



County Council

2 April 2019

Agenda

Declarations of Interest

The duty to declare.....

Under the Localism Act 2011 it is a criminal offence to

- (a) fail to register a disclosable pecuniary interest within 28 days of election or co-option (or re-election or re-appointment), or
- (b) provide false or misleading information on registration, or
- (c) participate in discussion or voting in a meeting on a matter in which the member or co-opted member has a disclosable pecuniary interest.

Whose Interests must be included?

The Act provides that the interests which must be notified are those of a member or co-opted member of the authority, **or**

- those of a spouse or civil partner of the member or co-opted member;
- those of a person with whom the member or co-opted member is living as husband/wife
- those of a person with whom the member or co-opted member is living as if they were civil partners.

(in each case where the member or co-opted member is aware that the other person has the interest).

What if I remember that I have a Disclosable Pecuniary Interest during the Meeting?.

The Code requires that, at a meeting, where a member or co-opted member has a disclosable interest (of which they are aware) in any matter being considered, they disclose that interest to the meeting. The Council will continue to include an appropriate item on agendas for all meetings, to facilitate this.

Although not explicitly required by the legislation or by the code, it is recommended that in the interests of transparency and for the benefit of all in attendance at the meeting (including members of the public) the nature as well as the existence of the interest is disclosed.

A member or co-opted member who has disclosed a pecuniary interest at a meeting must not participate (or participate further) in any discussion of the matter; and must not participate in any vote or further vote taken; and must withdraw from the room.

Members are asked to continue to pay regard to the following provisions in the code that *“You must serve only the public interest and must never improperly confer an advantage or disadvantage on any person including yourself”* or *“You must not place yourself in situations where your honesty and integrity may be questioned.....”*.

Please seek advice from the Monitoring Officer prior to the meeting should you have any doubt about your approach.

List of Disclosable Pecuniary Interests:

Employment (includes *“any employment, office, trade, profession or vocation carried on for profit or gain”*.), **Sponsorship, Contracts, Land, Licences, Corporate Tenancies, Securities.**

For a full list of Disclosable Pecuniary Interests and further Guidance on this matter please see the Guide to the New Code of Conduct and Register of Interests at Members’ conduct guidelines.

<http://intranet.oxfordshire.gov.uk/wps/wcm/connect/occ/Insite/Elected+members/> or contact Glenn Watson on **07776 997946** or glenn.watson@oxfordshire.gov.uk for a hard copy of the document.

If you have any special requirements (such as a large print version of these papers or special access facilities) please contact the officer named on the front page, but please give as much notice as possible before the meeting.

To: **Members of the County Council**

Notice of a Meeting of the County Council

Tuesday, 2 April 2019 at 10.30 am

Council Chamber - County Hall, New Road, Oxford OX1 1ND



Yvonne Rees
Chief Executive

March 2019

Committee Officer: **Deborah Miller**
Tel: 07920 084239; E-Mail: deborah.miller@oxfordshire.gov.uk

In order to comply with the Data Protection Act 1998, notice is given that Items 3, 7 and 8 will be recorded. The purpose of recording proceedings is to provide an *aide-memoire* to assist the clerk of the meeting in the drafting of minutes.

Members are asked to sign the attendance book which will be available in the corridor outside the Council Chamber. A list of members present at the meeting will be compiled from this book.

A buffet luncheon will be provided

AGENDA

1. Minutes (Pages 1 - 6)

To approve the minutes of the meeting held on 12 February 2019 (**CC1**) and to receive information arising from them.

2. Apologies for Absence

3. **Declarations of Interest - see guidance note**

Members are reminded that they must declare their interests orally at the meeting and specify (a) the nature of the interest and (b) which items on the agenda are the relevant items. This applies also to items where members have interests by virtue of their membership of a district council in Oxfordshire.

4. **Official Communications**

5. **Appointments**

To make any changes to the membership of the Cabinet, scrutiny and other committees on the nomination of political groups.

6. **Petitions and Public Address**

7. **Questions with Notice from Members of the Public**

8. **Questions with Notice from Members of the Council**

9. **Report of the Cabinet (Pages 7 - 10)**

Report of the Cabinet Meetings held on 18 December 2018, 22 January 2019 and 27 February 2019 (CC9).

10. **Independent Remuneration Panel on Members' Allowances (Pages 11 - 22)**

The Independent Remuneration Panel was asked to consider whether changes should be made to certain aspects of the Scheme of Members' Allowances and if so what those changes should be.

This report sets out the areas the Panel was asked to consider together with the Panel's recommendations on them. An annex to the report includes the Panel's full report including the recommendations and their rationale for them. Council is asked to endorse the recommendations.

Council is RECOMMENDED to endorse the following recommendations from the Independent Remuneration Panel for amendments to the Scheme of Allowances and the future operation of the Panel:

- (1) a Special Responsibility Allowance (SRA) should be paid to the Chairman of Horton Health Overview and Scrutiny Committee and that the allowance should be 75% of the SRA for the Chairman of a (permanent) scrutiny committee;***

- (2) ***an SRA should be paid to an Oxfordshire County Council representative who is Chairman of the Thames Valley Police and Crime Panel equivalent to the allowance for the Chairman of a (permanent) scrutiny committee;***
- (3) ***the uplift for allowances for 2019/20 should be at the same rate as the annually agreed pay award for staff; and***
- (4) ***the Panel should conduct its next review in the autumn of 2019 and it should meet annually after that or whenever structural changes are made;***
- (5) ***the next recruitment process should create a pool of seven panel members.***

MOTIONS WITH NOTICE FROM MEMBERS OF THE COUNCIL

WOULD MEMBERS PLEASE NOTE THAT ANY AMENDMENTS TO MOTIONS WITH NOTICE MUST BE PRESENTED TO THE PROPER OFFICER IN WRITING BY 9.00 AM ON THE MONDAY BEFORE THE MEETING

11. Motion by Councillor Tim Bearder

“Most people accept that building more roads creates more traffic. What is certain is that building an Expressway to connect a million new homes, in what will become the country’s first linear conurbation, will definitely bring more traffic. What it will not do is relieve the congestion on the A34. It is obvious that any temporary, short-term relief that might occur on the A34 is being used as a “stalking horse” to railroad through a much bigger project designed to create the UK’s own Silicon Valley in an arc outside the M25 and between our two prominent University cities. This radical experiment, together with all the building that will be needed to pay for it will impact on the local environment, existing infrastructure and the climate, and is deeply concerning for Oxfordshire residents.

Council instructs that the Leader and Cabinet Member for Environment to jointly write to the Minister for Housing, Communities and Local Government – demanding that a full consultation is carried out asking local residents if they want an Expressway and associated construction before any route is considered.

The Leader and Cabinet Member should also ask the Minister whether the million extra houses outlined in the National Infrastructure Commission's vision for housing along the route of the arc are, in addition to, or included in, the 100,000 houses planned for by the Oxfordshire authorities outlined in the growth deal.”

12. Motion by Councillor John Sanders

“This Council opposes the Oxford to Cambridge Expressway project on the grounds that it will not benefit the people of Oxfordshire causing damage to the countryside and unnecessary cost without reducing the impact of traffic in the area and therefore the Council asks the Leader of the Council to Lobby Government to cancel this unnecessary project.”

13. Motion by Councillor Dr Simon Clarke

“This Council is proud to have been part of the East-West rail partnership that will deliver phase 2 of the programme by 2023, linking Oxford to Milton Keynes. This will remove a large number of freight vehicles from the A34, but the road will still be at capacity in places, with substandard lay-by facilities and poor layout of some junctions.

This Council recognises that more work needs to be done to improve capacity and safety on the A34 to avoid the gridlock that frequently happens, causing problems for businesses, commuters, towns and villages along the route as drivers try to find alternate routes.

This Council calls upon the Cabinet Member for Environment to work with Central Government and its agencies to improve the A34.”

14. Motion by Councillor Eddie Reeves

“This Council welcomes the £150 million improvement works to be delivered by March 2023 as part of the Oxfordshire Housing and Growth Deal, which will accelerate the delivery of 6,500 new homes across the county and have a positive impact in providing much-needed infrastructure to support these new homes and ensure that they and their communities are sustainable places in which to live and work.

This Council welcomes the excellent work of Cherwell District Council in delivering new homes at a record rate and further welcomes the Oxfordshire Growth Board’s planned improvement works for Tramway and Hennef Way, which will serve to improve traffic circulation in and around Banbury’s bus and train stations, access to and from the M40 to the North of the town centre and support the creation of new homes.

This Council notes the historic problems associated with traffic circulation to the South of Banbury town centre which would be ameliorated by the creation of a J10A to alleviate the flow of traffic from and to the M40 to the South of Banbury town centre and which could assist the creation of further sustainable growth across the broader ‘Banburyshire’ area, if delivered.

This Council calls on the Cabinet Member for Environment to lobby the Ministry for Housing, Communities and Local Government, Highways England and the Department for Transport with a view to ascertaining what further funding and progress can be made to deliver a J10A and the sustainable growth to which such a project could lead.”

15. Motion by Councillor Mark Cherry

“Cherwell District Council and Oxford City Council are phasing in electric vehicles in their Council fleet of vehicles. Council calls upon the Cabinet Member for Environment including Transport to commission a costed study for the introduction of electric vehicles and the phasing out of diesel vehicles over the next five years.”

16. Motion by Councillor Suzanne Bartington

“Recycling delivers multiple environmental and health benefits, including conservation of natural capital, reduction in energy consumption and mitigation of pollutant emissions. The critical role of recycling for sustainable development, is reflected in ambitious targets within the Government 25-Year Environment Plan and Resources and Waste Strategy (Defra, 2018).

In 2017/18, Oxfordshire County Council (OCC) was named the best performing county council disposal authority in England for household waste recycling, with an overall rate of over 57%. This success reflects OCC's commitment to partnership working with the City and District Councils to continuously improve waste services and protect our natural environment.

However, performance could be further improved, through coordinated action to identify areas for improvement, disseminate best practice and strive for optimal performance. These efforts would aim to improve overall rates and reduce geographical variation across Oxfordshire:

- SODC 63%
- Vale of White Horse 60.4%
- WODC 59.6%
- Cherwell 55.6%
- Oxford City 50.8%

This Council calls on the Cabinet Member for Environment to instigate a programme to achieve this goal through four key objectives:

- (a) Implement closer partnership working between constituent authorities, sharing best practice and working collaboratively to identify barriers and facilitators for improvement.
- (b) Consider the benefits and any disadvantages of standardisation of collection, waste containers, and quality monitoring.
- (c) Explore measures to minimise the environmental impacts of domestic waste.
- (d) Encourage public engagement initiatives such as clearer labelling to raise awareness and promote behavioural change among residents.”

17. Councillor Damian Hayward

"The Intergovernmental Panel on Climate Change (IPCC) in their October report stated that if the planet wants to avert dangerous climate breakdown, we need to cut emissions in half by 2030, and hit zero by the middle of the century.

Oxfordshire is already doing its bit: we are committed to reducing emissions from our own estate and activities by 3% a year. Unfortunately, our current plans are not enough. The IPCC's report suggests that the world has just a dozen years left to restrict global warming to 1.5°C above pre-industrial levels. Should they increase by 2°C, humanity's capacity to prevent catastrophic food shortages, floods, droughts, extreme heat and poverty will be severely impaired. Limiting Global Warming to 1.5°C may still be possible, but only with ambitious action from national and sub-national authorities, civil society, the private sector, indigenous peoples and local communities. Furthermore, bold climate action can deliver economic benefits in terms of new jobs, economic savings and market opportunities.

Oxfordshire County Council calls on the Leader to:

1. Declare a 'Climate Emergency';
2. Pledge to make Oxfordshire County Council carbon neutral by 2030, taking into account both production and consumption emissions;
3. Call on Westminster to provide the powers and resources to make the 2030 target possible;
4. Continue to work with partners across the county and region to deliver this new goal through all relevant strategies;
5. Report to Council within six months with the actions the Council will take to address this emergency."

18. Motion by Councillor Bob Johnston

"Climate change is increasingly recognised as the most pressing global challenge humanity faces. Young people, who will face the consequences of inaction, are more concerned than others.

More and more Councils are taking on board the latest report from the UN on the likely impact of Climate Change. The stark conclusion of that report was that the planet has just 11 years to cut carbon emissions in half in order to avert environmental catastrophe. This can only be achieved by setting targets more ambitious and challenging than any set before, and that the argument that "there is nothing we can do about it" must be challenged.

This motion calls on Oxfordshire County Council (OCC) to declare a "Climate Emergency" as has been declared by Oxford City Council and VWHDC including:

1. The appointment of a Climate Emergency Officer, whose first task would be to devise and co-ordinate a plan for how OCC can make a difference, and whose post would be paid for by savings made within the plan.
2. The setting of new ambitious targets of zero carbon output by 2030 from all activities over which OCC has some control.

Council should advertise its ambitions with a large public, regularly updated barometer showing the Council's progress towards its targets."

19. Motion by Councillor John Howson

“This Council regrets the delay in the signing of the funding agreement for the Swan School by the Government. The need for a new secondary school in Oxford first appeared in the County's 2014 Pupil Place Plan, allowing plenty of time for the school to be approved and built.

This Council further regrets the steps it has had to take to manage the admission process for secondary school admissions in 2019 and for the uncertainty to parents and students about the outcome of the process.

This Council further instructs the Leader of the Council to ask the Government to return to the County Council responsibility for the building of all future state funded schools in Oxfordshire regardless of their designation or description.”

Pre-Meeting Briefing

There will be a pre-meeting briefing at County Hall on **Monday 1 April 2019 at 10.15 am** for the Chairman, Vice-Chairman, Group Leaders and Deputy Group Leaders

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OXFORDSHIRE COUNTY COUNCIL

MINUTES of the meeting held on Tuesday, 12 February 2019 commencing at 10.30 am and finishing at 4.05 pm.

Present:

Councillor Gill Sanders – in the Chair

Councillors:

Sobia Afridi	Mike Fox-Davies	Jeannette Matelot
Jamila Begum Azad	Stefan Gawrysiak	Charles Mathew
Hannah Banfield	Mark Gray	Glynis Phillips
David Bartholomew	Carmen Griffiths	Susanna Pressel
Dr Suzanne Bartington	Pete Handley	Laura Price
Tim Bearder	Jane Hanna OBE	Eddie Reeves
Maurice Billington	Jenny Hannaby	G.A. Reynolds
Liz Brighouse OBE	Steve Harrod	Judy Roberts
Paul Buckley	Damian Haywood	Alison Rooke
Kevin Bulmer	Mrs Judith Heathcoat	Dan Sames
Nick Carter	Hilary Hibbert-Biles	John Sanders
Mark Cherry	John Howson	Les Sibley
Dr Simon Clarke	Ian Hudspeth	Emily Smith
Yvonne Constance OBE	Tony Ilott	Roz Smith
Ian Corkin	Bob Johnston	Lawrie Stratford
Arash Fatemian	Liz Leffman	Alan Thompson
Neil Fawcett	Lorraine Lindsay-Gale	Emma Turnbull
Ted Fenton	Mark Lygo	Michael Waine
Nicholas Field-Johnson	D. McIlveen	Liam Walker
Mrs Anda Fitzgerald-O'Connor	Kieron Mallon	Richard Webber

The Council considered the matters, reports and recommendations contained or referred to in the agenda for the meeting and decided as set out below. Except insofar as otherwise specified, the reasons for the decisions are contained in the agenda and reports, copies of which are attached to the signed Minutes.

1/19 MINUTES
(Agenda Item 1)

The Minutes of the Meeting held on 18 December 2018 were approved and signed as an accurate record.

2/19 APOLOGIES FOR ABSENCE

(Agenda Item 2)

Apologies for absence were received from Councillor Lynda Atkins and Councillor Neville Harris.

3/19 OFFICIAL COMMUNICATIONS

(Agenda Item 4)

The Chairman reported as follows:

Council paid tribute and observed a minute's silence in memory of former County Councillor Lady Yardley who had served on the County Council 1977 – 1981.

The Chairman notified members that there would be an opportunity during the lunch recess to gain information and share any thoughts on the Local Government Association Corporate Peer Challenge which would be taking place between 19th and 22nd March 2019.

4/19 APPOINTMENTS

(Agenda Item 5)

RESOLVED: Council noted the following appointment:

Performance Scrutiny Committee

Councillor Judy Roberts in place of Councillor Emily Smith.

5/19 PETITIONS AND PUBLIC ADDRESS

(Agenda Item 6)

Council received the following public address:

Dr Eric Crouch spoke on behalf of the Socialist Health Association against the removal of Social Workers from the multidisciplinary community mental health teams on the basis that the diverse nature of mental health difficulties required an individualised approach to care planning and that was achieved by social workers who knew the clients well and were able to have close working relationships with the other staff involved in their care; that people with disabling mental health needed assistance with dealing with everyday issues of social life and self; help was needed with housing, access to benefits, money management and employment. He urged the Council to preserve the integration of social workers in community health teams.

Mr John Tanner spoke in support of the Labour and Liberal Democrat amendments. He urged the Council to make change where they had the ability to, by making the small changes outlined in the amendments to support ever increasing social health care needs of the County; end Youth work cuts, end bus cuts and improve Oxfordshire Roads.

Ms Liz Peretz spoke in relation to Health and Social Care. She urged the Council to provide a 3-year clear commitment to bring services back in house to enable efficiencies and effectiveness. Currently, care providers charged the county council £27 per hour whilst pay carers minimum wage or less. Training and carer progression would improve enabling a sustainable workforce. She acknowledged the upfront costs, but believed that the council could recoup these costs within the 3-year period. This would also provide carers with a career path and ensure well trained carers for the Council.

6/19 PAY POLICY STATEMENT - REPORT OF THE REMUNERATION COMMITTEE

(Agenda Item 7)

In 2012, a stand-alone Remuneration Committee was set up to report each year directly to full Council and to make recommendations regarding the Council's Pay Policy Statement. The Council had before them the report of the Remuneration Committee which updated the Council's Pay Policy Statement and set out future proposals of the Remuneration Committee in relation to this area.

The Chairman drew member's attention to the correction set out in the Addenda.

RESOLVED: (on a motion by Councillor Hudspeth, seconded by councillor Webber and carried nem con) to:

- (a) receive the report of the Remuneration Committee;
- (b) approve the revised Pay Policy Statement at Annex 2 to this report.

** Members are asked to note that an incorrect figure appeared in the Addenda. The 2019 figure for the Pay Multiple between median and highest paid officer in their role as a joint appointment (bottom table of addenda) should have read 1:6.5.*

*** Reference to Assistant Chief Executive in the Addenda corrected to read Assistant Chief Executive Interim.*

7/19 SERVICE & RESOURCE PLANNING 2019/20 - 2022/23

(Agenda Item 8)

The Council had before it a report (CC8) which outlined the service & resource planning process for 2019/20 to 2022/23 and set out the Cabinet's proposed budget for 2019/20, together with the Corporate Plan, the medium-term financial plan to 2022/23 and capital programme to 2028/29, together with a number of strategies and policies that the Council was required to approve for the 2019/20 financial year.

The report was divided into four sections; the Leader of the Council's Overview (section 1); the Corporate Plan (section 2); the Director of Finance's Statutory Report (section 3) and Capital Programme (section 4).

The Council also had before it budget proposals in the form of: (Additional papers pack 1) Leader of the Council's Overview, Schedule of Business and Addenda in relation to the Pay Policy Statement; and (Additional papers pack 2) Amendments from the Labour Group (CC8 Labour) and Amendments from the Liberal Democrat Group (CC8 Lib Dem).

Councillor Hudspeth moved and Councillor Bartholomew seconded the Cabinet's recommendation on Service & Resource Planning 2019/20 – 2022/23. In moving the motion, Councillors Hudspeth and Bartholomew paid tribute to Katie Jurczynszyn and team for their work on preparing the Budget.

Councillor Brighouse moved and Councillor Phillips seconded an amendment to the Cabinet's budget as set out in the Additional Papers Pack 1 (CC8 Labour).

Following debate, the Labour amendment was put to the vote and was lost by 34 votes to 18, with 9 abstentions.

Councillor Webber moved and Councillor Leffman seconded an amendment to the Cabinet's budget as set out in the Additional Papers Pack 1 (CC8 Lib Dem). In moving his motion, Councillor Webber thanked officers and his colleagues for their help and support.

Following debate, the amendment by the Liberal Democrat Group was put to the vote and was lost by 35 votes to 19, with 6 abstentions.

Following a lengthy debate, the Substantive motion was then put to the vote and was carried by 33 votes to 26.

Voting was as follows:

Councillors voting for the motion (33)

Atkins, Bartholomew, Bartington, Billington, Bulmer, Carter, Clarke, Constance, Corkin, Fatemian, Fenton, Field-Johnson, Fitzgerald O'Connor, Fox-Davies, Gray, Griffiths, Handley, Harrod, Heathcoat, Hibbert-Biles, Hudspeth, Ilot, Lindsay-Gale, Mallon, Matelot, Mathew, Reeves, Reynolds, Sibley, Stratford, Thompson, Waive, Walker.

Councillors voting against the motion (26)

Afridi, Azad, Banfield, Brighouse, Buckley, Cherry, Fawcett, Hanna, Hannaby, Hayward, Howson, Johnston, Leffman, Lygo, McIlveen, Phillips, Pressel, Price, Roberts, Rooke, G Sanders, J Sanders, E Smith, R Smith, Turnbull and Webber.

It was accordingly:"

RESOLVED: (33 votes to 26) to:

- (a) approve the Corporate Plan 2019 – 2021 as set out in section 2;
- (b) have regard to the statutory report of the Director of Finance (at Section 3) in approving recommendations c to e below;
- (c) (in respect of revenue) approve:
 - (1) the council tax and precept calculations for 2019/20 set out in section 4.3 and in particular:
 - (i) a precept of £369,064,777;
 - (ii) a council tax for band D equivalent properties of £1,468.83;
 - (2) a budget for 2019/20 as set out in section 4.4;
 - (3) a medium term plan for 2019/20 to 2022/23 as set out in section 4.1 (which incorporates changes to the existing medium term financial plan as set out in section 4.2);
 - (4) virement arrangements to operate within the approved budget for 2019/20 as set out in section 4.5;
 - (5) the Financial Strategy for 2019/20 at section 4.6
 - (6) the Earmarked Reserves and General Balances Policy Statement 2019/20 at section 4.7 including
 - (i) the Chief Finance Officer's recommended level of balances for 2019/20 (section 4.7 Appendix 1), and
 - (ii) the planned level of reserves for 2019/20 to 2022/23 (section 4.7.1)
 - (7) the use of Dedicated Schools Grant (provisional allocation) for 2019/20 as set out in section 4.8; and
- (d) (in respect of treasury management) approve:
 - (1) the Treasury Management Strategy Statement and Annual Investment Strategy for 2019/20 incorporated in the Capital & Investment Strategy in section 4.9;
 - (2) the continued delegation of authority to withdraw or advance additional funds to/from external fund managers to the Treasury Management Strategy Team;
 - (3) that any further changes required to the 2019/20 strategy be delegated to the Chief Finance Officer in consultation with the Leader of the Council and the Cabinet Member for Finance;
 - (4) the Treasury Management Prudential Indicators; and
 - (5) the Specified Investment and Non Specified Investment Instruments as set out in Appendix A and B of section 4.9.
- (e) (in respect of capital) approve:
 - (1) the Capital & Investment Strategy for 2019/20 – 2028/29 including the Prudential Indicators and Minimum Revenue Provision Methodology Statement as set out in Section 4.9; and

- (2) a Capital Programme for 2019/20 to 2028/29 as set out in section 4.9.1 which includes the Highways Structural Maintenance Programme 2019/20 and 2020/21 in section 4.9.3.

..... in the Chair

Date of signing

Division(s): N/A

COUNTY COUNCIL – 2 APRIL 2019

REPORT OF THE CABINET

Cabinet Member: Deputy Leader

1. Cabinet Business Monitoring Report for Quarter 2

(Cabinet, 22 January 2019)

Cabinet noted a report that demonstrated the state of Oxfordshire County Council's progress towards Corporate Plan priorities at the end of Quarter 2 2018-19.

2. Governance Review

(Cabinet, 22 January 2019)

Following a Council motion to consider changing to a committee structure of governance, Cabinet set up a Governance Review Task Group to examine this as well as considering potential improvements to the current system. Cabinet had before them a report setting out the recommendations of the Task Group.

Cabinet agreed the following recommendations: requesting the Chairmen of Scrutiny Committees to ensure that time is allowed in their work programmes to discuss policy development matters; and requesting facilities management to draw up plans to reformat the rooms on the members' corridor to provide some shared members' facilities in place of political group rooms.

Cabinet further requested the Task Group to explore further the idea of establishing Area Committees with budgets addressing how they relate to City and District Council and to give consideration to how to better improve the work of locality groups.

3. Staffing Report, Quarter 3 2018/19

(Cabinet, 27 February 2018)

Cabinet noted a report that gave an update on staffing numbers and related activity during the period 1 October 2018 to 31 December 2018. It gave details of the actual staffing numbers at 31 December 2018 in terms of Full Time Equivalents. The report also provided information on the cost of posts being covered by agency staff.

Cabinet Member: Adult Social Care

4. Daytime Support Sustainability Grant Awards

(Cabinet, 18 December 2018)

There are grant funds available to support the continuation and development of community and voluntary sector daytime support opportunities in Oxfordshire; these funds include the Innovation Fund to support new initiatives and the sustainability fund to support existing services. Cabinet had before it a report relating to the Sustainability Grant Fund for 2019/20, to support community and voluntary sector daytime support services to continue and flourish.

Following consideration of the applications by the cross-party panel against the grant criteria as set out in the guidance Cabinet considered a report setting out their recommendations. Cabinet agreed 29 applications for funding totalling £244,847 and approved transferring the remaining amount, to the Innovation Fund 2018-19.

Cabinet Member: Education & Cultural Services

5. SEND Sufficiency Strategy and Northfield School

(Cabinet, 18 December 2018)

Cabinet considered and approved a strategy to detail how the Council plans to address the current lack of special educational needs school places.

Cabinet also considered a report that proposed the re-build of Northfield School in-line with the agreed SEND Education Sufficiency Strategy 2018-2027 for around 100 students. Cabinet approved the re-build and for the admission of Year 7 pupils for the academic year 2019/20 in to Northfield Special School and for in year transfers from January 2018.

Cabinet Member: Environment

6. Compulsory Purchase Powers for Acquisition of Land Required for Delivery of Schemes

(Cabinet, 18 December 2018)

The Council is proposing to deliver a programme of major transport infrastructure projects, to support and enable housing and economic growth in Oxfordshire. To progress with the delivery of proposed major transport infrastructure schemes, the use of Compulsory Purchase Powers may have to be used for the acquisition of land required for the construction work.

Cabinet had before them a report that detailed the schemes which may require CPOs to proceed, as well as schemes identified as likely to require CPO in future, but which are still in early feasibility stages where exact parcels of land have not yet been identified. Cabinet approved the use of CPO powers

7. Revision of Oxfordshire Minerals and Waste Development Scheme

(Cabinet, 22 January 2019)

The County Council must prepare and maintain a Minerals and Waste Development Scheme, setting out the programme for production of the Oxfordshire Minerals and Waste Local Plan. The most recent revision of the Oxfordshire Minerals and Waste Development Scheme was approved in December 2017. Part 1 of the Plan, the Core Strategy was adopted in September 2017. Part 2, the Sites Plan, was commenced in September 2017 but consultation on issues and options was delayed and consequently the timetable for the Sites Plan in the December 2017 Development Scheme was now out of date and needed to be revised. In addition, changes in legislative requirements for Statements of Community Involvement (SCI) mean that the Oxfordshire SCI should be revised and a timetable needs to be set for this. A further revision of the Development Scheme was therefore now required.

Cabinet considered and approved a report setting out the revised Oxfordshire Minerals and Waste Development Scheme (Ninth Revision) 2019.

8. Performance Scrutiny Committee Highways Deep Dive Recommendations

(Cabinet, 26 February 2019)

The condition of roads has a significant impact on levels of public satisfaction with the Council and their local area. As a result, the Performance Scrutiny Committee commissioned a deep dive into the factors affecting public perception and experience of highways and the Council's approach to improving this. The report had been considered by the Performance Scrutiny Committee and was presented to Cabinet for them to consider its recommendations.

Cabinet noted the recommendations, asked officers to evaluate and cost the proposals and to report back in the Autumn to the deep dive group and Performance Scrutiny Committee before reporting back to Cabinet. Cabinet agreed that those activities already in train not be halted or paused and that Performance Scrutiny Committee members and Cabinet receive updates as appropriate.

Cabinet Member: Finance

9. Financial Monitoring and Medium Term Financial Plan Delivery Report

(Cabinet, 18 December 2018)

Cabinet considered a report that set out the forecast position of the revenue budget as at the end of October 2018. The report also included an update on the delivery of savings, plus forecast reserves and balances.

Cabinet approved virements and approved bad debt write-offs.

10. Capital Finance Monitoring Report

(Cabinet, 18 December 2018)

Cabinet considered the third separate capital programme update and monitoring report that focussed on the delivery of the 2018/19 capital programme based on projections at the end of October 2018 and new inclusions within the overall ten-year capital programme.

Cabinet approved the updated Capital Programme and approved the budget requirement of £6.3m towards the extension of Broadband for Business in Rural Oxfordshire.

Cabinet Member: Transformation

11. Tank Farm, Chipping Norton – Development Site

(Cabinet, 26 February 2019)

Approval was given on 21 December 2018 by The Leader of the Council with the agreement of the Director of Finance, to authorise the Strategic Director of Communities to negotiate, the purchase of Pearman's land, being 13.32 ha (32.91 acres) adjoining the Council's land at Tank Farm, in order to ensure the County Council's control, influence and deliverability of the programmed capital receipt for Tank Farm.

Following the completion of negotiation Cabinet approved the provisionally agree terms of acquisition and authorised the Strategic Director of Communities in consultation with the Portfolio member to complete the purchase.

12. Mill Arts Centre, Banbury

(Cabinet, 18 December 2018)

Cabinet approved a proposal to improve the long-term sustainability of the Mill Arts Centre in Banbury by declaring the property surplus to council requirements and transferring to Cherwell District Council as a named purchaser for less than best consideration.

IAN HUDSPETH

Leader of the Council

March 2018

Division(s): N/A

COUNCIL – 2 APRIL 2019

REPORT OF THE INDEPENDENT REMUNERATION PANEL ON MEMBERS' ALLOWANCES

Report by Director of Law & Governance and Monitoring Officer

RECOMMENDATION

Council is RECOMMENDED to endorse the following recommendations from the Independent Remuneration Panel for amendments to the Scheme of Allowances and the future operation of the Panel:

- (1) a Special Responsibility Allowance (SRA) should be paid to the Chairman of Horton Health Overview and Scrutiny Committee and that the allowance should be 75% of the SRA for the Chairman of a (permanent) scrutiny committee;**
- (2) an SRA should be paid to an Oxfordshire County Council representative who is Chairman of the Thames Valley Police and Crime Panel equivalent to the allowance for the Chairman of a (permanent) scrutiny committee;**
- (3) the uplift for allowances for 2019/20 should be at the same rate as the annually agreed pay award for staff; and**
- (4) the Panel should conduct its next review in the autumn of 2019 and it should meet annually after that or whenever structural changes are made;**
- (5) the next recruitment process should create a pool of seven panel members.**

Introduction

2. The Independent Remuneration Panel was asked to consider whether changes should be made to certain aspects of the Scheme of Members' Allowances. These were in relation to:
 - a. if a Special Responsibility Allowance should be paid to the Chairman of Horton Joint Health Overview & Scrutiny Committee (Horton HOSC) and if so at what level: the Horton HOSC was a new committee that the Council was required to set up in law to scrutinize the Oxfordshire Clinical Commissioning Group's proposals regarding consultant-led maternity services at the Horton General Hospital. The Committee's duration is

expected to last only as long as necessary for the matters above to be considered. However, the work is not inconsiderable.

- b. whether the amounts payable to the Council’s representative on the Thames Valley Police & Crime Panel (TVPCP) – as ordinary member, vice-chairman or chairman - are at the right levels.
- c. whether an index for the uprating of members’ allowances should continue and if so what this should be: the index previously agreed by the Council (same as the pay award for local government employees) had reached the end of its statutory four-year point of application. The Panel needed to meet in order to consider this.

The Panel’s report

- 3. The Panel’s report is at Annex 1 and sets out the issues and the Panel’s rationale for each of the recommendations it is making. The relevant regulations say that it is for the Council itself to determine its own Scheme of Allowances and any amendments to it, and that before doing so it must take account of the recommendations of its Independent Panel.
- 4. The Panel has made recommendations on each of the points concerned. It has also made some additional recommendations about the future working of the Panel.

Financial Implications

- 5. The financial implications of the Panel’s recommendations are as follows.

Recommendation	Current cost	Increase	Total additional cost per annum
Chairman of Horton HOSC – (£4,824)	No current allowance	£4,824	£4,824
Chairman of Thames Valley Police and Crime Panel (£6,432)	£3,678	£2,754	£2,754

- 6. Special Responsibility Allowances are paid pro rata in twelve monthly instalments (i.e. for as long as the special responsibility lasts within the year).
- 7. The application of a 2% index increase for the Basic and Special Responsibility Allowances for 2019/20, if the recommendations in this report are agreed, would mean an additional cost to the Council of £26,315.92 (assuming the payment of the SRAs in paragraph 5 above). The costs can be funded within the current members’ allowances budget for 2019/20.

8. As regards the future working of the Panel, if the Panel were to be formed (as recommended) of seven members and all of these met in any review (there would need to be at least three members per review, legally, drawn from the pool) the costs would be:
 - (a) £300 per panel member per review = £2,100 total maximum cost per review
 - (b) Up to £1200 per year limit per panel member = £8,400 maximum cost per year

9. Not all panel members will opt to claim their allowance but if they did, costs can be met from within existing members' allowances budget for 2019/20.

NICK GRAHAM

Director of Law & Governance and Monitoring Officer

Background papers: Nil

Contact Officer: Glenn Watson
Principal Governance Officer
Telephone: 07776 997946

March 2019

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MEMBERS' ALLOWANCES
Report of the Independent Remuneration Panel
to Oxfordshire County Council, March 2019

SUMMARY AND RECOMMENDATIONS

Issues for decision

1. The Independent Remuneration Panel met on 30 January 2019 for the first time since its last full review which concluded in November 2014. It considered three issues:
 - a. if a Special Responsibility Allowance (SRA) should be paid to the Chairman of Horton Joint Health Overview & Scrutiny Committee (Horton HOSC) and if so at what level.
 - b. the amounts paid to the Council's representative on the Thames Valley Police & Crime Panel (TVPCP).
 - c. the indexation of allowances.

Principles Adopted

2. The Panel's focus has been on reviewing the *roles* in question, within the Council's governance structure, and not on the persons occupying those roles.
3. The roles were compared to other Member roles for which allowances are paid in order to draw conclusions on the appropriate amount.
4. The Panel also took account of levels of payment made by other local authorities for similar roles.

Recommendations

5. The Panel RECOMMENDS that
 - a) an SRA should be paid to the Chairman of Horton HOSC and that the allowance should be 75% of the SRA for the Chairman of a (permanent) scrutiny committee;
 - b) an SRA should be paid to an Oxfordshire County Council representative who is Chairman of the TVPCP equivalent to the allowance for the Chairman of a (permanent) scrutiny committee;
 - c) the uplift for allowances for 2019/20 should be at the same rate as the annually agreed pay award for staff; and
 - d) the Panel should conduct its next review in the autumn of 2019 and it should meet annually after that or whenever structural changes are made;

- e) the next recruitment process should create a pool of seven panel members.
6. The reasoning behind the recommendations is set out in the subsequent paragraphs of this report.

THE PANEL'S REPORT

Introduction

7. The Local Government Act 2000 and the Local Authorities (Members' Allowances) (England) Regulations 2003 require local authorities to review their Allowances Schemes and to appoint Independent Remuneration Panels to consider and make recommendations on new schemes. The Government's "Guidance on Consolidated Regulations on Local Authority Allowances" outlines the main statutory provisions and gives non-statutory guidance. In brief, the Regulations say that the following issues are to be addressed by the Panel:
- Basic Allowance: each local authority must make provision for a basic, flat rate allowance payable to all members. The allowance must be the same for each councillor; it can be paid either in a lump sum or in instalments.
 - Special Responsibility Allowance (SRA): each local authority may make provision for the payment of SRAs for those councillors who have significant responsibilities. The Panel has to recommend the responsibilities that should be remunerated and the levels of the allowances.
 - Co-optees' allowance: each local authority may make provision for the payment of an allowance to co-optees' for attending meetings, conferences and seminars.
 - Childcare and dependent carers' allowance: local authorities may make provision for the payment of an allowance to those councillors who incur expenditure for the care of children or dependent relatives whilst undertaking particular duties.
 - Travel and subsistence: each local authority may determine the levels of travel and subsistence allowances and the duties to which they should apply.
 - Indexation: each local authority may determine that allowances should be increased in accordance with a specified index and can identify the index and set the number of years (not exceeding four) for which it should apply.
 - Backdating: each local authority may determine that, where amendments are made to an allowances scheme, the allowances as amended may be backdated.

The Independent Remuneration Panel

8. The Independent Remuneration Panel for Oxfordshire County Council is:-
 - Ian Barry
 - Charlotte Green
 - David Shelmerdine
9. The Panel elected David Shelmerdine to be its Chairman.

Terms of Reference

10. To make recommendations to Oxfordshire County Council on the allowances that should be payable to County Councillors in Oxfordshire, in accordance with the Local Authorities (Members' Allowances) (England) Regulations 2003 and to do so in the following circumstances:
 - annual recommendations on the Council's yearly scheme of allowances where the Council is minded to amend the scheme of allowances otherwise than by reference to a duly adopted index
 - when the Council proposes to revise or modify any aspect of an existing scheme or the Council requests a review
 - where required to do so by virtue of Regulations from the Government
11. The County Council wished the Panel to make recommendations on three issues in this review:
 - a. To consider if a Special Responsibility Allowance (SRA) should be paid to the Chairman of Horton Joint Health Overview & Scrutiny Committee (Horton HOSC) and if so the level at which this should be set.
 - b. To review the amounts paid to the Council's representative on the Thames Valley Police & Crime Panel (TVPCP).
 - c. To review the indexation of allowances which has been in effect for the maximum four years allowed.

The Panel's Work

12. We met as a Panel on 30 January 2019 to discuss the three issues. At the meeting, we had regard to a range of information, which included the following:
 - A report on the Horton HOSC; its purpose; frequency, length and location of meetings; likely duration; and a comparison with the workload of the Oxfordshire Joint Health Overview & Scrutiny Committee (Oxon HOSC).
 - A statement from Councillor Arash Fatemian, Chairman of Oxon HOSC and Chairman of Horton HOSC.
 - An overview of the Thames Valley Police and Crime Panel and the roles of its Chairman and Vice-Chairman.

- A statement from Councillor Trevor Egleton, South Bucks District Council and Chairman of TVPCP, on the list of responsibilities of the role.
 - A statement from Councillor Kieron Mallon, Vice-Chairman of the TVPCP on the roles of Chairman and Vice-Chairman.
 - A list of all council representatives on the TVPCP and the allowance structures for their councils.
 - An extract from the IRP report of December 2014 regarding their decision on Indexation.
 - A list of councils in the south-east region with their policies on indexation.
13. At the meeting we decided that we had enough information to make a decision on the Chairman of Horton HOSC and the indexation question.
14. Regarding the TVPCP positions, we asked for the payments (if any) made by councils in Hampshire, Surrey and Sussex to their Police and Crime Panel representatives, Chairman and Vice-Chairman for comparison purposes. The TVPCP is required to meet and collaborate with the PCPs in these areas. We also asked for some comparative information about the size / demography of each police and crime area.

This information was circulated by email following the meeting and agreement was reached without the need for a further meeting on the level of an allowance for the Chairman position on TVPCP. The Panel agreed that there was no urgency in reviewing the payments for TVPCP Vice-Chairman or 'ordinary' member and that these should be considered as part of the next review.

THE REVIEW

Chairman of Horton Joint Health Overview & Scrutiny Committee

15. Horton HOSC was required by the Secretary of State to provide a consultation process on proposed changes to the consultant-led obstetric services at the Horton General Hospital in Banbury.
16. In determining an appropriate level of allowance for the Chairman of the Committee, we had regard to:
- The fact that the Committee's responsibility extends beyond Oxfordshire. Horton hospital provides services to residents of neighbouring counties and the Committee's membership includes representation from Oxfordshire, Northamptonshire and Warwickshire.
 - There is a cross-over of membership between the Oxon HOSC and Horton HOSC which provides a continuity of expertise.
 - The Chairman was elected by the members of the Committee at its first meeting on 28 September 2018.
 - There is no time limit on the Committee but the Chairman estimates that it should complete its work in another year.
 - Allowances are paid monthly and a Panel can recommend that payments are made retrospectively which means that any allowance could be paid

from the month following the first meeting of the Committee to the month of its last meeting only.

- The Independent Remuneration Panel in 2014 decided that a councillor can receive one allowance for each of the remunerated posts held by them.
- The current Chairman estimated that he spent on Horton HOSC at least 75% of the time that he spent as Chairman of the Oxon HOSC.
- We felt that the other evidence provided on the frequency of meetings and the responsibilities of the Chairman reinforced the view that it amounted to at least 75% of the work of an 'ordinary' scrutiny committee.

17. **We RECOMMEND that a Special Responsibility Allowance be allocated for the Chairman of Horton HOSC equivalent to 75% of the standard allowance for the Chairman of a Scrutiny Committee. Payments should be backdated to start with a payment for the month of October 2018. The final payment should be made for the month in which the Committee has its final meeting.**

Allowances for the representative on Thames Valley Police and Crime Panel

18. Councillor Trevor Egleton was elected the first Chairman of the TVPCP and still holds the position. He was a representative of Buckinghamshire County Council for most of that time but is currently a representative of South Bucks District Council. Bucks CC paid an allowance of £10,092 for the role of Chairman but South Bucks does not pay any allowance.

19. Oxfordshire County Council's current allowances are as follows:

a.	Panel member	£1,576
b.	Vice Chairman	£3,152
c.	Chairman	£3,678

20. We had regard to:

- The evidence supplied by the current Chairman and Vice-Chairman regarding the number of public and other meetings, pre-meetings and the extensive travel involved in covering the Thames Valley area as well as meetings with neighbouring PCPs and attendance at national conferences.
- The current Chairman's estimate that, aside from these meetings, the work involved in organising the panel takes up on average one day per week.
- The responsibilities involved in the panel's scrutiny function and the handling of complaints – often of a very sensitive nature.
- The information on allowances paid to the representatives of other councils in the Thames Valley area which showed that the vast majority make no payment for the roles.

21. At our meeting we agreed that we had insufficient information about the roles of Vice-Chairman and 'ordinary' panel member to suggest any change to the allowances for those positions. We noted that the difference in the allowances for Chairman and Vice-Chairman is relatively small and had been set as such previously as no evidence was presented to the Remuneration Panel by the Council to justify any other amounts.

22. We decided that we needed to see the payments made in our neighbouring PCP areas – Hampshire, Surrey and Sussex – as well as demographic information for these areas in order to make useful comparisons with the Thames Valley area.
23. When this information was reviewed, it was noted that the Thames Valley area included a higher population and larger geographical area than the comparator areas and its PCP had meetings more regularly.
24. The payments made for Chairman of PCP by Buckinghamshire was the highest at £10,000 but its allowances in general are higher than Oxfordshire's. On the other hand, the Chairman of Sussex PCP receives no allowance for that role. It was noted that the average of the four comparator payments (including the zero-payment) was not far below the payment for the Chairman of an OCC scrutiny committee.
25. **We RECOMMEND that a Special Responsibility Allowance be allocated for the position of Chairman of TVPCP the same as that for the Chairman of a scrutiny committee.**

Indexation

26. A council can apply an index to their allowances and in such a circumstance, if the only change each year is the application of the index, then the scheme of allowances will be deemed not to have been amended. We have for some years recommended linking members' allowances to the local government pay award for Oxfordshire County Council staff.
27. We had regard to:
 - The lack of any adverse comment on this arrangement which indicates that it is broadly accepted as fair.
 - Most councils in the South-East Region that have indexation in place match the pay awards for staff.
 - The fact that an indexation policy has been adopted does not mean that the Panel cannot meet each year.
 - There is a governance review taking place which could change the roles and responsibilities of councillors and the positions they hold.
28. **We RECOMMEND that the Council's Basic and Special Responsibility Allowances and the Co-optees' Allowance to the Chairman of the Audit Working Group be amended for 2019/20 by reference to the annual Local Government Pay Award for staff and that this should take effect from the date on which the award for staff similarly takes effect.**

The Future of the Panel

29. Two Panel members, Ian Barry and Charlotte Green, announced their decision to step down from the role at the end of this review. David Shelmerdine confirmed that he was happy to remain on the Panel.

30. The Panel believes the Council should take some positive steps to enhance the transparency of the allowances process – including meeting annually, receiving updates on the work of the Council in between reviews and conducting a fuller recruitment exercise to create a pool of panel members. The three current Panel members would be pleased to assist in that process.
31. **We RECOMMEND that the Independent Remuneration Panel should meet annually in order to improve the continuity and transparency of the process.**
32. **We RECOMMEND that the Panel should conduct a full review in the autumn of 2019 and whenever structural changes are made.**
33. **We RECOMMEND that the next recruitment process should appoint a pool of seven Panel members.**

Conclusion

34. In conclusion, we consider our recommendations to be appropriate to the roles performed in the relevant positions. We would like to see the role of the Panel become more pro-active, rather than merely responding to directed requests.

David Shelmerdine
Chairman
Independent Remuneration Panel

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