact on revenue would be included in future reports.

The projected year end position, without new actions to reduce cost pressures and/or improve the financial return on efficiency planning and cost control was:

Council Fund

- An operating surplus of £0.026m (£0.325m at Month 7); and
- A projected contingency reserve balance as at 31st March 2019 of £7.689m, which when taking into account the agreed contributions for the 2019/20 budget reduced to £5.789m

Housing Revenue Account

- Net in-year revenue expenditure forecast to be £0.067m lower than budget; and
- A projected closing balance as at 31st March 2019 of £1.165m.

The report covered the Council Fund projected position; projected position by portfolio; Social Services; Out of County Placements; Streetscene and Transportation; tracking of in-year risks and emerging issues; achievement of planned in-year efficiencies; other tracked risks; independent inquiry into child sexual abuse; income;

recycling income; schools – risks and impacts; other in-year issues; reserves and balances; and earmarked reserves.

There were no comments to report from the recent Corporate Resources Overview and Scrutiny Committee. The Chief Executive confirmed that the information requested by that Committee at their meeting in December had since been provided.

RESOLVED:

- (a) That the overall report and the projected Council Fund contingency sum as at 31st March 2019 be noted; and
- (b) That the projected final level of balances on the Housing Revenue Account be noted.

295. REVIEW OF GARDEN WASTE CHARGES IN FLINTSHIRE

Councillor Thomas introduced the Review of Garden Waste Charges in Flintshire report which set out the outcome of the review and the associated financial assessment of the scheme.

In January 2018 Cabinet approved the introduction of a £30 subscription charge for the collection of all garden waste and the new service commenced in April 2018.

In the first year of the subscription process, 33,871 permits were sold which indicated that well over half of all residents previously using the service had subscribed for at least one bin to be collected under the new arrangement. The actual take up exceeded the financial target set for the service and generated an additional £166k over the £800k target.

The review considered the following areas and full details were outlined in the report:

- The subscription rate for 2019;
- The potential to extend the service to operate over a full year;
- Payment mechanisms;
- The use of technology to log payments and record collections; and
- The potential to offer a reduced concessional rate for residents on benefits.

The Environment Overview and Scrutiny Facilitator provided details of the discussions which had taken place at the Environment Overview and Scrutiny Committee meeting on 11th December 2018, which were:

- Larger bin to be provided and 2nd bin for free;
- The use of technology to be postponed until the opportunity for a larger bin was explored;
- Disappointment that a reduced rate was not being offered for residents on benefits; and
- Composting to be promoted.

Option 6 was proposed at the meeting, that the charge for the bin be set at £30 with any subsequent bin being free of charge, but the vote was lost. The recommendations as outlined in the Cabinet report were put to the vote and were carried.

The Chief Executive added that the surplus income received that was over the target was being used across the service and subsidising services such as the Household Recycling Centres.

In response to a question from Councillor Attridge, the Chief Officer said that had been no increases in fly tipping since the introduction of the charge.

RESOLVED:

- (a) That the continuation of the charging policy for the Garden Waste Service for 2019 and in subsequent years be supported;
- (b) That the existing charge of £30 for the Garden Waste Service be approved;
- (c) That it be approved that from 2019, the annual review of the Garden Waste charge should be included in the annual portfolio review of fees and charges; and
- (d) That the service explore an alternative, technology based system to monitor payments and notify the waste collectors of a paid subscription, in readiness for the 2020 season and that £30k of the funds raised in the 2018/19 financial year be approved to fund the new arrangement.

296. SIX MONTH REVIEW OF THE REVISED CAR PARKING CHARGES

Councillor Thomas introduced the Six Month Review of the Revised Car Parking Charges report.

Since the introduction of the revised charging scheme a number of suggested amendments to the charging arrangements had been received from various individuals, companies and public bodies. All of those suggestions had been assessed and considered against the existing strategy and were now put forward as viable or not viable within the constraints of the approved strategy.

The full list of suggested changes were detailed in appendix 3 to the report, together with an assessment of their acceptability within the strategy. The list also detailed the suggestions that could not be considered because they fell outside of the overarching parking strategy and the principles set down in the report to Cabinet in March 2018.

Councillor Thomas proposed an additional recommendation 'that officer's revise permits to enable part time workers to purchase lower cost permits that do not cover the whole week', which was supported.

The Environment Overview and Scrutiny Facilitator provided details of the discussions which had taken place at the Environment Overview and Scrutiny Committee meeting on 11th December 2018, which were:

- Request for two designated parking places for the Police in Holywell;
- Investment needed in the car parks, particularly to fix the pot holes;
- Free of Charge to continue for disabled spaces;
- Residents being unable to park outside their homes on Alexander Street in Shotton because of the charges at the nearby car park;
- Enforcement teams to be strengthened; and
- The need for a more local approach.

Councillor Peers had proposed that limitation number 2 'that any proposal will meet the principles of the Council's car parking strategy and would promote management of the car parking network to provide available spaces and therefore access to the town centres', be removed in relation to any proposals to amend or support car parking charges from Town Councils, but the vote was lost. The recommendations as outlined in the Cabinet report were put to the vote and were carried.

Following a question from Councillor Bithell, the Chief Officer explained that the four main reasons for the under recovery of the projected £240k income were outlined in full in the report.

RESOLVED:

- (a) That the content of the six month review of the new car park charging arrangements introduced in May 2018 be noted;
- (b) That the associated changes to the charging arrangements, which are considered to be within the boundaries and limitations of the overall strategy, be approved;
- (c) That the car parking arrangements and charges for railway stations be reviewed and options be reported back to Cabinet within three months; and
- (d) That officers revise permits to enable part time workers to purchase lower cost permits that do not cover the whole week.

297. FIXED PENALTY NOTICES FOR FLY TIPPING EVENTS

Councillor Thomas introduced the Fixed Penalty Notices for Fly Tipping Events report which sought approval for the introduction of Fixed Penalty Notices (FPN's) for fly tipping offences in the event of low level fly tipping.

The Council received around 1,000 reports of fly tipping in the County every year. A small number of those were significant in size but the vast majority were small scale events such as black bags and bulky household items. It was not appropriate to issue FPN's in every case of fly tipping and in the event of more significant events,

prosecuting should and would remain the most effective way of dealing with the situation.

Local authorities could set the amount of the fly tipping FPN at a level between £150 and £400, with a default amount of £200 if no amount was specified. An option for early payment of an amount no less than £120 could be made available and local authorities could retain the receipts to help contribute to the costs of dealing with fly tipping. It was suggested that the level of FPN in Flintshire be set initially at £200 and be monitored over the first year of introduction. The recognised standard period of 14 days for payment would apply and it was proposed that a reduced charge of £120 would be offered if it was paid within 10 days.

Councillor Bithell felt the amount should be at the higher end as it would act as a better deterrent. The Chief Executive explained that it was reasonable to set the price in the mid-range given it was a new initiative with no local charging history.

RESOLVED:

- (a) That the use of the new legislation to issue Fixed Penalty Notices for low level fly tipping offences be approved;
- (b) That the level of a Fixed Penalty Notice at £200, with a discount of £80 for early payment be approved; and
- (c) That a review of the level of Fixed Penalty Notice charge after one year be undertaken and delegated authority be granted to the Chief Officer after consultation with the Cabinet Member and Portfolio holder, to vary the level of the charge, if necessary.

298. 21ST CENTURY SCHOOLS PROGRAMME – CONNAH’S QUAY HIGH SCHOOL PROJECT – PROJECT UPDATE

Councillor Roberts introduced the 21st Century Schools Programme – Connah’s Quay High School Project – Project Update report which provided an explanation of the increase in project costs together with solutions to address the funding shortfall.

The project in its current form could not be achieved for the original estimate of £4m – the project figure was £300k above the original estimate taking the project to £4.3m.

The reasons for the increase were:

- Building materials cost increase due to variable market forces. Other contractors were also reporting similar issues across Wales and the wider UK as a whole;
- Additional areas of refurbishment had been included in the sports block since the original estimate. Originally the majority of the sports block was being refurbished with small areas and circulation spaces excluded. A better end product would be realised by including these areas; and

- Following re-inspection of the sports hall roof, additional works were required in that area.

The Chief Officer (Education and Youth) said there were two options available:

1. Reduce the scope of the project to bring it within the funding envelope; or
2. Redirect funding from other areas of the programme. Currently there was flexibility within the programme, given Cabinet's decision not to proceed with the Lixwm and Brynford proposed amalgamation (this option did not prohibit Cabinet's desire to invest in Brynford CP).

Following comments from Councillors Shotton and Attridge, the Chief Executive confirmed that the use of the facilities outside of school hours would be looked into, including the use of the changing rooms.

Having earlier declared a personal and prejudicial interest, Councillor Jones left the room during consideration of this item.

RESOLVED:

That the report and additional expenditure required to deliver the project be approved.

299. BUSINESS RATES – WRITE OFFS

Councillor Mullin introduced the Business Rates – Write Offs report which required Cabinet approval to write off debts.

Four Business Rates debts were considered to be irrecoverable for Limited Liability Companies that were no longer trading and had either been placed into administration or had been liquidised. Consequently, there were no assets and successful recovery of the Business Rate debt was no longer possible so a write off was necessary, totalling £217,396. Details of the companies were provided in the report.

The Chief Officer (Governance) explained that there were no direct financial implications for the Council or local taxpayers by writing off these debts as Business Rates were borne by the National Collection Pool for Wales. As the Collection Pool was supported by Welsh Government (WG), non-payment of rates did though have a wider impact on the Welsh taxpayer.

RESOLVED:

That the write off for the business rate debts be approved.

300. EXERCISE OF DELEGATED POWERS

An information item on the actions taken under delegated powers was submitted. The actions were as set out below:-

Streetscene and Transportation

- **Senior Management Review**

To ensure service resilience and continuity on the departure of a senior manager an urgent review of senior manager posts and their roles was required. The portfolio management team has been adjusted from three to four senior posts of Highway Network Manager, Transportation Manager, Regulatory Services Manager and Service Delivery Manager with compensatory reductions in team size elsewhere to cross-fund the costs. The review has been completed within financial resources and within the bounds of the previously adopted organisational design model for the function.

Corporate Finance

- **Senior Management Review**

To conclude the Finance Function Modernisation Project there has been a managed reduction in post numbers within the service and a re-alignment of the Finance Manager and Accountant levels of management to:

1. Achieve the pre-set efficiencies target set within the Council Fund budget;
2. Realign resources to the changed portfolios within the Chief Officer Team; and
3. Ensure a resilient service to meet the needs for corporate governance, corporate financial management, corporate financial strategy and service portfolio financial management and planning.

The review has been completed within financial resources (on a reduced budget for the Finance function) and within the bounds of the previously adopted organisational design model for the function

Housing and Assets – Revenue Services

- **Council Rent – Application to Write Off of Tenancy Arrears**

Council Procedure Rules (section 5.2) stipulates that individual bad and irrecoverable debts in excess of £5,000 are considered for write off in conjunction with the relevant Cabinet Member. The write off request is in respect of one tenant who is subject to a Debt Relief Order (DRO). Rent arrears of £5,910.56 are included in the DRO which are now irrecoverable as a result of the award of the DRO.

- **Council Housing Revenue Account (HRA) Rents – Write Off of Former Tenancy Arrears**

Financial Procedure Rules (section 5.2) stipulates that individual bad debt and irrecoverable debts in excess of £5,000 are considered for write off in conjunction with the relevant Cabinet Member. The write off of unpaid rents in respect of three separate tenancies/cases has resulted in a requirement to write off a total balance of £19,691.78 against the Housing Revenue Account.

- **Council Housing Revenue Account (HRA) Rents – Write Off of Current Tenancy Arrears**

Financial Procedure Rules (section 5.2) stipulates that individual bad debt and irrecoverable debts in excess of £5,000 are considered for write off in

conjunction with the relevant Cabinet Member. The write off of unpaid rents in respect of three separate tenancies/cases has resulted in a requirement to write off a total balance of £13,042.82 against the Housing Revenue Account.

LOCAL GOVERNMENT (ACCESS TO INFORMATION) ACT 1985 – TO CONSIDER THE EXCLUSION OF THE PRESS AND PUBLIC

RESOLVED:

That the press and public be excluded for the remainder of the meeting for the following items by virtue of exempt information under paragraphs 14 and 15 of Part 4 of Schedule 12A of the Local Government Act 1972 (as amended).

301. REVIEW OF WORKFORCE PAY MODEL

The Chief Executive introduced the Review of Workforce Pay Model report which provide an overview of the impact of implementing the second year (2019) of the two year National Joint Council (NJC) pay agreement (2018/19 – 2019/20) using the national model.

Detailed work had been completed on options for a new pay model which had to pass the tests of being legal and equitable, workable and sustainable, acceptable and affordable. The Council should also be setting itself the objective to become an accredited Foundation Living Wage Employer.

In response to a question, the Chief Executive confirmed that employees would be informed of the new pay model once negotiations with the Trade Unions had been concluded.

RESOLVED:

- (a) That the progress made in reviewing the Pay Model to incorporate the requirements of the 2nd year of the National Pay Award be noted and welcomed; and
- (b) That the Chief Executive be invited to conclude negotiations with the Trade Unions and agree and implement a revised pay model using his delegated powers provided that:-
 - 1. The new pay model meets the new tests as set out in the report;
 - 2. The new pay mode passes an Independent Equality Impact Assessment; and
 - 3. The recurring base cost does not exceed the provision within the draft 2019/20 budget by a tolerance greater than 5%.

302. CAPITAL PROGRAMME – YSGOL CASTELL ALUN, HOPE

Councillor Roberts introduced the Capital Programme – Ysgol Castell Alun, Hope report which detailed the opportunity for further investment in the school to provide a more cost effective solution to investment on the school site.

The report presented two options and highlighted the benefits and the risks.

Having earlier declared a personal and prejudicial interest, Councillor Thomas left the room during consideration of this item.

RESOLVED:

That option 1 for the continuation of the capital project be approved.

303. THE PROCUREMENT OF TRANSPORT ARRANGEMENTS FOR PARC ADFER

The Chief Executive introduced The Procurement of Transport Arrangements for Parc Adfer report.

In order for the residual waste from all the partner authorities to be taken to Parc Adfer, the partnership needed to procure a haulage contract(s). In accordance with the Partnership's Inter-Authority Agreement (IAA), Flintshire County Council was, on behalf of the Partnership, seeking to procure a haulage service.

In response to a question, the Chief Executive confirmed that delivery and exit routes would be recommended for all vehicles.

RESOLVED:

That the commencement of a procurement process to engage a regional transport provider for the waste material transported to the new North Wales Residual Waste Treatment Project be approved.

304. MEMBERS OF THE PRESS AND PUBLIC IN ATTENDANCE

There was 1 member of the press and no members of the public in attendance.

(The meeting commenced at 9.30 a.m. and ended at 12.55 p.m.)

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Chair