

# CABINET

**MINUTES** of the meeting held on Tuesday, 20 December 2016 commencing at 2.00 pm and finishing at 4.50 pm

**Present:**

**Voting Members:** Councillor Ian Hudspeth – in the Chair  
Councillor Mrs Judith Heathcoat  
Councillor Nick Carter  
Councillor Melinda Tilley  
Councillor Steve Harrod  
Councillor Lorraine Lindsay-Gale  
Councillor David Nimmo Smith  
Councillor Lawrie Stratford  
Councillor Hilary Hibbert-Biles

**Other Members in Attendance:**

**Officers:**

Whole of meeting	Peter Clark (Interim Chief Executive); Sue Whitehead (Corporate Services)
Part of meeting	
Item	Name
6	Bev Hindle, Acting Director for Environment & Economy; Sue Halliwell, Acting Deputy Director for Strategy and Infrastructure Planning
7,8 & 9	Lorna Baxter, Chief Finance Officer
10	Bev Hindle, Acting Director for Environment & Economy;
11	Lucy Butler, Director for Children's Services Steve Munn, Chief Human Resources Officer

*The Committee considered the matters, reports and recommendations contained or referred to in the agenda for the meeting, together with a schedule of addenda tabled at the meeting, and decided as set out below. Except insofar as otherwise specified, the reasons for the decisions are contained in the agenda, reports and schedule, copies of which are attached to the signed Minutes.*

## **106/16 APOLOGIES FOR ABSENCE**

(Agenda Item. 1)

An apology was received from Councillor Rodney Rose.

## **107/16 MINUTES**

(Agenda Item. 3)

The minutes of the Meeting held on 22 November 2017 were approved and signed as a correct record.

## **108/16 QUESTIONS FROM COUNTY COUNCILLORS**

(Agenda Item. 4)

Councillor Bartholomew had given notice of the following question to Councillor Stratford

“At the meeting of the Cabinet Advisory Group on Income Generation on 11 October I put forward a proposal for a 'Speed Tube Protocol' which I believe will not only improve Highways' response to planning applications, but will generate substantial income for the Council.

In an exchange of emails subsequent to the meeting between myself, the Cabinet Member for Finance and the Cabinet Member for Economy & Environment, it was agreed that an officer report on this proposal would be prepared for the meeting of the CAG on 29th November. Unfortunately this did not occur and is not referred to in the final report of the CAG.

Now that the Group is ending, could I have an assurance from both Cabinet members that a working party, in which I am to be included, will be established to investigate and develop the proposals?”

Councillor Stratford replied:

Councillor Stratford commented that there was no need for a working group but that the matter would be considered by Councillor Nimmo Smith and officers as part of fees and charges and would involve Councillor Bartholomew.

Councillor Howson had given notice of the following question to Councillor Harrod:

“Using the data provided by the DfE for the Stage 2 consultation on a National Funding Formula for Schools, how many primary and secondary schools in Oxfordshire are shown in the DfE calculations as net gainers and net losers under the proposed future arrangements?”

Councillor Harrod replied:

“Figures provided by the F40 group give the following numbers of gainers and losers:

Primary: 108 gainers, 121 losers

Secondary: 24 winners, 10 losers”

Supplementary: In response to a further question Councillor Harrod agreed that it was likely that small village schools would be affected. With officers he was still analysing the impact to see if anything could be done.

Councillor Tanner to Councillor Nimmo Smith

“Does the Cabinet member now deeply regret putting dangerous buses back into the pedestrianised Queen Street in Oxford against the advice of his own officers and to the huge disappointment of the developers of the new Westgate shopping centre?”

Councillor Nimmo Smith replied:

“I think Cllr Tanner is confused about the process and should pay more attention to the agendas.

Queen Street allows for buses at present and was only closed to these services during a specific period of construction of the Westgate Centre to allow better site access - once the developers had carried out the work, Queen Street was always programmed to re-open to buses.

The recent item on the Cabinet Member Decisions Environment meeting was regarding the longer term situation in Queen Street. If Cllr Tanner had read the papers properly then he would have understood the difference.

It will be a Cabinet decision about whether or not to pedestrianise Queen Street once the new Westgate centre opens. The item on the Cabinet Member Decisions Environment meeting has a much wider impact than the routine yellow lines, disabled parking bays and pedestrian crossings normally dealt with and it is appropriate that a wider decision is sought. Cllr Tanner is - as always - welcome to attend the meeting and listen to the debate, which may, or may not, give him the decision he seeks.”

Councillor Purse had given notice of the following question to Councillor Nimmo Smith:

“Given the likely impact of far fewer cuts of verges will lead to changes in the vegetation on verges, what is being done to ensure that the biodiversity of Oxfordshire verges does not suffer, and are any guidelines being passed on to Parishes taking on their own grass cutting.”

No answer was available at the meeting but the response subsequently provided by Councillor Nimmo Smith is included below for completeness:

“Through the Oxfordshire Together initiative we are funding Parishes to do a minimum of two cuts which of course they can increase if they wish – and I understand that many of them do so.

Not all verges have the same biodiversity potential. Verges on the shallower chalk and limestone soils such as are found in the AONBs typically offer the greatest biodiversity potential. Verges on richer clay soils will naturally tend to be dominated by a more limited range of vigorous species.

Outside of villages and towns where only a 1m strip of verge is being cut, the biodiversity may increase for a year or two in the un-cut sections as more plants flower. After this however the overall biodiversity is expected to decrease as the more vigorous grasses and shrubs will dominate the un-cut sections of the verge. The reduction in biodiversity is therefore likely to be felt most greatly in areas with an annual 1m cut that support flora typical of lime/chalk or in some locations sandy soils. I have asked officers to consider whether it may be possible within the restricted budget that is available to carry out a limited programme of full-width cuts in those locations which will have the greatest biodiversity benefit.

In areas where the full width of the verge is being cut a reduction in number of cuts per year may benefit biodiversity by allowing verge plants more opportunity to flower and produce seed, though this is dependent upon the timing of cut. Prior to cutting starting in 2017 officers will provide Parishes participating in Oxfordshire Together with suitable generic advice so they can consider the ecological impact of their work.

A number of verges - Roadside Verge Nature Reserves - have historically been identified as being of particularly high biodiversity value. Through a process of survey and local knowledge gathering, we are currently reviewing the condition and management needs of the RVNRs. At the end of the 2017 survey season, we will have identified the most biodiverse verges where management effort can be concentrated to best effect. Management of these high value RVNR sites may require additional treatment above the current cutting regime. We are already working on a small scale with local initiatives such as the County Council hosted Wychwood Project's 'Suck Seed and Sow' project, in partnership with the Cotswolds AONB to find ways of achieving this."

Councillor Purse had given notice of the following question to Councillor Nimmo Smith:

"Lorries parking in laybys along the Eastern Bypass between Headington and Cowley continue to bring a nuisance to local residents and others using the roads and laybys as the drives stay for hours at a time and habitually use the roadsides as toilets. Can the Cabinet member urgently enter into talks with those large local businesses likely to attract deliveries about providing proper facilities for lorry drivers to park, so reducing the unpleasantness and risk to public health being caused at present."

Councillor Nimmo Smith replied:

"The laybys referred to do provide an important facility to allow HGV drivers to have their statutory breaks which are designed to ensure drivers don't drive when they are tired.

Senior officers and Councillors do have regular meetings with key representatives from the BMW Mini plant in Cowley and we continue to raise with them issues relating to the major HGV flows to and from their site. I am

aware that over the last few years they have made a number of changes in their arrangements to allow them to accommodate more HGVs on site.

I have asked officers to liaise with both the City Council (who are responsible for cleansing) and Thames Valley Police to see whether there are any low-cost measures that can be taken to relieve the problems referred to.”

Supplementary: Councillor Nimmo Smith undertook to raise the specific issue of BMW having a token system although he noted that it was not only BMW vehicles using the laybys.

## **109/16 PETITIONS AND PUBLIC ADDRESS**

(Agenda Item. 5)

The Chairman had agreed the following requests to address the meeting:

Item 6 – Mr Graham Jones; Sara Fuge, Development Manager, Oxford Westgate Alliance; Phil Southall, Managing Director, Oxford Bus Company Martin Sutton, Stagecoach in Oxfordshire; Debbie Dance, Oxford Preservation Trust; Councillor Steve Curran, Shadow Cabinet Member for Environment

Item 7– Councillor Nick Hards, Shadow Cabinet Member for Finance

Item 8 – Councillor Charles Mathew, Income Generation CAG Member; Councillor Nick Hards, Shadow Cabinet Member for Finance

Item 9 – Councillor Nick Hards, Shadow Cabinet Member for Finance

Item 10 – John Hulett, spokesperson for Red Kite Children’s Centre Working Group; Charlie Payne, local resident; Councillor Jean Fooks, local councillor for Wolvercote & Summertown\*; Councillor David Williams, local councillor for Ifley Fields & St Margaret’s; Councillor Anne Purse, local councillor for Wheatley; Councillor Gill Sanders, Shadow Cabinet Member for Education and Children & Family Services

Item 11 – Councillor Liz Brighouse, Chairman of Performance Scrutiny Committee

\* N.B. Councillor Fooks spoke at this point on the agenda but for ease of reference a note of her address is included at Minute 114/16 on Agenda Item 10.

## **110/16 PROPOSED AMENDMENTS TO TRAFFIC AND ACCESS RESTRICTIONS - QUEEN STREET, OXFORD**

(Agenda Item. 6)

A report on proposals for changes to access for buses, taxis and cyclists in Queen Street was considered by the Cabinet Member for Environment on 24<sup>th</sup> November 2016, seeking a delegated decision of the Cabinet Member.

The Cabinet Member for Environment decided at that meeting to refer the matter to full Cabinet on 20<sup>th</sup> December with a recommendation “to approve a proposal that Queen Street remain open as it was before the Westgate redevelopment with a review after 6 months”.

Cabinet had before them a report that set out the reasons for the Cabinet Member for Environment's decision on 24<sup>th</sup> November and highlighted a number of issues the Cabinet needed to be aware of in considering this matter. Sue Halliwell, Acting Director for Strategy & Infrastructure Planning gave a presentation outlining the impact of an experimental closure of Queen Street and advising Cabinet that this was still the recommended course of action from officers.

Graham Jones, speaking for Oxford High Street Association expressed concerns at the impact of a closure on High Street and St Aldates. More bus stops would create greater congestion on the narrow pavements. There was concern for the impact on the historic street scene and safety fears as pedestrians were forced to walk on the road. On behalf of ROCs he also expressed concern at the longer bus routes and commented that any closure should wait until a strategy was in place.

Sara Fuge, Development Manager, Oxford Westgate Alliance, supported the closure of Queens Street in order to aid their aim for the development to be fully integrated to the rest of the City Centre. Buses in Queen Street would lead to an uncomfortable environment and she questioned the safety of pedestrians.

Debbie Dance, Oxford Preservation Trust, supported keeping Queen Street open as there was a need to preserve a balance between shopping and heritage.

Phil Southall, Managing Director, Oxford Bus Company, supported keeping Queen Street open. He questioned the validity of the figures quoted for pedestrian footfall. He expected a spike in the first 6 months but after that expected the numbers to normalise. Previous agreements to provide a turning circle had been reversed. The bus company was willing to have further discussions but felt that Queen Street not be closed without a turning circle. He supported the status quo with the road remaining open until a strategy was in place. There was no record of accidents and safety concerns could be addressed. In response to a question he advised cabinet that if Queen Street was closed buses would need to use Frideswide Square. He questioned whether this was an appropriate use of the shared space that had been created there. Buses would be forced to stop further out, providing a poor experience for shoppers who would not be dropped where they want.

Martin Sutton, Stagecoach in Oxfordshire, commented that they would like to see Queen Street fully pedestrianised but that this would only work with the provision of the turning circle to the West. Without this there would be more buses in St Aldates vying for space and it would become very dangerous. He added that the buses in Queens Street proceed at walking pace and since the removal of the bus stops there had been very few incidents. He urged Cabinet to keep Queen Street open for a trial period. Responding to a question as to who would decide if there was an issue requiring the trial to end Mr Sutton felt that if there was a real problem there was unlikely to be disagreement. Asked about the impact of the recent closure Mr Sutton

indicated that it had been unpopular with bus users who were unhappy at having to walk further. The company carried fewer people on their buses.

Councillor Steve Curran, Shadow Cabinet Member for Environment, stated that both the County Council and City Council were committed to pedestrianisation. However currently there seemed to be a focus on immediate priorities rather than the longer term. Councillor Curran highlighted a number of issues that needed to be given consideration. This included the importance of the West-East route, and he saw no reason people should not get off earlier. However, although cars were largely catered for if buses were inadequate it would lead to congestion. He felt that Councillor Nimmo Smith had been aware of this at his meeting. In addition the elderly and infirm needed bus stops close to where they were going. He noted that taxis were a separate negotiation. Pedestrians and in particular the elderly needed to be the priority. He suggested that whatever decision was arrived at there should be a review not just after six months but also after 12 and 18 months. He hoped that there could be a compromise solution that with careful monitoring could ensure the safety of pedestrians. He added that the turning circle at Worcester Street was essential and the Council should consider using compulsory purchase powers.

Councillor Nimmo Smith spoke to his original decision explaining that on balance he had decided on keeping Queen Street open with a review after 6 months rather than closing it with a review after 6 months. Both options were for a trial period.

Bev Hindle, indicated that officers had been concerned about safety. Neither option provided a solution to St Aldates as there were no bus stops in Queen Street under either proposal. He accepted that there would be additional bus miles if St Frideswide Square was used but stated that the Square could accommodate the additional buses. Officers would continue to look at the turning circle but he stressed that if the road was not closed then an opportunity to provide a scheme delivering improvements to the public realm could be lost. In response to a question from Councillor Hudspeth, Bev Hindle advised Cabinet that a CPO would take some time and that the Westgate Development could well have opened whilst waiting for it.

During discussion Cabinet generally expressed concern over the safety aspects of keeping Queen Street open to buses and supported the closure of Queen Street to buses for the experimental period. They also highlighted the dangers to pedestrians posed by cyclists and indicated that future proposals should also include banning cyclists for the experimental period. Councillor Hilary Hibbert Biles highlighted the number of buses per hour and queried whether any consideration had been given to reducing the number of buses. Bev Hindle replied that there had been discussions but no agreement on a reduction.

Following a vote by a show of hands (by 2 for and 7 against) the recommendation on page 14 of the agenda pack was not agreed.

It was proposed by Councillor Hudspeth, seconded and following a vote by a show of hands (by 7 for to 0 against with 2 abstentions) it was:

**RESOLVED:** to instruct officers to report to a future Cabinet meeting a proposal for an experimental closure of Queen Street to buses and taxis which address the concerns about conditions in St Aldates and High Street raised during the recent consultation and which does not rely on the bus turning facility at Worcester Street.

## **111/16 2016/17 FINANCIAL MONITORING & BUSINESS STRATEGY REPORT - OCTOBER 2016**

(Agenda Item. 7)

Cabinet considered the third financial monitoring report for 2016/17 that focused on the delivery of the Directorate Business Strategies that were agreed as part of the Service and Resource Planning Process for 2016/17 – 2019/20. Parts 1 and 2 included projections for revenue, reserves and balances as at the end of October 2016. Capital Programme monitoring was included at Part 3.

Councillor Nick Hards, Shadow Cabinet Member for Finance, raised a number of detailed concerns around: the SEN transport budget overspend, the increase in child social care costs; the legal costs associated with keeping children safe although he recognised the need to do so. Councillor Hards sought an update on the delay in completing the planned children's homes and sought assurance that action to reduce the cost of SEN placements in future was on track. Councillor Hards commended the positive picture for adult social care and noted that the capital programme was just about satisfactory.

Councillor Stratford responded to the points raised noting that in respect of social care costs agency staff were used only where necessary. Councillor Carter added that a unitary council would provide an opportunity to see a change in the use of agency staff. Customer Services moved to 'banking' staff and avoided agency costs. Councillor Stratford continued that the overspend for CEF reflected increased activity. SEN transport continued to be challenging. The Council was working hard to reduce all overspends.

**RESOLVED:** to:

- (a) note the report;
- (b) approve the request for the creation of OXSIT traded service Reserve as set out in paragraph 41;
- (c) approve the debt write off detailed in paragraph 52;
- (d) note the settlement of the debt detailed in paragraph 53;
- (e) note the Treasury Management lending list at Annex 3;
- (f) approve the changes to the Capital Programme at Annex 7b and Annex 7c.



## **112/16 CONCLUDING REPORT OF THE INCOME GENERATION CABINET ADVISORY GROUP**

(Agenda Item. 8)

Cabinet considered a report seeking the conclusion of the work of the Income Generation Cabinet Advisory Group (CAG) which has explored options for income generation. The CAG would be submitting proposals for income generation from service areas of the council to be included in the budget for 2017/18 following a review of the proposed fees and charges.

Councillor Charles Mathew, member of the Income Generation CAG spoke in support of the work undertaken and spoke against its abandonment. With the threat of diminishing government funds there was merit in keeping the CAG in order to ensure for instance that the benefits from property assets were fully realised.

Councillor Nick Hards, Shadow Cabinet Member for Finance, recognised that there was good work in progress in relation to property.

Councillor Stratford, in moving the recommendations, commended the work of the CAG which had highlighted the need to generate more income. On the property side there had been a significant response from Councillor Lorraine Lindsay-Gale as cabinet member for Property and the challenge would be seen in the autumn budget process. Councillor Stratford appreciated the support he had received from CAG Members and although it had been challenging at times it had been a group effort. Councillor Hudspeth added that CAGs were always envisaged as task and finish groups and having done a lot to make the Council look at income generation he was happy to support the recommendations.

**RESOLVED:** to endorse the work of the Income Generation Cabinet Advisory Group and agree to disband the group.

## **113/16 SERVICE & RESOURCE PLANNING REPORT - 2016/17 - DECEMBER 2016**

(Agenda Item. 9)

Cabinet considered the second in the series of reports on the Service & Resource Planning process for 2017/18 which will culminate in Council setting a budget for 2017/18 and a medium term plan to 2020/21 in February 2017. The report set out:

- the new pressures and savings for 2017/18 and the medium term,
- the key announcements of the Autumn Statement announced on 23 November 2016; and
- the capital programme proposals for 2017/18 to 2020/21.

Cabinet also had before them a supplementary report from the Chief Finance Officer containing additional information.

Councillor Nick Hards, Shadow Cabinet Member for Finance, thanked the Finance Team for their work on the budget. He commented that the report was quite upbeat and reflected the quality of the work being done already. He noted that the additional New Homes Bonus was not new money and some Oxfordshire District Councils such as West Oxfordshire DC had lost out. Councillor Hards welcomed the adult social care grant and awaited with interest how this would be used. There was a need however to face the difficult problems facing adult social care.

Councillor Heathcoat, recognised the challenges facing adult social care and commented that a lot of work was being carried out and reports would follow.

Councillor Stratford moved the recommendations and stated that he had attended the Performance Scrutiny Committee where there had been strong support for the work done by officers. Councillor Stratford added his own thanks for the work being done.

Lorna Baxter, Chief Finance Officer, explained how the changes to the adult social care precept set out in the addenda would work noting that it could be only 6% over the period. If Council chose to make the precept 3% for the coming year this would not be additional money. Lorna Baxter stressed that the details of the scheme had not yet been made available and that the information received was only a provisional settlement.

**RESOLVED:** to take the issues set out in the report into consideration in forming their proposed budget for 2017/18, Medium Term Financial Plan to 2020/21 and Capital Programme to 2020/21.

## **114/16 RENTS FOR ASSET TRANSFER OF CHILDREN'S CENTRE**

(Agenda Item. 10)

Cabinet had before them a report on the implications of the current asset transfer policy in supporting community groups to develop self-financing, sustainable proposals to take on responsibility for a children's centre. In particular it set out the financial implications of different possible approaches, and the additional support that could be offered to community groups in developing viable proposals. Bev Hindle, Acting Director for Environment & Economy, Lucy Butler, Director for Children's Services and Nick Graham, Chief Legal Officer attended for this item.

Councillor Fooks, local councillor for Wolvercote & Summertown spoke against the recommendations in the report commenting that the report seemed to be more business driven than service driven. She referred to the vital work in her community and highlighted that Council had recognised that best value was not always about the best financial decision. She expressed concern at the increase in rents and highlighted the constant need of groups

to bid for funds. Groups in her area such as the Wolvercote Young people's Club had nowhere else they could go. Councillor Fooks asked Cabinet to reject the recommendations and to review what was important in the light of the spirit of the Council resolution.

John Hulett, spokesperson for Red Kite Children's Centre Working Group expressed disappointment with the recommendations and urged Cabinet to consider the implications of their decision on centres such as his own. They had worked hard to put together a viable and sustainable business plan despite being asked by the Council to show the community rent which showed as a deficit as they had no further access to funds. He commented that suggesting that the waiver would be a disincentive to put in place a sustainable financial model misunderstood the nature of the business model for a free service. It was essential that services remained free in order not to discourage those families most in need of support. Their building was small and purpose built and was a difficult place to hire out to others and would not bring in sufficient revenue to pay for the service. By setting up a community project they were saving the Council money and providing an early warning system for families in difficulty. The rental income would be new money and in effect by charging rent the Council was reducing the transition grant given. Mr Hulett urged Cabinet to waive rent for the whole of the first year and to agree to a review of Group's viability before charging rent in future years.

Charlie Payne, local resident spoke against the proposals querying what would happen if centre's failed due to high rents. If it failed there would be no rent and a building to heat and maintain. She highlighted problems with hiring to others as her local centre had a connecting door to a nursery for children with special educational needs. Responding to a question about the costs incurred by the Council due to responding to a judicial review Charlie Payne commented that she was not a legal expert.

Councillor David Williams, local councillor for Ifley Fields & St Margaret's highlighted the importance to groups of being able to show they would be able to remain open when looking for funding. He urged Cabinet to honour the motion at Council and provide support for at least one year. He suggested that the amounts involved were quite small and that communities having done a massive amount of work should not be undermined by rent charges.

Councillor Anne Purse, local councillor for Wheatley highlighted the difficulties for her local group, Friends of Mapletree Centre and asked for ongoing rent reductions in order for the Group's business plan to work. She stressed that there were no suitable alternatives to the building they were in and asked that they not be allowed to fail due to high rents.

Councillor Gill Sanders, Shadow Cabinet Member for Education and Children & Family Services, queried whether a proposal for 6 months was legal given the Council motion and discussion at Council where it was understood that it would be for a period of at least one year. Councillor Sanders supported

comments by others that libraries could not replace purpose built children's centres.

Nick Graham, responding to the point raised by Councillor Sanders advised that there was a distinction between the functions of Council and Cabinet. A motion in Council does not have the power to require Cabinet to do something which falls within their functions. Cabinet cannot be bound by the motion but are rather called on to consider the proposed action.

Councillor Lindsay-Gale, Cabinet Member for Property, Cultural & Community Services in moving the recommendations stressed that she and officers had been listening and were proposing a recommendation that was fair, consistent and balanced. Six schemes had already been agreed and another eight were in progress with a further 10 being worked on. Councillor Lindsay-Gale referred to the Council motion noting that it contained no period for the rent waiver.

Cabinet discussed the recommendations at length with Councillor Carter commenting that to him it seemed sensible that the rent waiver should cover the same period as the transition fund. If not then new organisations would see part of their transition grant clawed back for rent. He was unable to support a period of 6 months. A number of councillors expressed concern that 6 months was not sufficient time. Councillor Harrod proposed increasing the rent free period to 12 months, with a review after 6 months to consider progress, which was seconded by Councillor Lindsay-Gale. Cabinet made it clear that the continued rent free period from 6-12 months was dependent on sufficient progress being made towards a sustainable business plan. Cabinet also clarified that the 12 month rent free period should start no earlier than 1 April 2017.

**RESOLVED:** to:

- (a) Extend additional support (as outlined in para 31) beyond 1<sup>st</sup> April to help community groups develop a viable business case fully;
- (b) Agree that a deadline is set for these cases to be brought forward to be considered at a 3<sup>rd</sup> and final round of the Transition Fund, no later than the Cabinet meeting in July; and
- (c) Offer a defined, short-term rent-free period of up to a maximum of 12 months to support mobilisation, where the business case would otherwise not be viable with a review after 6 months to consider progress. After this initial period the rent would increase in line with the asset transfer policy, to 50% of the commercial rent level for the property.

## **115/16 SENIOR MANAGEMENT REVIEW - PROPOSED STRUCTURE**

(Agenda Item. 11)

Cabinet had before them a report on the conclusions of the Senior Management Review and seeking approval of the proposed recommendations including a new structure. Cabinet also considered the views of members from an all Member Briefing, full Council and Audit &

Governance Committee as set out in the addenda. Steve Munn, Chief Human Resources Officer attended for this item.

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Councillor Liz Brighthouse, Chairman of Performance Scrutiny Committee, who had chaired the scrutiny session of all members, commented that the main issues had been around the titles of posts and the specific wording used. On the whole councillors had been supportive of the work done by Penna.

Cabinet thanked Councillor Brighthouse for her note of the session and Councillor Hudspeth commented that the all member briefing had been a very good idea, although it was a shame not all members were there.

Steve Munn, Chief Human Resources Officer, introduced the contents of the report and summarised the views of members as set out in the addenda.

Councillor Hudspeth, Leader of the Council, Cabinet commended the structure and moved the recommendations. During discussion Cabinet endorsed the process and supported the recommendations.

**RESOLVED:** to:

- (a) endorse the Senior Management Review recommendations and proposed structure:
- (b) agree in principle that the post of County Director should be made permanent and re-designated Chief Executive; and
- (c) pending a permanent appointment as discussed in paragraph 9 above, and following the full Council decision Cabinet endorses Peter Clark's re-designation from County Director to Interim Chief Executive.

**116/16 FORWARD PLAN AND FUTURE BUSINESS**

(Agenda Item. 12)

The Cabinet considered a list of items for the immediately forthcoming meetings of the Cabinet together with changes and additions set out in the schedule of addenda.

**RESOLVED:** to note the items currently identified for forthcoming meetings.

..... in the Chair

Date of signing

2016