

SPECIAL MEETING OF THE CABINET

Thursday, 14th July, 2011 at 5.00 p.m.
in Committee Room 2 at the Council House, Dudley

PRESENT:-

Councillor L Jones (Leader of the Council) (Chairman)
Councillor Wright (Deputy Leader)
Councillors Adams, Blood, Mrs Faulkner, P Harley, Stanley, A Turner
and Vickers.

together with the following Minority Group Members appointed to attend
meetings of the Cabinet

Councillors Ali and Ms Partridge (Labour Group)

OFFICERS:-

The Chief Executive, Director of Adult, Community and Housing
Services, Director of Corporate Resources, Assistant Director of the
Urban Environment (Planning and Environmental Health), Acting
Director of Children's Services, Treasurer, Assistant Director of
Corporate Resources (Human Resources and Organisational
Development), Democratic Services Manager, Head of Strategic Asset
Planning (for Minute No. 22 below) and the Director of Employers
Services (West Midlands Councils) (for Minute No. 23 below)

17 **APOLOGIES FOR ABSENCE**

Apologies for absence from the meeting were received on behalf of
Councillors Foster, Sparks and Mrs Walker.

18 **CHANGES IN REPRESENTATION OF MINORITY GROUP MEMBERS**

No changes were reported.

19 **DECLARATIONS OF INTEREST**

Councillor Ali declared a Personal Interest, in accordance with the
Members' Code of Conduct, in respect of any matters to be considered
at this meeting affecting GMB and Unison as a Member of those Trade
Unions.

HOUSING REPAIRS AND MAINTENANCE: PROCUREMENT AND DELIVERY OF SERVICES

A report of the Director of Adult, Community and Housing Services was submitted to establish the principle of a Joint Venture Company with the private sector to deliver a repairs and maintenance service for the Council's housing stock.

A further report would be submitted to the Cabinet in due course to include details of the options appraisal.

RESOLVED

- (1) That approval in principle be given to the establishment of a Joint Venture between the Council and the private sector to deliver maintenance and improvement works for the Council Housing Service.
 - (2) That the Director of Adult, Community and Housing Services, in consultation with the Cabinet Member for Housing, Libraries and Adult Learning, be authorised to manage and allocate resources to the development and management of a future Joint Venture, as outlined in paragraphs 6 and 7 of the report submitted to the meeting.
 - (3) That the Director of Adult, Community and Housing Services be authorised to undertake appropriate consultations with managers, employees, trade union representatives and others concerning the implications of the Joint Venture Company for existing and future staffing and operational matters.
 - (4) That the Director of Adult, Community and Housing Services be authorised to procure and enter into contracts for the provision of specialist legal and other advice for the creation of the Joint Venture Company as outlined in the report submitted to the meeting.
 - (5) That a further report be submitted to the Cabinet in due course, prior to any final decision being made, including details of the options appraisal.
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EXCLUSION OF THE PUBLIC

RESOLVED

That the public be excluded from the meeting for the following items of business on the grounds that they involve the likely disclosure of exempt information, as defined in Part 1 of Schedule 12A to the Local Government Act, 1972, as specified below and, in all the circumstances, the public interest in disclosing the information is outweighed by the public interest in maintaining the exemption from disclosure.

<u>Description of Item</u>	<u>Relevant paragraph of Part I of Schedule 12A</u>
Limited Liability Partnership (LLP) Proposal: Dudley Town Centre Office Accommodation Strategy	3
Pay and Grading Review – Implementation of Single Status – Management Proposals for a Collective Agreement	1
Remodelling	1
Staffing Issues	1

LIMITED LIABILITY PARTNERSHIP (LLP) PROPOSAL: DUDLEY TOWN CENTRE OFFICE ACCOMMODATION STRATEGY

A report of the Director of Corporate Resources was submitted on the PSP Dudley Limited Liability Partnership proposal for a Dudley Town Centre office accommodation strategy.

RESOLVED

- (1) That, subject to the conditions as set out in the report submitted to the meeting, the Limited Liability Partnership's proposal be approved and implemented.
- (2) That approval be given to the completion of a 10 year lease at Regent House, enabling it to be prepared as demonstration space for the proposed change management pathfinder project and use as a Council core site.

- (3) That the Director of Corporate Resources, in consultation with the Leader of the Council and the Leader of the Opposition Group, be authorised to establish the Council's representation on the Project Steering Board and to confirm the composition of the individual project teams.

(This was a Key Decision with the Cabinet being named as Decision Taker)

23

PAY AND GRADING REVIEW – IMPLEMENTATION OF SINGLE STATUS – MANAGEMENT PROPOSALS FOR A COLLECTIVE AGREEMENT

A report of the Chief Executive was submitted on management proposals, which had been developed through negotiations with trade unions.

The management proposals represented an 'offer' to be made to regional trade union representatives as the basis of a collective agreement for the implementation of Single Status.

The Cabinet received a presentation from the Director of Employers Services (West Midlands Councils) together with additional documentation circulated at the meeting.

At the conclusion of the discussion, the Leader thanked the Director for his presentation and acknowledged the significant efforts of all the employees involved in developing the proposals.

RESOLVED

- (1) That the management proposals be approved as a formal 'offer' to the recognised trade unions and as the basis of a collective agreement to implement the Single Status Pay and Grading Review with effect from April, 2012.
 - (2) That the proposals for the advance notification of those groups of staff and individuals, as defined in the report submitted to the meeting, be approved and that the communications activity be noted.
 - (3) That a further report be submitted to the Cabinet in due course identifying the formal responses from the three recognised trade unions and giving consideration to further options accordingly.
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REMODELLING

A joint report of the Chief Executive and the Director of Adult, Community and Housing Services was submitted on proposals for the future senior management structure of the Directorate of Adult, Community and Housing Services and associated proposals relating to the Council's property functions.

The Director of Adult, Community and Housing Services undertook to respond direct to Councillor Ms Partridge on a series of questions arising from the discussion of this report. Reference was also made to the links between this report and the proposals set out in Minute No. 20 above. It was noted that a further report on the Joint Venture Company proposals would be submitted to the Cabinet in due course.

RESOLVED

- (1) That the reduction in the number of Assistant Directors in the Directorate of Adult, Community and Housing Services from seven posts to four be approved, together with the associated service realignments as set out in the report submitted to the meeting.
- (2) That the proposals arising from the review of the Corporate Property function, be approved.

(This was a Key Decision with the Cabinet being named as Decision Taker)

STAFFING ISSUES

A report of the Director of Corporate Resources was submitted seeking approval to terminate the contracts of employment of the employees referred to in the report, on the grounds of redundancy, in accordance with the Managing Employees at Risk of Redundancy Policy.

The report also requested an amendment to the limits within which the Director of Corporate Resources, in consultation with the Cabinet Member for Human Resources, Law and Governance, was authorised to determine applications for voluntary redundancy including those with pension implications.

RESOLVED

- (1) That the termination of the contracts of employment of the employees referred to in the report submitted to the meeting be approved, on the grounds of redundancy, in accordance with the terms and conditions set out in the report.
- (2) That the status of the employees whose termination of contract of employment on the grounds of redundancy was approved by the Cabinet on 18th May, 2011, be noted.
- (3) That the Director of Corporate Resources, in consultation with the Cabinet Member for Human Resources, Law and Governance, be authorised to determine all applications for voluntary redundancy including those where there are pension implications, up to a maximum of £7 million for direct redundancy costs and £3 million for the capitalised cost of pension strain.

The meeting ended at 6.00pm

LEADER OF THE COUNCIL