

At the Special Meeting of the **WEST DEVON BOROUGH COUNCIL** held in the **COUNCIL CHAMBER, KILWORTHY PARK, TAVISTOCK** on **TUESDAY** the **25<sup>th</sup>** day of **MARCH 2014** at **4.30 pm** pursuant to Notice given and Summons duly served.

**Present** Cllr W G Cann OBE – The Mayor (In the Chair)

Cllr R E Baldwin	Cllr K Ball
Cllr M J R Benson	Cllr A Clish-Green
Cllr D W Cloke	Cllr M V L Ewings
Cllr C Hall	Cllr L J G Hockridge
Cllr D M Horn	Cllr A F Leech
Cllr C M Marsh	Cllr J B Moody
Cllr N Morgan	Cllr M E Morse
Cllr D E Moyse	Cllr C R Musgrave
Cllr T G Pearce	Cllr P J Ridgers
Cllr R F D Sampson	Cllr P R Sanders
Cllr D K A Sellis	Cllr J Sheldon
Cllr E H Sherrell	Cllr D Whitcomb

Chief Executive  
Deputy Monitoring Officer  
Democratic Services Manager

**CM 83 APOLOGIES FOR ABSENCE**

Apologies for absence were received from Cllrs S C Bailey, T J Hill, J R McInnes, R J Oxborough, L B Rose and D M Wilde.

**CM 84 DECLARATION OF INTEREST**

The Mayor invited Members to declare any interests in the items of business to be considered during the course of the meeting, but there were none made.

**CM 85 BUSINESS BROUGHT FORWARD BY THE MAYOR**

The Mayor informed that he had one item of business which he wished to bring forward to this meeting, which related to an update on the progress being made by the Leisure Working Group and a recent meeting which had taken place between Members and Kelly College representatives.

In the absence of the Chairman of the Community Services Committee, the Leader of Council provided an introduction, during which he made particular reference to:-

- the role of the Leisure Working Group, which was both geographically and politically balanced;
- the recent Community Services Committee decision to convene a meeting with representatives of Kelly College, with a view to College representatives providing Members with an informal briefing on their suggested proposals. The Leader advised that it had proven to be difficult to fix a date in the diary for this briefing and once a date had been agreed, College representatives had produced a draft discussion

- paper, which had been received at the very last minute prior to the meeting taking place;
- the subsequent confusion in respect of the confidential nature of the discussion paper and whether or not it should have been received by the Leisure Working Group only or the wider Council membership;
  - the purpose of the meeting being to hear from Kelly College representatives with regard to what potential options may be on the table for consideration;
  - it being stressed that no decisions relating to Leisure had been made yet; and
  - the next Working Group meeting having been scheduled to take place on Thursday, 3 April 2014.

During the discussion on this matter, the following points were raised:-

- (a) A Member advised of his strong concerns that the Council now found itself in this position;
- (b) A Member made reference to the progress which was being made by the Working Group and therefore questioned the merits of the wider membership having been invited to the meeting with Kelly College representatives;
- (c) The future of Meadowlands was emphasised as being absolutely critical to both the town of Tavistock and its hinterlands. In recognising this point, it was highlighted that any Council decision on this matter was likely to be incredibly difficult and very emotive;
- (d) Since the Leader had confirmed his belief that all informal working groups and task and finish groups should be open for any Member to attend (if they so wished), it was requested that such meetings be now publicised in the Members Bulletin publication.

## **CM 86**

### **SENIOR MANAGEMENT STRUCTURE REVIEW**

A report was considered which set out the options for the future senior management structure, with the aim of clarifying the preferred option, proposing an appropriate selection process and considering the timing of any changes as the basis for formal consultation with staff.

In discussion, reference was made to:-

- (a) South Hams District Council agreeing the recommendations as a basis for consultation at its meeting on 20 March 2014;
- (b) some minor amendments were suggested to the recommendation. Each amendment was agreed by the proposer and seconder of the motion and were therefore included in the substantive motion;
- (c) the proposed use of external advisors to support the recruitment and selection process. Some Members expressed their concerns at the financial implications of pursuing this approach;
- (d) the proposed Income Generation lead role. The Chief Executive advised that it was his view that this position should be a standalone

role, with the postholder having the attributes of being commercially aware and aggressive in their approach in order to exploit potential income generating opportunities;

- (e) a Member expressed his personal view that the proposed ratio of total managers to total staff was too excessive.

It was moved by Cllr P R Sanders, seconded by Cllr R E Baldwin and upon the motion being submitted to the Meeting was declared to be **CARRIED** and **“RESOLVED** that the Council favour the following as the basis for consultation with all staff:

- (i) the organisational design as set out in paragraph 1.5 of the presented agenda report, which supports the future operating model, as set out in the report and summarised at Appendix 1;
- (ii) the Executive Director model, subject to further experience of it over the next few months, with one Director responsible for Strategy and Commissioning and one for Service Delivery, the former to be Head of Paid Service;
- (iii) the appointment of five Heads of Service – two in the Strategy and Commissioning Group and three to manage Service Delivery;
- (iv) recruiting a separate income generation officer initially on a two year contract;
- (v) recruiting to the seven senior management posts through open competition, the recruitment process to begin in July advertising for the two Director posts to appoint in September; Head of Service equivalent posts then filled by the relevant Director in October; Heads of Service then to appoint the next tier of managers initially through an internal recruitment process by December 2014 in readiness for all other posts to be recruited to the T18 model commencing January 2015;
- (vi) the appointment of an Interim Head of Support Services in July to enable Phase 1a to commence from October. This will allow ICT, HR and Financial building blocks to be put in place to enable a successful transition to the T18 model, whilst allowing the relevant Director to make the long term appointment;

- (vii) the appointment of the two Directors by a Member Panel of six, decided by the two Leaders – three from West Devon and three from South Hams, who will be supported by professional independent expertise. The Member Panel will sit in on the appointments of Heads of Service and the Lead Income Generation role, with the ultimate decision residing with the relevant Director;
- (viii) that remuneration and terms and conditions for the seven senior management roles and the Lead Income Generation role to be determined by Council in June on the recommendation of the Appointment Panel members.”

## **CM 87**

### **FLOOD SUPPORT SCHEMES**

Consideration was given to a report that provided information about four new flood support schemes, which would be administered by the Council and that had been announced by the Prime Minister in the wake of the winter storms.

In discussion, whilst welcoming central government support, some Members commented that the monies which had been allocated were minimal. In addition, a Member wished for her disappointment to be recorded whereby the Minister of Floods had decided against applying for European funding to assist with the recovery effort.

A Member also expressed her concern that the costs of administering these schemes were unlikely to be recoverable and would therefore need to be met by the Council.

It was moved by Cllr P R Sanders, seconded by Cllr R E Baldwin and upon the motion being submitted to the Meeting was declared to be **CARRIED** and **“RESOLVED** that:

1. the four flood/storm damage relief schemes be adopted and administered;
2. authority be delegated to the Head of Environmental Health and Housing, in consultation with the Chairman of the Resources Committee, to determine the details of the funding allocation process for the Repair and Renew Grant;
3. authority be delegated to the Head of ICT and Customer Services, in consultation with the Chairman of the Resources Committee, to determine the details of the funding allocation process for Business Rate relief;
4. authority be delegated to the Head of ICT and Customer Services, in consultation with the Chairman of the Resources Committee, to determine the details of the funding allocation process for Council Tax relief; and

5. authority be delegated to the Head of Planning, Economy and Community, in consultation with the Chairman of the Community Services Committee, to determine the funding allocation process for the Business Support Scheme.”

**CM 88**

**SCHEDULE OF MEETINGS**

In considering the revised Schedule, it was moved by Cllr M V L Ewings, seconded by Cllr M J R Benson and upon being submitted to the Meeting was declared to be **CARRIED** and **“RESOLVED** that the Schedule of Meetings for 2014/15 be approved, subject to the Site Inspection date in January 2015 being moved from Friday, 2 January 2015 to Thursday, 8 January 2015.”

**CM 89**

**RETIREMENT OF THE CHIEF EXECUTIVE**

Since this was the last Council meeting for the Chief Executive before he retired on 31 March 2014, the Leader, on behalf of the Council, wished to pay tribute to the work he had undertaken during his almost three and a half years service with the Council and proceeded to wish him a long and restful retirement.

(The Meeting terminated at 6.00 pm)