

SUMMONS TO ATTEND A MEETING OF THE
NORTH WEST LEICESTERSHIRE DISTRICT COUNCIL

Time/Date 6.30 pm on TUESDAY, 21 MARCH 2017
Location Council Chamber, Council Offices, Coalville
Officer to contact Democratic Services (01530 454512)

Christine E. Fisher

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Chief Executive

All persons present are reminded that the meeting may be recorded and by attending this meeting you are giving your consent to being filmed and your image being used. You are kindly requested to make it known to the Chairman if you intend to film or record this meeting.

The Monitoring Officer would like to remind members that when they are considering whether the following items are exempt information under the relevant paragraph under part 1 of Schedule 12A of the Local Government Act 1972 they must have regard to the public interest test. This means that members must consider, for each item, whether the public interest in maintaining the exemption from disclosure outweighs the public interest in making the item available to the public.

AGENDA

Item	Pages
PRAYERS	
1. APOLOGIES FOR ABSENCE	
2. DECLARATION OF INTERESTS	
Members are reminded that any declaration of interest should be made having regard to the code of conduct. In particular, members must make clear the nature of the interest and whether it is 'pecuniary' or 'non pecuniary'.	
3. CHAIRMAN'S ANNOUNCEMENTS	
4. LEADER'S AND PORTFOLIO HOLDERS' ANNOUNCEMENTS	
Members are reminded that under paragraph 11.1 of part 4 of the Constitution, questions can be asked of the Leader and Cabinet Members without notice about any matter contained in any address. Questions shall be limited to five minutes in total for each announcement.	



Item	Pages
5. QUESTION AND ANSWER SESSION	
To receive questions from members of the public under procedure rule no.10. The procedure rule provides that members of the public may ask members of the Cabinet any question on any matter in relation to which the Council has powers or duties which affect the District, provided that three clear days' notice in writing has been given to the Head of Legal and Support Services.	
6. QUESTIONS FROM COUNCILLORS	
To receive members' questions under procedure rule no.11. The procedure rule provides that any member may ask the chairman of a board or group any question on any matter in relation to which the Council has powers or duties which affect the District, provided that three clear days' notice in writing has been given to the Head of Legal and Support Services.	
7. MOTIONS	
To consider any motions on notice under procedure rule no. 12.	
8. PETITIONS	
To receive petitions in accordance with the Council's Petition Scheme.	
9. MINUTES	
To confirm the minutes of the meeting of the Council held on 23 February 2017.	3 - 18
10. COUNCIL DELIVERY PLAN 2017/20	
Report of the Chief Executive Presented by the Leader	19 - 38
11. PAY POLICY STATEMENT 2017/18	
Report of the Chief Executive Presented by the Leader	39 - 48
12. EXCLUSION OF PRESS AND PUBLIC	
The officers consider that the press and public should be excluded during consideration of the following items in accordance with Section 100(a) of the Local Government Act 1972 as publicity would be likely to result in disclosure of exempt or confidential information.	
13. APPOINTMENT OF CHIEF EXECUTIVE	
Report of the Chief Executive Presented by the Leader	49 - 52

MINUTES of a meeting of the COUNCIL held in the Council Chamber, Council Offices, Coalville on THURSDAY, 23 FEBRUARY 2017

Present: Councillor J Cotterill (Chairman)

Councillors R Adams, G A Allman, R Ashman, R D Bayliss, R Blunt, R Canny, J Clarke, N Clarke, J G Coxon, D Everitt, T Eynon, F Fenning, J Geary, S Gillard, T Gillard, L Goacher, D Harrison, G Hault, J Hault, R Johnson, G Jones, J Legrys, S McKendrick, K Merrie MBE, T J Pendleton, P Purver, V Richichi, N J Rushton, S Sheahan, N Smith, A V Smith MBE, M Specht, D J Stevenson and M B Wyatt

Officers: Mr S Bambrick, Ms C E Fisher, Mr A Hunkin, Mr G Jones, Mrs M Meredith, Mr P Padaniya, Mrs M Phillips and Miss E Warhurst

41. APOLOGIES FOR ABSENCE

Apologies for absence were received from Councillors R Boam, J Bridges and A C Saffell.

42. DECLARATION OF INTERESTS

Councillors T Eynon and S Sheahan declared a non pecuniary interest in item 12, High Speed Rail (HS2) Phase 2: Consultation in respect of proposed route from West Midlands to Leeds - response of North West Leicestershire District Council, as the proposed route went through land purchased by Leicestershire County Council.

Councillor J G Coxon declared a pecuniary interest in item 12, High Speed Rail (HS2) Phase 2: Consultation in respect of proposed route from West Midlands to Leeds - response of North West Leicestershire District Council, as the proposed route went through his land and close to his house.

Councillor R Ashman declared a non pecuniary interest in item 12, High Speed Rail (HS2) Phase 2: Consultation in respect of proposed route from West Midlands to Leeds - response of North West Leicestershire District Council, as an employee of a political party for which HS2 was party policy.

Councillor M B Wyatt declared a non pecuniary interest in item 10, Budget and Council Tax 2017/18, as an owner of two businesses in Coalville.

Councillor R Blunt declared a pecuniary interest in item 12, High Speed Rail (HS2) Phase 2: Consultation in respect of proposed route from West Midlands to Leeds - response of North West Leicestershire District Council, as the proposed route went through land owned by his family in Coleorton.

Councillor T J Pendleton declared a pecuniary interest in item 12, High Speed Rail (HS2) Phase 2: Consultation in respect of proposed route from West Midlands to Leeds - response of North West Leicestershire District Council, as his daughter owned a house in Measham which fell within the compensation zone.

Councillor S McKendrick declared a non pecuniary interest in item 10, Budget and Council Tax 2017/18, as a trustee of Moira Furnace.

43. CHAIRMAN'S ANNOUNCEMENTS

The Chairman referred to the numerous events he had attended since the previous meeting of the Council and thanked the Deputy Chairman for his assistance.

44. LEADER'S AND PORTFOLIO HOLDERS' ANNOUNCEMENTS

The Leader made reference to the Syrian refugee resettlement programme and informed the Council that in November 2016, 2 families had been welcomed to Castle Donington. He praised the local community who had given the families a warm welcome. He felt that this said a great deal about the fairness and kindness of this country. He added that he had met the families personally and they had explained how grateful they were to the people of North West Leicestershire for making them so welcome. He reported that the Council had agreed to receive a further two families a year as part of the wider scheme. He wished the two families all the best for the future.

The Leader provided an update on the progress of the appointment of the Chief Executive. He reported that following the closing date a total of 31 applications had been received from a very strong field of candidates from a wide range of organisations. He explained that 10 candidates would now progress to the next stage and following this a shortlist of candidates would be produced, all of whom would be appointable. He advised that the Appointments Committee would interview the candidates and would make a recommendation to Council on 21 March. He emphasised that the final decision on the appointment would be made by all members.

The Leader informed members of a recent incident which demonstrated the dedication and care of the housing management and central control teams. A concerned neighbour had contacted central control about a tenant who had not been seen that day. As the tenant had no next of kin, the central control operative contacted the housing officer who immediately visited the property. After no one answered the door, the officers entered using the key safe to find the tenant collapsed on the floor in a distressed state. The officers immediately contacted the emergency services and checked and cleared the tenant's airways. Without their selfless actions the tenant would not have made it to hospital. The Leader stated that he would be formally writing to the central control operative to thank her for her contribution and he commended the housing officers for their actions. He presented the housing officers with a staff award.

Councillor N Smith welcomed the announcement in respect of the Syrian refugees and felt that the programme was a real attribute for the Council. He commented that it would be tremendously difficult to replace the Chief Executive.

Councillor T Gillard extended his congratulations and those of his Whitwick colleagues to the housing officers. He commented that they cared passionately about their work and their actions did not surprise him. He wished the 10 candidates in the recruitment campaign good luck as they had a hard act to follow.

Councillor D Harrison expressed his pride for the people of Castle Donington who had opened their arms and hearts to people in need of help and support.

Councillor R Canny commented on the positive progress of the Syrian refugee children in the local school.

Councillor J Legrys shared his pride in having refugee families in the district. He expressed thanks on behalf of the Labour Group to the housing officers. He commented that people who worked in public service always went beyond what they were expected to do and he felt it was important to praise people for that. He stated that the Chief Executive would be a hard act to follow.

Councillor M Specht commented that a hard headed person would be needed to replace the Chief Executive. He congratulated her and wished her all the best for the future.

Councillor V Richichi commented on his own experiences coming to this country and his pride at being a citizen of the United Kingdom. He felt that even more could be done to help refugees.

Councillor R D Bayliss commended the housing officers for their actions. He stated that they had truly lived up to his expectations and the award was truly deserved. He made reference to the Syrian refugee resettlement programme and stated that the Council could be proud of joining the programme which was entirely voluntary.

Councillor J G Coxon thanked the Chief Executive for the work she had undertaken to build a good working relationship with Ashby Town Council. He added that the Town Council had prospered with her help and would be sorry to see her leave.

The Housing Portfolio Holder announced that on 10 March construction would commence on 17 new council homes at Linford and Verdon Crescent, Coalville and 7 on the Willesley estate, Ashby. He commented that this had been an ambition and aspiration for a long time. He also highlighted a recent acquisition of a right to buy property in Castle Donington which had served a number of purposes including adding to the Council's housing stock. He expressed full commitment to developing the housing service and continuing to build new homes in the best interests of home seekers on the waiting list.

Councillor M Specht welcomed the house building programme and commented that it had been a long time coming. He commended the Director of Housing for his work.

45. QUESTION AND ANSWER SESSION

There were no questions received.

46. QUESTIONS FROM COUNCILLORS

Councillor D Everitt put the following question to Councillor R Blunt:

“Since last year’s Cabinet meeting held on February 19th 2016 there have been 11 Cabinet meetings. At these meetings decisions are announced by the six Cabinet members. No meaningful debate takes place.

During the same period of time there have only been 7 full Council meetings in which Councillors of all parties have the right to question and discuss councillor business on behalf of the electorate.

Does the Leader recognise the importance of constructive criticism or support when making decisions, and is he aware of how lack of meetings is perceived by interested observers, and how does this serve democracy?”

Councillor R Blunt gave the following response:

“The Local Government Act 1972 gives the Council discretion as to how many Council meetings it holds in any year. The number of Cabinet meetings is entirely at my discretion. In the interests of effective administration the dates of the Cabinet and Council meetings are set in advance to ensure that they are timed to fit in with the regular business of the Council e.g. the performance monitoring, the budget etc. Other reports for decision are then added to these dates thus ensuring that meetings are not being held for meetings’ sake as I appreciate how busy members are and I know they would not thank me for arranging additional Cabinet meetings to discuss individual matters. Hence why we have an Executive Decision Notice which gives elected members and the public advance notice of all forthcoming reports for decision. These have been carefully timed to fit into the meetings timetable, thus ensuring effective and timely decision making. The Executive

Decision Notice is included in the agenda papers for every meeting of the Policy Development Group and allows members to see the decisions which are planned over the forthcoming months. Members also have the ability to call in decisions made by Cabinet where they have evidence which suggests that the Cabinet did not take the decision in accordance with the decision making principles laid down in the Constitution.

In terms of serving democracy, each Council meeting has provision to enable debate and every Cabinet and Council meeting provides for questions by members and the public. Advance notice is given of the deadlines for submitting motions and questions. I do not see how spreading the business of the Council over more meetings, diluting the content of each meeting and calling on the services of elected members and officers more frequently would make the decision making process more efficient. I am therefore satisfied that in North West Leicestershire we serve democracy well and the number of Council and Cabinet meetings held each year is appropriate to the needs of the business of the Council.”

Councillor D Everitt stated that he was not happy with the answer to his question and felt it was not a good situation when scrutiny was limited. He sought to make a speech.

The Chairman reminded Councillor D Everitt to confine his comments to a supplementary question only.

As a supplementary question, Councillor D Everitt asked if the Leader believed that democracy had to be seen to be done, and if he realised that scrutiny was as much in the interests of the ruling party as the opposition.

The Leader responded that the present Leader and Cabinet model had been introduced by the Labour administration and had been retained. He stated that he believed the system in place was good and fair. He added that reasonable requests for members to speak and ask questions at Cabinet were accepted. He commented that good scrutiny was the responsibility of those members on the scrutiny committee and he felt that scrutiny was in a good place under the current Chairman. He emphasised his strong belief in democracy.

47. MOTIONS

No motions were received.

48. PETITIONS

No petitions were received.

49. MINUTES

Consideration was given to the minutes of the meeting held on 8 November 2016.

It was moved by Councillor J Cotterill, seconded by Councillor V Richichi and

RESOLVED THAT:

The minutes of the meeting held on 8 November 2016 be approved and signed by the Chairman as a correct record.

50. BUDGET AND COUNCIL TAX 2017/18

Councillor N J Rushton presented the report to members, drawing their attention to the amended report in the additional papers. He highlighted the changes to the underlined amounts in recommendations 20(1) to 20(3) of the report and the tables. He emphasised that there was no overall impact upon the final Council Tax calculation.

Councillor N J Rushton referred members to the draft General Fund and Special Expenses budget proposals at Appendix 1 which were considered by Cabinet on 7 February and were recommended to Council for approval. He highlighted the summary of the proposed budget set out on page 33 of the agenda. He stated that with discussions ongoing about the future of Business Rates and the pending reductions in New Homes Bonus and Revenue Support Grant, this was a prudent budget which held a necessarily high level of reserves due to the risks involved.

Councillor N J Rushton was pleased to recommend a freeze in Council Tax for the eighth year running which equated to a saving over the 8 year period of £27 for a Band D property. He added that North West Leicestershire was the only district council in Leicestershire which had frozen its Council Tax for 8 years. He announced that for 2017/18 town and parish councils would be given the same amount of Local Council Tax Support as the previous year, however this would be reduced in future years due to the phasing out of the Revenue Support Grant from central government.

Councillor N J Rushton referred members to section 3 of the report which provided details of the projected outturn for 2016/17 and explained the forecast under spend of £1.3 million which was mainly due to additional business rates and planning income arising from the unprecedented growth taking place in North West Leicestershire. He advised that it was recommended to transfer the under spend to a special projects reserve. He highlighted that both the end of year position and the projected budget for 2017/18 relied heavily upon business rates income and therefore in order to be prudent it was recommended to wait until the business rates were finalised in May before making any commitments as to how the under spend should be utilised.

Councillor N J Rushton highlighted the General Fund, Special Expenses and HRA Capital Programmes set out at Appendix 3, the Treasury Management Strategy Statement 2017/18 and Prudential Indicators set out at Appendix 4, and the recommendations for setting the Council Tax at section 4 of the report.

Councillor N J Rushton noted the amendments submitted by the Labour Group. He commented that the Activ8 scheme already provided for free swimming and he felt that the proposals to employ additional resource for the Policy Development Group and planning enforcement were a waste as the Council already employed a sufficient number of highly qualified people. He added that the proposal to fund this from under spend was not the right thing to do before the end of the financial year. He stated that the administration would not fund pet projects at the last minute without any reliable evidence to support them.

Councillor N J Rushton moved the recommendations set out in the report. This was seconded by Councillor R Blunt.

Councillor R Blunt made reference to the freeze in Council Tax and stated that he was proud to be able to support the residents of the district in this time of pressure. He welcomed the building of much needed council homes and commended the Director of Housing for his work. He reiterated his commitment to freezing Council Tax for the remainder of the administration.

The Chairman referred to the amendment to the motion which had been circulated in the additional papers. He invited Councillor F Fenning to put forward his amendment.

Councillor F Fenning spoke to his amendment, thanking the staff who had worked on the proposals. He also thanked the Cabinet for their work however he expressed concern for the future of the Council. He highlighted that over the last 6 years the freeze in Council Tax had saved him £20. He felt however that he could have afforded an extra £5 a year to preserve and improve the Council services that everyone took for granted. He expressed pride in the staff.

The Chairman reminded Councillor F Fenning to confine his comments to the amendment only.

Councillor F Fenning stated that the first amendment would indicate that the Council was serious about the wellbeing of residents and would encourage younger people and families into exercise. He paid tribute to the superb surplus-generating leisure team. He made reference to the proposals in relation to leisure services.

The Chairman reminded Councillor F Fenning again to confine his comments to the amendment only.

Councillor F Fenning stated that the second amendment indicated the Labour Group's dissatisfaction with scrutiny at the Council. He felt that half hour Cabinet meetings and 5 Policy Development Group meetings a year was not effective scrutiny of a Council managing nearly £200 million of assets. He added that the Labour Group wanted to scrutinise the inability of the Council to spend budgets properly.

Councillor F Fenning stated that the third amendment highlighted a planning department which was under immense pressure to protect residents from landowners and property developers.

Councillor F Fenning made reference to the savings made from freezing Council Tax and questioned the cost to the future of the Council. He formally moved the amendment.

This was seconded by Councillor J Legrys who reserved his comments.

Councillor T Eynon referred to the proposals to introduce free swimming and commended the Activ8 scheme, however she felt this could be extended. She highlighted the number of complaints she had received relating to planning enforcement issues such as mud on the road and felt there was scope for improvement. She expressed concerns in respect of the disabled facilities under spend.

The Chairman reminded Councillor T Eynon to confine her comments to the amendment only.

Councillor T Eynon made reference to the lightbulb project, which she considered to be of considerable significance across the county, and stated that the lack of mention of it in the budget demonstrated the need for greater support for Policy Development Group.

Councillor J Geary expressed concern at the way in which the proposal relating to planning enforcement had been dismissed. He made reference to his recent experience working with the enforcement team and it became apparent that the team were unable to cope with the workload. He accepted that enforcement was not a statutory service, however considering the amount of development taking place in the district he felt that it made sense to have an efficient and effective planning enforcement function.

Councillor M Specht reminded members that mud on the road was not a matter for the district council. As Chairman of the Policy Development Group he reiterated that every member of the group had an opportunity to raise concerns and he highlighted some of the recent work undertaken. He stated that money should not be wasted on providing another officer as Policy Development Group was adequately supported by the Director of Resources.

Councillor D Harrison commented that the proposals were indulgent and an utter waste of waste of time and resources.

Councillor J Legrys sought to raise a point of order and took great exception to the tone of Councillor D Harrison's comments.

The Chairman invited Councillor D Harrison to conclude his comments.

Councillor D Harrison concluded that the proposed amendments would not contribute to or enhance the budget.

Councillor A V Smith reminded members that all children who participated in Club Activ8 could access free swimming. She highlighted that a recent review had been undertaken of the planning enforcement function which was in the process of being implemented. She added that agency staff had also been employed to work on the backlog.

Councillor R Johnson commented that mud on the road often came from development sites where developers were not adhering to conditions. He referred to a white paper which revealed that local authorities would be able to increase fees by July this year if they were able to commit to investing the additional fee income into their planning department. He felt that this was a golden opportunity as the enforcement team was stretched. He made reference to the lengthy legal processes involved. He urged members to protect the public, and not treat them with disdain.

Councillor N Clarke commented that the Labour Group was looking to enhance the service for residents rather than the budget.

Councillor R Blunt stated that the fundamental problem with the proposal was utilising a potential one-off under spend to provide for an ongoing cost.

Councillor N J Rushton commented that the proposals may well have some merit, however considering them at this late stage was not appropriate, nor was funding them in the manner suggested. He reiterated the principle of not increasing taxes unless necessary.

Councillor J Legrys exercised his right of reply and stated that the reason for putting forward the amendment was simply to highlight the Labour Group's concerns about the Council. He commented that much had been said about saving people money, however the administration continued to take money from people who could not afford to pay and put this into reserves. He stated that the finances of the Council were precarious. He concluded that under spends should be spent on residents rather than put away in a bank account accruing very little interest.

The Chairman then put the amendment to the vote.

A recorded vote being required in accordance with the Local Authorities (Standing Orders) (England) (Amendment) Regulations 2014, the voting was as follows:

For the motion:

Councillors R Adams, N Clarke, D Everitt, T Eynon, F Fenning, J Geary, R Johnson, J Legrys and S Sheahan (9).

Against the motion:

Councillors G A Allman, R Ashman, R D Bayliss, R Blunt, J Clarke, J Cotterill, J G Coxon, S Gillard, T Gillard, L Goacher, D Harrison, G Hault, J Hault, G Jones, K Merrie, T J Pendleton, P Purver, V Richichi, N J Rushton A V Smith, N Smith, M Specht and D J Stevenson (23).

Abstentions:

Councillors R Canny, S McKendrick and M B Wyatt (3).

Therefore the motion was declared LOST.

The Chairman then directed members to the debate on the substantive motion, as set out in the report.

Councillor M B Wyatt stated that he was unable to support the budget which failed to tackle the real issues in tackling the decline of Coalville town centre. However he welcomed the freezing of the Council Tax which was a welcome respite for many families struggling in the current climate of uncertainty. He highlighted the need to look again at the recent free parking scheme from 3pm. He stated that he had spoken to a number of local businesses and reported that the scheme had yet again had a detrimental effect upon local businesses and reduced footfall even further. He urged the Cabinet to look again at introducing a fairer, more practical scheme by supporting free parking on market days. He pointed out that this would not increase costs and would help to save small independent traders who were struggling. He also asked the Cabinet to consider publishing Councillors' expense claims individually to enable members of the public to see what elected members were claiming from the tax payer. He expressed grave concerns about expense claims which he was scrutinising.

The Chairman reminded members to confine their comments to the budget.

Councillor J Legrys stated that the Labour Group would support the budget due to the new Council housing, the reduction in rents and the increases on adaptations, which he could not vote against. He added however that he opposed the increases in service charges. He added that the Labour Group intended to hold the administration's feet to the fire.

Councillor K Merrie commended the budget and felt that it was a strong Conservative budget.

Councillor R D Bayliss welcomed the support of the opposition in respect of the items in the housing budget. He paid tribute to the Director of Resources for his conduct of treasury services and to the Director of Housing who had provided an inspiration for many of the projects. He also commended the Head of Housing who had been a source of inspiration and support. He made reference to the obligation to reduce Council house rents and the impact upon the business plan which had proven to be robust as the maintenance of the decent homes standard would continue for the foreseeable future whilst maintaining the service to tenants.

Councillor N J Rushton exercised his right of reply and stated that Coalville was not declining and resources were being concentrated on revitalising the town centre. He explained that Councillors' expenses were published each year. He welcomed the support of the opposition and he commended the budget to members.

The Chairman then put the motion to the vote.

A recorded vote being required in accordance with the Local Authorities (Standing Orders) (England) (Amendment) Regulations 2014, the voting was as follows:

For the motion:

Councillors R Adams, G A Allman, R Ashman, R D Bayliss, R Blunt, R Canny, J Clarke, N Clarke, J Cotterill, J G Coxon, D Everitt, T Eynon, F Fenning, J Geary, S Gillard, T Gillard, L Goacher, D Harrison, G Hault, J Hault, R Johnson, G Jones, J Legrys, S McKendrick, K Merrie, T J Pendleton, P Purver, V Richichi, N J Rushton, S Sheahan, A V Smith, N Smith, M Specht and D J Stevenson (34).

Against the motion:

Councillor M B Wyatt (1).

Abstentions:

None (0).

Therefore the motion was declared CARRIED.

It was therefore

RESOLVED THAT:

- a) The level of reserves and assurance statement by the Deputy Section 151 Officer at Appendix 1 be noted;
- b) The transfer of the budgeted surplus income over expenditure in 2017/18 to an earmarked reserve be approved for further consideration after completion of the 2016/17 accounts;
- c) The transfer of the forecasted surplus income over expenditure in 2016/17 to the special projects reserve be approved;
- d) The General Fund Revenue Budget for 2017/18 be approved;
- e) The Special Expenses Budget for 2017/18 be approved;
- f) The Special Expenses precepts for 2017/18 be approved;
- g) The district Council Tax in 2017/18 be frozen;
- h) The decrease in Council house rents for 2017/18 by 1% be approved (average of 83 pence per week);
- i) The increase of 2% (13 pence per week) in garage rents for 2017/18 be approved;
- j) The reduction in central heating charges for 2017/18 by 10% be approved;
- k) The average increase of 1.03% (7 pence per week) in service charge for 2017/18 be approved;
- l) The ground rent increase at Appleby Magna caravan site of 2% (62 pence per week) be approved on the anniversary of each individual rent agreement in 2017/18;
- m) The lifeline charges increase of 8% (79 pence per week) for private customers and 2% for registered provider customers be approved from April 2017;

- n) The Housing Revenue Account (HRA) budget for 2017/18 at Appendix 2 be approved;
- o) The General Fund, Coalville Special Expenses and HRA Capital Programmes and planned financing for 2017/18 be approved;
- p) Capital expenditure in 2017/18 and capital expenditure in 2018/19 for the vehicle replacement programme only be approved;
- q) The remainder of the Capital Programmes 2018/19 to 2020/2021 be approved as indicative only at this stage.
- r) Authority be delegated to the Deputy S151 Officer in consultation with the Portfolio Holder (Corporate) to make any necessary amendments to the budget following receipt of the final government settlement.
- s) The following amounts be approved for the year 2017/18 in accordance with Section 31b of the Local Government Finance Act as amended;
- (1) 31,262 being the amount calculated by the Council, in accordance with Regulation 3 of the Local Authorities (Calculation of Council Tax Base) (England) Regulations 2012, as its Council Tax base for the year.
 - (2) The amounts specified in Table 1 (Appendix 5) of this report being the amounts calculated by the Council, in accordance with Section 34 of the Local Government Finance Act 1992, as the amounts of its Council Tax base for the year for dwellings in those parts of its area to which one or more special items relate.
- t) The following amounts be now calculated by the Council for the year 2017/18 in accordance with Sections 31a and 31b of the Local Government Finance Act 1992 as amended:
- (1) District / parish gross expenditure
£61,008,336 being the aggregate of the amounts which the Council estimates for the items set out in Section 31a (2) of the Act.
 - (2) Income
£53,772,434 being the aggregate of the amounts which the council estimates for the items set out in section 31a (3) of the Act.
 - (3) District / parish net expenditure
£7,235,903 being the amount by which the aggregate at s(1) above exceeds the aggregate at s(2) above, calculated by the Council in accordance with Section 31a (4) of the Act as its Council Tax requirement for the year.
 - (4) Basic amount of tax (including average parish precepts)
£231.46 being the amount at s(3) above, divided by the amount stated as the Council Tax base in parts of the Council's area, calculated by the Council in accordance with Section 31b of the Act as the basic amount of its Council tax for the year.
 - (5) Parish precepts/special expenses
£2,278,424 being the aggregate amount of all special items referred to in Section 35(1) of the Act.

- (6) Basic amount of tax (basic Council Tax – district)
 £158.58 being the amount at 20(4) above less the result given by dividing the amount at 20(5) above by the amount as stated as the Council Tax base for the whole of the Council area, calculated by the Council in accordance with Section 34(2) of the Act, as the basic amount of its Council Tax for dwellings in those parts of its area to which no special item relates.
- (7) Basic amount of tax (parished areas)
 The amounts listed in column 5 of Table 2 to this report, being the amounts given by adding to the amount at t(6) above, the amounts of the special item or items relating to dwellings in those parts of the Council's area mentioned, divided in each case by the amount stated as the Council Tax base in parts of the Council area, calculated by the Council in accordance with Section 34(3) of the Act as the basic amounts of its Council Tax for the year for dwellings in those parts of its area to which one or more special items relate.
- (8) District /parish Council Tax rates
 the amounts set out in Table 3 to this report being the amounts given by multiplying the amounts at t(6) and t(7) above by the number which, in the proportion set out in Section 5(1) of the Act, is applicable to dwellings listed in a particular valuation band divided by the number which in that proportion is applicable to dwellings listed in valuation band D, calculated by the Council in accordance with Section 36(1) of the Act as the amounts to be taken into account for the year in respect of categories of dwelling listed in different valuation bands.
- u) Major precepting authorities
 It be noted that the amounts set out in Table 4 to this report are the amounts notified by Leicestershire County Council, Leicestershire Police and Crime Commissioner and the combined Fire Authority in accordance with Section 40 of the Local Government Finance Act 1992 as their precepts for 2017/18 for each of the categories of dwellings listed.
- v) Council Tax rates – all bands
 Having calculated the aggregate in each case of the amounts at t(8) (Table 3) and u (table 4) above, the Council in accordance with Section 30(2) of the Local Government Finance Act 1992 hereby sets the amounts of Council Tax for the Council's area for the year 2017/18 for each of the categories of dwellings as shown in Table 5.
- w) Referendums relating to Council Tax increases
 It be noted that the relevant basic amount of Council Tax for 2017/18 is not excessive.
- x) Treasury management strategy
 The Treasury Management Strategy Statement 2017/18, Prudential Indicators 2016/17 (revised) and 2017/18 – 2019/20, and annual minimum revenue provision statement 2017/18 be approved.

51. ALLOCATION OF SEATS ON COMMITTEES (POLITICAL BALANCE)

Councillor T Gillard presented the report to members.

Councillor J Legrys proposed that in addition to the recommendations, Councillor S Sheahan replace Councillor F Fenning as a substitute on the Planning Committee.

It was moved by Councillor T Gillard, seconded by Councillor J Legrys and

RESOLVED THAT:

- a) The changes to the political proportionality of the Council be noted;
- b) Councillor R Adams be appointed to the Labour seat left vacant on the Appointments Committee with Councillor J Legrys being the substitute;
- c) Councillor S McKendrick be appointed to the seat currently allocated to Councillor R Adams on the Audit & Governance Committee;
- d) Councillor D Everitt be appointed as replacement Labour Group substitute member on the Investigatory committee and Local Plan Advisory Committee;
- e) Councillor S Sheahan be appointed as replacement Labour Group substitute member on the Policy Development Group;
- f) No changes be made to the membership of the Electoral Review Working Party, with the exception of Councillor F Fenning no longer being a Labour group substitute;
- g) Councillor S Sheahan replace Councillor F Fenning as substitute member on the Planning Committee.

52. HIGH SPEED RAIL (HS2) PHASE 2: CONSULTATION IN RESPECT OF PROPOSED ROUTE FROM WEST MIDLANDS TO LEEDS - RESPONSE OF NORTH WEST LEICESTERSHIRE DISTRICT COUNCIL

Having declared a pecuniary interest, Councillors R Blunt, J G Coxon and T J Pendleton left the meeting prior to consideration of the subsequent item and took no part in the discussion or voting thereon.

Councillor A V Smith presented the report to members on behalf of Councillor T J Pendleton. She made reference to the current consultation on the proposed changes to the HS2 route in the district. She reminded members that the Council had previously resolved the object to the route in 2014 on the basis that the district would be negatively impacted without any real gain. She advised that it was now suggested that the Council should no longer object outright to the project, but instead offer qualified support recognising the significant economical potential generated by the HS2 project. She outlined the potential benefits including better journey times allowing for much improved business and employment links between towns and cities, increased capacity on the existing network leading to improved train services, opportunities for more economic development, particularly around East Midlands Airport and opportunities to develop improved transport networks linked to HS2 hubs. She emphasised however that concerns remained, which were set out clearly in the documents appended to the report. She summarised the concerns as follows:

The logic of no longer proposing a tunnel under East Midlands Airport was acknowledged, however Kegworth would need to be compensated for the lack of recreation space and the delivery of the Kegworth bypass should not be put at risk.

The lack of a station in the district was disappointing and an opportunity had been missed to link closer to East Midlands Airport or the Parkway station.

The proposed route change to run the line to the east of Measham would have a severe detrimental impact upon the villages of Appleby, Measham and Packington and a route should be sought which protected important jobs within the district but avoided the negative impacts of the eastern route around Measham.

Councillor A V Smith commented that whatever route was eventually decided upon, HS2 was coming to the district and the Council had an important role to play in supporting communities and businesses affected by the proposals. She reiterated the importance of making the most of the benefits that HS2 would bring to the district, but also ensuring that HS2 heard the voice of our communities.

Councillor S Sheahan proposed an amendment to the motion which was circulated at the meeting. He stated that since the Council published its report a lot of people had written in and some of them were present at the meeting. He added that much of what they had written was informative and well written. He stated that the amendment sought to ensure the Council could give the strongest possible response to HS2. He made reference to a piece of work which had been undertaken in respect of employment which he felt should be included and some figures released by Leicestershire County Council in respect of the number of houses affected by the proposals. He urged members to make use of this information and ensure the Council's consultation response was as strong as it could be.

The amendment was seconded by Councillor J Geary who reserved his comments.

Councillor A V Smith commented that members needed to see the information before they could agree to include it. She urged members to vote against the amendment.

Councillor J Legrys expressed bitter disappointment that an agreement could not have been reached in respect of the amendment which sought to address concerns in respect of the wording of the recommendations.

Councillor S Sheahan made a point of clarification and commented that this issue of members not having seen the representations before agreeing to their inclusion in the consultation response could be resolved by delegating authority to the Director of Services in consultation with the Portfolio Holder. He requested a short adjournment to consider this and see if an agreement could be reached. He expressed concerns that local people were being shut out.

It was not agreed to adjourn the meeting.

Councillor J Geary expressed bitter disappointment as he felt the amendment would strengthen the recommendations. He commented that surely adding weight to the case could only be positive.

The Chairman then put the amendment to the vote. The amendment was declared LOST.

The Chairman directed members to the substantive motion as set out in the agenda.

Councillor S Sheahan expressed concern in the change in stance from opposing HS2 to supporting it. He commented that HS2 was not inevitable and he felt the business case was flawed being based on unproven journey saving times. He added that councils and other bodies who had changed their stance had heavily caveated their support with conditions relating to connectivity to cities, which was the Achilles heel of HS2 in the East Midlands. He highlighted the risk of losing valuable custom to the East Midlands mainline. He felt that the benefits were questionable and when weighed against the impacts on schools and jobs, would result in a disbenefit to the district.

Councillor T Eynon stated that she was broadly supportive of the attempt to mitigate the adverse effects on North West Leicestershire and the strategy document. She believed that the concerns of local residents should be taken into account and the benefits to Coalville had been overstated. She expressed concerns that public transport times would increase.

Councillor N Smith stated that he was totally opposed to HS2 and the impact it would have upon Packington, as the proposals would cause untold harm and were already causing problems. He commented that to suggest people were not being listened to was wrong, as there was a mechanism in place whereby people could express their views. He concluded that he would support the recommendations as he felt this was the way forward.

Councillor D Harrison welcomed the comprehensive assessment and concurred with the concerns set out in the report. He accepted the potential benefits and welcomed economic development however he expressed concerns in respect of the impact particularly on Ashby de la Zouch, Packington and Measham. He commented that if the proposed route was pushed through, it was clear the people of Appleby would be paying a very heavy price. He added that one of the fundamental principles of HS2 had been wherever possible to follow existing corridors and he questioned why this principle had not been followed in North West Leicestershire.

Councillor J Clarke stated that initially he was totally opposed to HS2 and commented that never in the field of public transport would so much money have been spent to benefit so few. He added that the villages and people whose lives would be blighted forever would be the ones who paid the price. He hoped that the proposals would not proceed and felt that the timings suggested were neither relevant nor sustainable.

Councillor G Hoult stated that she was pleased to see the report did not support the proposal to move the line east of Measham as there were no benefits to the village. She commented that the proposed route would blight Measham by going against HS2's own rules and making an island of the village. She added that the proposals were already causing confusion and distress to residents and HS2 needed to find an alternative route that did not have such a detrimental impact upon the area.

Councillor T Gillard stated that it had been implied that the Council was supporting HS2. He clarified that this was not the case and referred members to the recommendations set out in the report.

Councillor M Specht added that members were voting for or against the recommendation on page 100 of the agenda, and not the proposed route

Councillor S Sheahan commented that the recommendation was to adopt the strategy which stated that the Council was broadly in support of the concept of HS2.

Councillor A V Smith thanked members for their comments and drew their attention to the bullet points on page 102 of the agenda which addressed the points made.

It was moved by Councillor A V Smith, seconded by Councillor R D Bayliss and

RESOLVED THAT:

- a) The HS2 strategy for the district appended to this report be agreed;
- b) Officers be authorised to negotiate with HS2 Ltd to maximise the local benefits arising from HS2 including improving connectivity from the district to the HS2 stations;
- c) The response to the HS2 consultation as appended to this report be agreed and the Director of Services be authorised to submit the comments as the Council's official response to the HS2 consultation;

- d) The Council's proactive role in seeking to support businesses and residents across the district who may be affected by the HS2 proposals be supported

53. FUTURE EXTERNAL AUDIT ARRANGEMENTS

Councillor N J Rushton presented the report to members.

It was moved by Councillor N J Rushton, seconded by Councillor M Specht and

RESOLVED THAT:

Council approves the opting in to the PSAA Framework for appointing external auditors in accordance with the Local Audit (Appointing Person) Regulations.

Councillor D J Stevenson left the meeting at 8.32pm during the discussion on item 12 - High Speed Rail (HS2) Phase 2: Consultation in respect of proposed route from West Midlands to Leeds - response of North West Leicestershire District Council. He returned to the meeting at 8.34pm.

Councillor F Fenning left the meeting at 8.35pm during the debate on item 12 - High Speed Rail (HS2) Phase 2: Consultation in respect of proposed route from West Midlands to Leeds - response of North West Leicestershire District Council. He returned to the meeting at 8.37pm.

The meeting commenced at 6.30 pm

The Chairman closed the meeting at 8.50 pm

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NORTH WEST LEICESTERSHIRE DISTRICT COUNCIL**COUNCIL – TUESDAY, 21 MARCH 2017**

Title of report	PROPOSED COUNCIL DELIVERY PLAN 2017/20
Contacts	<p>Councillor Richard Blunt 01530 454510 richard.blunt@nwleicestershire.gov.uk</p> <p>Chief Executive 01530 454500 christine.fisher@nwleicestershire.gov.uk</p> <p>Interim Director of Resources 01530 454833 andrew.hunkin@nwleicestershire.gov.uk</p> <p>Director of Services 01530 454555 steve.bambrick@nwleicestershire.gov.uk</p> <p>Director of Housing 01530 454819 glyn.jones@nwleicestershire.gov.uk</p>
Purpose of report	<p>To endorse the Council's Delivery Plan for 2017/20 and consider any recommendations from Cabinet.</p> <p>To formally adopt the Council Delivery Plan for 2017/20.</p>
Council priorities	This report delivers an update and actions on all of the Council's priorities.
Implications:	
Financial/Staff	The implementation of the Council Delivery Plan has been resourced through the Council's Medium Term Financial Strategy.
Link to relevant CAT	Improvements contained within the Delivery Plan
Risk Management	Improvements contained within the Delivery Plan
Equalities Impact Screening	Equality impacts will be continuously monitored
Human Rights	None discernible at this time

Transformational Government	Improvements contained within the Delivery Plan
Comments of Head of Paid Service	The report is satisfactory.
Comments of Deputy Section 151 Officer	The report is satisfactory.
Comments of Deputy Monitoring Officer	The report is satisfactory.
Consultees	CLT; Strategy Group on 31/1/17; and Cabinet on 14/3/17.
Background papers	Medium Term Financial Strategy 2016/17 to 2019/20 (Cabinet 11 October 2016) General Fund and Special Expenses Revenue Budgets – Draft Proposals 2017/18 (Cabinet 7 February 2017) Proposed Council Delivery Plan 2017-20 (Cabinet 14 March 2017)
Recommendations	<p>IT IS RECOMMENDED THAT COUNCIL:</p> <ol style="list-style-type: none"> 1. APPROVE THE PROPOSED COUNCIL DELIVERY PLAN 2017/20 WITH THE ADDITIONAL ACTION IDENTIFIED AT PARAGRAPH 2.4. 2. AUTHORISE THE CHIEF EXECUTIVE, IN CONSULTATION WITH THE LEADER OF THE COUNCIL, TO MAKE ANY FINAL TECHNICAL AMENDMENTS TO THE PLAN PRIOR TO PUBLICATION.

1 BACKGROUND

- 1.1 The council adopted its first Council Delivery Plan (CDP) in April 2005. Since then, the CDP has evolved annually to reflect the changing environment in which the council is operating.
- 1.2 Since 2011/12, the CDP format has been designed to suit our customers rather than our auditors. These plans provided an accessible overview of the council's plans for the new financial year, including priority outcomes and high level actions. Performance against the plan is reported quarterly to Cabinet. The most recent CDPs have a strong customer focus, and several sections of the reports were included largely for the benefit of readers outside the council.
- 1.3 A number of key frontline services, which matter most to customers, were agreed at Cabinet in the *General Fund Revenue Budget – Draft Proposals 2014-15 and 2015-16* report of 24 September 2013. These are:

- Waste Services
- Housing Services
- Leisure Centres
- Revenues & Benefits
- Planning Services
- Environmental Health

2 COUNCIL DELIVERY PLAN 2017/20

- 2.1 This year the council is proposing a three year plan to link the CDP with the Medium Term Financial Strategy (MTFS). The plan will be refreshed annually to show what has been achieved and to incorporate any new actions that need be accommodated as a result of external influences or policy changes.
- 2.2 The proposed draft of the CDP for 2017/20 is attached at Appendix 1. In keeping with the new end of year report style created last year, the design has been updated to make the document more engaging for readers.

3 STRENGTHENING OUR STRONG PERFORMANCE CULTURE

- 3.1 The CDP will continue as an outward-facing document for our customers and partners, and more detailed performance management will continue to be cascaded through the authority using Team Business Plans and the performance management system. The performance management system will continue to be developed to improve reporting methodologies and to ensure that the most important information is coming through at the right levels of management and to councillors.
- 3.2 The outcomes and actions listed in the CDP have a detailed set of quarterly milestones and indicators listed within Team Business Plans. Quarterly performance monitoring against these plans will continue as it does at present. In addition, it is proposed that performance against key corporate projects will be reported quarterly to Cabinet as part of the Quarterly Performance Report.
- 3.3 The portfolio holders are briefed monthly on the performance of their services and are engaged in the quarterly performance reports.

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Council Delivery Plan 2017 - 2020



Introduction

Welcome to the North West Leicestershire Council Delivery Plan for 2017-2020.

In this plan we set out how we are going to improve North West Leicestershire over the next three years.

Our vision is **'North West Leicestershire is a place where people and businesses feel they belong and are proud to call home.'**

We have a great track record in developing partnerships across all sectors to build on local strengths.

This year, for the first time in 26 years, the council will be building new council homes. We will be continuing our work to regenerate Coalville town centre and the surrounding areas. We are also looking at the future possibilities

for our leisure centre provision to ensure that residents have access to the facilities they want and need.

As your council we continue to work hard to provide value for money services with our residents at the heart of everything we do. The financial challenges we face have not diminished and we will continue to successfully manage our budget as we have done in the past.

We would like to thank our staff, customers and partners that have worked with us to shape and deliver our services throughout 2016/17. We look forward to building on our successes over the next three years and beyond.



Cllr Richard Blunt
Leader
North West Leicestershire
District Council



Christine E Fisher
Chief Executive
North West Leicestershire
District Council

Front page photo caption: Coalville Colour Run 2016
Photo caption: Christmas in Coalville 2016





Our Priorities

The Council's Delivery Plan for 2017-2020 is founded on five priorities with key outcomes:

Value for Money

- Customer satisfaction is high
- Our services are more cost effective

Homes and Communities

- More affordable homes are built
- Communities are proud and safe
- Families in need are supported

Building confidence in Coalville

- People want to live, work in and visit Coalville
- Coalville attracts small and medium enterprises to set up businesses

Business and Jobs

- Businesses choose to locate in our district
- People find suitable employment within the district

Green Footprints

- Everyone is motivated to be greener
- Community leadership in being green

Photo caption: Enterprising NWL recipients celebrate their success

Our aims

- ✓ Customer satisfaction is high
- ✓ Our services are even more cost effective

What we want to achieve over the next three years:



Protect frontline services



0%
council tax
increase



The key things that we will do:

- Decide whether to build a new leisure centre or invest in Hermitage Leisure Centre to meet demand
- Manage our assets better to increase income
- Give customers 24/7 access to our services online
- Improve how we manage complaints and Freedom of Information (FOI) requests.
- Make sure our staff are customer-focussed and are able to react quickly to challenges and opportunities
- Make sure our staff and councillors work in a productive and efficient environment
- Bring more of our housing repairs and maintenance work in house
- Dispose of surplus land and buildings that we own to generate income and create opportunities

VALUE FOR MONEY

What we have achieved so far...

2015 - 2016

- ▶ We received Golden Footprints award for high levels of **customer satisfaction** with our **stray dogs** service for the **fifth year running!**
- ▶ **Recycling** separation technology **increased our income** by £95,000 a year
- ▶ We increased the number of online services and piloted digital forms to handle customer requests



2016 - 2017

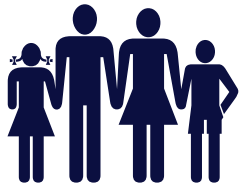
- ▶ We improved the way we manage public information
- ▶ We designed and launched new tools to help keep our staff updated on corporate activities
- ▶ We improved the security of our systems and data are secure
- ▶ We invested in ICT equipment to improve the effectiveness and efficiency of our staff
- ▶ We reduced the time it takes relet empty council homes reduced from 77 days to 37 days

Our aims

- ✓ More affordable homes are built
- ✓ Communities are proud and safe
- ✓ Families in need are supported.

What we want to achieve over the next three years:

28



Support at least
50 families in need



125
more **affordable homes**
in the district



Four
crime reduction
schemes each year

The key things that we will do:

- Support residents with welfare reform and new fixed term tenancies
- Increase how satisfied our housing tenants are with the repairs service
- Use planning agreements to acquire properties from developers to increase the number of council homes
- Represent the interests of the district with HS2 and maximise benefits to the district and our communities
- Manage the implementation of our Local Plan, including finding new gypsy and traveller sites
- Plan for ambitious growth in the district to 2050, harnessing our excellent transport links to drive jobs, housing and infrastructure in the right places (through a Local Plan review)
- Ensure approved planning applications go ahead
- Speed up developer contributions so they make a real difference to local communities
- Do all we can to support infrastructure improvements that will aid growth, including proactive partnership working
- Develop the plans to create the Ashby de la Zouch cultural and leisure quarter
- Embark on a new build programme for council houses
- Support the resettlement of two Syrian refugee families each year
- Review our planning enforcement policy to deal with the more serious cases quicker
- Develop a new Community Safety Partnership strategy for 2017-2020

HOMES AND COMMUNITIES

What we have achieved so far...

2015 - 2016

- ▶ 126 affordable homes provided
- ▶ 33% reduction in empty homes
- ▶ Improvement works carried out to 580 tenants' homes maintaining satisfaction at 98%
- ▶ £210,000 made available for new and innovative community initiatives through the £20,000-for-Seven scheme
- ▶ We thanked more than 100 volunteers with a celebration event
- ▶ 35% reduction in crime at Download Festival



2016 - 2017

- ▶ 98 affordable homes provided (to 1 Oct 2016)
- ▶ Two Syrian refugee families successfully resettled in the district
- ▶ Purchased our first ever 'buy back' (former Right to Buy) home to increase the council's housing stock
- ▶ Started to build new council homes (for the first time in over 26 years)
- ▶ Satisfaction with the planning service is consistently above 90%

Our aims

- ✓ People want to live, work in and visit Coalville
- ✓ Coalville attracts small and medium enterprises (SMEs) to set up businesses.

What we want to achieve over the next three years:



- Coalville is more attractive to residents and developers
- More people live in, work in and visit Coalville
- We support business start ups and SMEs in the town

The key things that we will do:

- Act on improvement plans for Marlborough Square and Memorial Square, working with partners
- Improve Coalville Market to attract new traders and customers
- Support businesses and property owners on Hotel Street, High Street, Belvoir Road and Marlborough Square with frontage improvement grants
- Create heritage and cultural projects in Coalville, working with trusted partners
- Organise events in Coalville and support trusted partners to arrange complementary events and activities
- Welcome new investors who want to develop key sites that will make Coalville more attractive to residents, visitors and businesses
- Prioritise key town centre sites for redevelopment, to drive prosperity and regeneration of Coalville
- Improve Coalville's green spaces and highway verges, working with land owners
- Build up to 20 new council owned homes in Coalville
- Make major improvements to Marlborough Flats on Jackson Street

BUILDING CONFIDENCE IN COALVILLE

What we have achieved so far...

2015 - 2016

- ▶ We allocated £225,000 to shops on High Street and Hotel Street in Coalville to improve their shop fronts. The first shop front was completed in March 2016 and work to others is ongoing.
- ▶ The Royal Oak Court development of affordable housing on the site of the former Pick and Shovel pub completed in March 2016, bringing people to live in the centre of town, getting rid of an eyesore and improving the look of this important part of town.

2016 - 2017

- ▶ We supported the Heroes Project to work with young people, develop food growing, cooking and sharing projects for local people and celebrating Coalville's past, present and future heroes
- ▶ 75% of eligible addresses on Hotel Street and High Street are engaged with the frontage grant scheme
- ▶ More than 500 people took part in the first Coalville Colour Run event, which we supported with funding and expertise
- ▶ We extended the frontage grant scheme to Belvoir Road and Marlborough Square – 23% of eligible business showed interest in the grants before the launch of the scheme
- ▶ Working with other organisations to promote all events happening in Coalville in one place
- ▶ We supported local housing associations to build 56 affordable homes at Highfield Street and Waterworks Road



Our aims

- ✓ Businesses choose to locate in our district
- ✓ People find suitable employment within the district

What we want to achieve over the next three years:

32



Support local people to develop the skills they need for vacant and future jobs

Support a robust, diverse and sustainable economy

The key things that we will do:

- Provide advice and support to businesses
- Celebrate local business success stories through publicity
- Drive our town centres business grant programme to create maximum impact for the local communities and the businesses
- Support businesses affected by HS2 to find new premises in the district
- Help local businesses to recruit and develop the skills of local people, including apprenticeships, working with trusted partners
- Help businesses to find the information they need to grow, relocate or move their business in North West Leicestershire
- Make sure the Local Plan provides for sufficient new homes, infrastructure and employment land that will sustain economic growth
- Encourage visitors to the key town centres

BUSINESS AND JOBS

What we have achieved so far...

2015 - 2016

- ▶ 96.6% of food businesses have a food hygiene rating of 3, 4 or 5
- ▶ £195,000 provided to 11 small and medium sized businesses through the Enterprising NWL grant scheme
- ▶ £5.80 of private sector funding for every £1 of council grants means £1.1 million in private sector funding has been raised and contributed to creating 36 new jobs.



2016 - 2017

- ▶ Enterprising North West Leicestershire grants totalling £402,000 created 66 new jobs and involved almost £3m of private sector investment
- ▶ We agreed funding for Enterprising Town Centre grants
- ▶ Forty businesses attended our jobs fair, which supported recruitment into roles at M&S, Amazon, DHL and Tesco. 220 job applications were made following this event.
- ▶ We worked with trusted partners to develop a plan for recruitment into new jobs at the Strategic Rail Freight Interchange when it is completed
- ▶ We continued to work on Access to Work plans for roles at East Midlands Enterprise Gateway
- ▶ The North West Leicestershire Business and People group focussed on specific policy areas, such as transport
- ▶ We provided support to businesses affected by the proposed HS2 route

Our aims

- ✓ Everyone is motivated to be greener
- ✓ Community leadership in being green

What we want to achieve over the next three years:

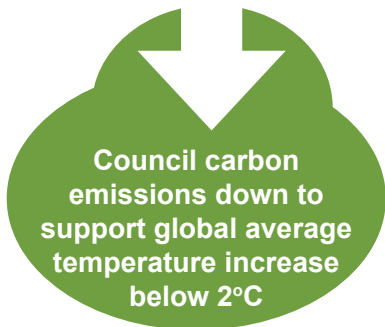
Local people develop skills for sustainable food growing, cooking and sharing in their community



Recruit more volunteer litter pickers (we currently have 100)



Superior design, high quality new residential developments



Cut in half – the number of council homes with solid fuel heating systems

The key things that we will do:

- Run the Food Heroes project to generate sustainable food production
- Create a sustainable community litter picking programme on the main routes into Coalville to complement our existing council programme
- Review our Waste Collection Service in response to Leicestershire County Council's withdrawal of recycling credit payments from 1 April 2018
- Support our residents to recycle more
- Organise at least four community litter picks every year
- Give away 15,000+ free trees to residents and communities every year
- Replace solid fuel heating systems with air source heat pumps in our council homes
- Work with developers to make sure the design and layout of new developments is of the highest quality and has no negative impact on the environment

GREEN FOOTPRINTS

What we have achieved so far...

2015 - 2016

- ▶ We gave 18,000 free trees to members of the public, making our district an even greener place
- ▶ We held recycling roadshows throughout the district, which meant we could meet more than 600 residents
- ▶ The Green Shoots scheme delivered 30,000 spring flowering bulbs to nine parish councils, schools and community groups

2016 - 2017

- ▶ 46% of our household waste was recycled
- ▶ All major residential schemes granted planning permission achieved 12 green 'building for life' indicators
- ▶ The council received a national award for its Dog Watch project which is aimed at reducing dog fouling across the district.





Managing the council's finances 2017 – 2020

The council's money is public money, so it's important that we spend our money wisely.

We always make sure we get the best value for money for our council tax payers. Since 2007 we have successfully saved money, frozen council tax (since 2009) and reduced our budgets, whilst protecting the services we know our residents value most.

To make sure we provide value for money, we:

- Make ongoing efficiency savings
- Work effectively and support local companies where possible when we buy goods and services
- Assess all spending for value for money
- Seek out income opportunities
- Keep a funding 'buffer' in case we need to make savings quickly
- Make sure our resources work for our priorities and services
- Work well with partners across the

- district and the wider area
- Develop our staff through our Best Employee Experience (BEE) programme
- Using digital technology to transform the way customers access our services

We plan our finances through our Medium Term Financial Strategy (MTFS), which helps us:

- Focus on the vision and priorities of the council
- Improve how we plan and manage the council's resources
- Look for future opportunities and investments
- Provide value for money
- Protect the council against unforeseen events
- Be more commercial and take opportunities to generate income

The MTFS is constantly monitored and assessed to make sure we are always in a sound financial position.

Photo caption: BEE a Coach programme

Our people, our performance

North West Leicestershire District Council staff are our biggest asset.

Each member of staff works according to five values as part of our Best Employee Experience (BEE) programme:

- **Spend our money wisely** – our staff deliver value for money in everything they do
- **Support what is possible** – our staff identify, agree and provide the best possible outcomes for all customers
- **Be fair and proud** – our staff show pride in their work and take individual responsibility for delivering what is agreed
- **Listen carefully** – our staff listen and respond to the needs of customers and colleagues – both internally and externally
- **Deliver agreed quality** – our staff deliver within agreed timescales and to the expected quality.

Staff development

The BEE development programme was created by our Chief Executive in May 2011.

The programme starts at the beginning: we recruit the right staff in terms of skills and behaviour. We only employ people who can live the council's values and bring the right knowledge, experience and qualifications to their roles.

The programme continues right through everyone's employment with the council.

A coaching culture

Our coaching culture looks at how all staff are managed and supports them to develop in their roles, make the best contribution they can and provide excellent service to customers. This means:

- Staff and customers feel more listened to
- Teams across the council take more ownership of issues and work towards outcomes that will benefit our customers
- Staff are more proactive in coming up with solutions to overcome challenges.

Performance

We will continue to raise performance levels through regular appraisals, and training and development.

We use feedback from our customers to identify staff that provide exceptional customer experiences on a consistent basis, and celebrate these achievements. Embedding a coaching culture will, in return, translate to a more engaged, productive and efficient group of employees.

The council has a robust performance management framework. Check our progress at www.nwleics.gov.uk/performance.

Useful information

If you would like more information about the Council Delivery Plan or any council service, please use the contact details below:

Website:
www.nwleics.gov.uk

Email:
customer.services@nwleicestershire.gov.uk

Twitter:
[@nwleics](https://twitter.com/nwleics)

Post:
North West Leicestershire District Council,
Council Offices,
Coalville,
Leicestershire,
LE67 3FJ

Telephone:
01530 454545 (Main switchboard)

If you have an emergency outside of normal hours,
please call 01530 454789

Fax:
01530 454506 (Reception)



NORTH WEST LEICESTERSHIRE DISTRICT COUNCIL**COUNCIL – TUESDAY, 21 MARCH 2017**

Title of report	PAY POLICY STATEMENT 2017/18
Contacts	<p>Councillor Richard Blunt 01530 412059 richard.blunt@nwleicestershire.gov.uk</p> <p>Chief Executive 01530 454500 christine.fisher@nwleicestershire.gov.uk</p> <p>Human Resources Team Manager 01530 454518 mike.murphy@nwleicestershire.gov.uk</p>
Purpose of report	The Council is required by the Localism Act 2011 to prepare and approve a pay policy statement in respect of each financial year, before the commencement of that financial year. This report has been produced to provide the relevant information in accordance with the relevant provisions of the Act.
Council priorities	Value for Money.
Implications: Financial/Staff Link to relevant CAT Risk Management Equalities Impact Screening Human Rights Transformational Government	<p>The pay policy statement will apply to all of the most senior employees in the organisation.</p> <p>There are no additional costs to the Council resulting from the information in this report.</p> <p>Not Applicable.</p> <p>None.</p> <p>No equality issues identified.</p> <p>No implications.</p> <p>This relates to the new ways in which councils are being asked to deliver their services.</p>
Comments of Head of Paid Service	The report is satisfactory.

Comments of Deputy Section 151 Officer	The report is satisfactory.
Comments of Monitoring Officer	The report is satisfactory.
Consultees	The report and pay statement has been provided to the Senior Officers of the Council for information.
Background papers	Held in Room 127 of the Council Offices. Some of the Background papers are confidential because they relate to individual employees.
Recommendations	THAT COUNCIL APPROVES THE COUNCIL'S PAY POLICY STATEMENT 2017/18, AS ATTACHED AT APPENDIX 1 OF THIS REPORT.

1.0 BACKGROUND

- 1.1 Under Section 38 of the Localism Act 2011, the Council is required to produce a Pay Policy Statement for each financial year, which must be approved by full Council before the beginning of the financial year to which it relates.
- 1.2 The Statement must set out the Council's policies in relation to:
- Senior Officers
 - Its lowest paid employees; and
 - The relationship between the pay of Senior Officers and the pay of other employees
- 1.3 For the purposes of this statement 'pay' includes basic salary, bonuses and all other allowances arising from employment.
- 1.4 The proposed pay policy statement attached sets out the Council's policy and explains the processes that apply to performance management and assessment. The Policy Statement also details the other benefits payable to Senior Officers and the approach to the engagement of Interim Senior Officers who may be in receipt of a previous public sector pension.
- 1.5 In accordance with the requirements of the Localism Act, the statement details the Council's pay multiple, which is 5.8 (the relationship between the median average pay of the Council's workforce compared to the salary of the most Senior Officer (the Chief Executive)). This multiple has increased slightly from a factor of 5.6 in last year's pay statement.

2.0 CHANGES

2.1 The following changes are worthy of mention in this year's pay statement:-

- The number of posts at the Head of Service grade has increased by one due to the permanent appointment of the Head of Economic Development.
- The Head of Finance left during 2016/17 and elements of the role have passed to the temporary Interim role of Head of Transformation. The Head of Finance role has not been replaced, but remains as part of the Councils staffing establishment.
- (Paragraph 3.5) A two-year cost of living pay award was agreed at national level in 2016 which meant that all senior salaries increased by 1% in April 2016 and will increase again by the same percentage in April 2017.
- (Paragraph 4.5) The Car allowance rates have not changed. They remain at the same level as during 2016/17.
- (Paragraph 11.2). The Council agreed to adopt the "Living Wage" for all of its employees from 1st April 2014. The Living Wage rate changed to £15,972 per annum (£8.45 per hour) in November 2016 from a previous level of £15,594.

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NORTH WEST LEICESTERSHIRE DISTRICT COUNCIL**Pay Policy Statement 2017/18****1.0 Introduction**

- 1.1 This Statement sets out the Council's policies in relation to the pay of its workforce, particularly its Senior Officers, in line with Section 38 of the Localism Act 2011. In accordance with that Act, the Statement is required to be approved by Full Council each year. The statement will be published on the Council's website. The Council is committed to an open and transparent approach to the pay and benefits that apply to its workforce.
- 1.2 This Statement sets out the Council's policies relating to the payment of the workforce particularly:
- Senior Officers
 - Its lowest paid employees; and
 - The relationship between the pay of Senior Officers and the pay of other employees
- 1.3 For the purposes of this statement 'pay' includes basic salary, bonuses and all other allowances arising from employment.

2.0 Objectives of this Statement

- 2.1 This Statement sets out the Council's key policy principles in relation to pay. The Council has employment law and contractual responsibilities in relation to the pay and benefits of its existing employees and these have been taken into account when formulating the Statement.
- 2.2 This Statement aims to ensure the Council's approach to pay and benefits attracts and retains a high performing workforce whilst ensuring value for money. It sits alongside the information on pay that the Council already publishes as part of its responsibilities under the Code of Practice for Local Authorities on Data Transparency.

3.0 Basic Salaries of Senior Officers

- 3.1 From a legal perspective, for the purposes of this Statement Senior Officers are defined as those posts with a salary above £58,200 which is the current Senior Civil Service minimum pay band.
- 3.2 In North West Leicestershire District Council eleven posts have the potential to earn a salary in excess of £58,200. We have three salary bandings which have the potential to earn more than £58,200 – the Chief Executive Band which applies to one post, a Director Band which applies to three posts, and a Head of Service Band which applies to seven posts.
- 3.3 The following posts are determined to be statutory, Chief or Deputy Chief Officer posts in the Council:-

Chief Executive (Head of Paid Service and Returning Officer)
 Director of Services and Deputy Chief Executive
 Director of Housing
 Interim Director of Resources
 Head of Legal and Support Services (Monitoring Officer)
 Head of Finance (S151 Officer) / Interim Head of Transformation
 Head of Housing
 Head of Planning and Regeneration
 Head of Community Services
 Head of Economic Development
 Joint Strategic Planning Manager (Jointly funded Partnership post, but actually an employee of North West Leicestershire District Council)

(Note – the Head of Finance left during 2016/17 and elements of the role have passed to the temporary Interim role of Head of Transformation. The Head of Finance role has not been replaced, but remains as part of the Councils staffing establishment).

- 3.4 It should also be noted for completeness that two other posts at Service Manager Level are also technically Deputy Chief Officers because of their functions within the Council as Deputy Monitoring Officer and Deputy Finance Officer. Their information has not been included within this statement as their total pay package is less than £58,200 per annum.
- 3.5 The Heads of Service are all located within a salary range £53,500 to £62,344 (9 incremental points), The Deputy Chief Executive / Director salary range is £73,544 to £82,400 (6 incremental points) and the Chief Executive Salary range is £113,821 to £121,857.(4 incremental points). All of the salary ranges are due to increase by 1% as part of a nationally-agreed cost of living rise on the 1st of April 2017.
- 3.6 The salaries of all Senior Officers have been set previously by formal meetings of elected members. In the case of the Chief Executive and the Deputy Chief Executive/Director, these were most recently reviewed in 2008 and the existing salary ranges were determined having regard to market conditions and the responsibilities associated with the roles. The Chief Executive's performance is considered annually at a meeting of the members' Appointments Panel.
- 3.7 A member review of the salaries of the Heads of Service last took place in 2011. The Directors and Heads of Service are all subject to an annual appraisal process, and are required to report on their progress on Service Delivery Plans to members.
- 3.8 Increments for all employees including Senior Officers are paid on an annual basis until the maximum of the scale is reached. The Chief Executive, or her nominated representative, has the discretion to award and withhold increments of officers dependant on satisfactory or unsatisfactory performance.

4.0 Car Allowance payments made to Senior Officers

- 4.1 It is a requirement of the contracts of all Senior Officers that they be on a call-out rota to be available for Service Emergencies or to act in the event of a civil local or national emergency situation. The rota offers 24/7 365 days a year cover.
- 4.2 Due to the need to respond to emergencies out-of-hours and being on-call, Senior Officers have retained either a Car Lease or Essential car allowance. These criteria also apply to other employees in the workforce.

- 4.3 The annual car leasing value to Senior Officers varies depending on the year renewal date of their vehicle and the relative value of “benchmark” vehicles in the Car Leasing scheme. On the basis of the current arrangements the actual current Council contributions range between £2,798 and £3,047 per annum (for the Senior Officers in this statement).
- 4.4 All Officers who are provided with a lease car are tied to a 4 year contract, with penalties payable if they terminate the contract prematurely. Officers are responsible for their own car insurance and petrol / diesel costs. If Officers with a lease car use the car for business mileage they are reimbursed at 16.6p per mile. This rate is reviewed periodically by reference to the National Conditions of Service petrol element. This rate has not changed during the course of the 2016/17 financial year
- 4.5 The Car Allowance rates for Senior Officers are identical to those for all other employees in the Council, and these have been determined at National Level by the annual negotiations between the Employers’ Organisations and the Trade Unions. The current rate is a lump sum allowance of £963 per annum which is paid in monthly instalments. Officers are then paid a fixed mileage rate for any business miles undertaken, which varies from 36.9p per mile to 40.9p per mile. These rates have not been changed since 2010.

5.0 Local Government Pension Scheme

- 5.1 All Council employees may join the Local Government Pension Scheme. The Scheme is a statutory scheme with contributions from employees and from employers. For more comprehensive details of the local government pension scheme see:

<http://www.lgps.org.uk/>

- 5.2 Neither the Scheme nor the Council adopt different policies with regard to benefits for any category of employee and the same terms apply to all staff. It is not normal Council policy to enhance retirement benefits but there is flexibility contained within some pensions discretions for enhancement of benefits. The Council will consider each case on its merits in accordance with the discretions determined by Council at the time. There is no scope for the discretions to be applied more favourably to Senior Officers.
- 5.3 The Local Government Pension Scheme is an optional benefit. If senior officers are members of the scheme the employee contribution rates range between 8.5% and 11.4%.
- 5.4 The discretions that North West Leicestershire is able to apply were revised and agreed by Cabinet on the 24th June 2014 (as a direct result of the changes to the National Local Government Pension Scheme). The discretions apply to all employees in the Council’s workforce including Senior Officers and there are no special considerations for employees working at Senior Officer level.

6.0 Professional Fees

- 6.1 The Council reimburses the cost of professional fees for Senior and other Officers where it is essential to the performance of the job role. The Council will reimburse the cost of one fee up to a current maximum of £247 per annum. The annual maximum is linked to a percentage of one of the spinal column points in the main

employee salary scale, so is increased when there is a nationally-agreed cost of living rise.

7.0 Election fees

7.1 In accordance with the national agreement the Chief Executive is entitled to receive and retain the personal fees arising from performing the duties of returning officer, acting returning officer, deputy returning officer or deputy acting return officer and similar positions which he or she completes.

7.2 Fees for returning officer and other electoral duties are identified and paid separately for local government elections, elections to the UK Parliament and EU Parliament and other electoral processes such as referenda. As these relate to performance and delivery of specific elections duties they are distinct from the process for the determination of pay for Senior Officers. The fees are set externally by legislation and based on a formula linked to the number of electors.

8.0 Employment Stability Policy

8.1 The Council has previously determined that its “Employment Stability Scheme” will apply to all employees of the Council including Senior Officers. The Employment Stability Policy provides that actual weekly pay will be used when calculating an employee’s redundancy payment and the number of redundancy weeks payable is the statutory number of weeks redundancy multiplied by a factor of 1.5. This means that the maximum number of weeks payable, depending on age and service, is 45. The National Local Government Pension Scheme Regulations provide that employees aged over 55 gain automatic payment of their pension if they are made redundant by the Council and there can then be an associated pension Capital cost payable by the Council. The Government is currently considering revised legislation to limit the value of termination payments to Senior Officers, and to claw back termination payments if the departing officer is re-engaged in another part of the Public Sector. The revised arrangements are now expected to be enacted during 2017/18 and will form part of a future report to Council

8.2 The Employment Stability Policy also includes the potential for any employee (including Senior Officers) who is at risk of being made redundant to receive salary protection for 3 years on a stand-still basis if they are redeployed to a lower graded post. It should be noted that in practice, this is a rare occurrence.

8.3 Full Council will be given the opportunity to vote on severance arrangements which exceed a total value of £100,000 before they are approved. The information presented will clearly set out the components of the severance package (e.g. salary paid in lieu, redundancy compensation, pension capital costs, holiday pay and any other bonuses, fees or allowances paid).

9.0 Whole-time service

9.1 All Senior Officers are expected to devote the whole of their service to the Authority and are excluded from taking up additional business, ad hoc services or additional appointments without consent. Officers at a senior level are restricted from being involved in specified political activities, and all employees of the Council are bound by a code of conduct. Senior Officers are expected to work the hours required to complete the job, subject to a minimum of 36.25 hours per week. No additional payments are normally made for out-of-hours working, and there is an expectation that Senior Officer Roles will include on-call and out-of-hours meetings and duties.

10.0 Other benefits

- 10.1 A number of the Senior Officers' terms and conditions of Service are determined at National level according to the following frameworks:

National Joint Council for Chief Executives Conditions of Service
National Joint Council for Chief Officers Conditions of Service

These frameworks provide the details of conditions of service such as annual leave, sick pay, maternity allowances, training and development etc.

11.0 Pay Relationships

- 11.1 The Localism Act 2011 requires the Council to set out its policy relating to the relationship between the pay of its Senior Officers and the pay of the rest of its employees. The Council has not previously set its pay structure of any group of employees by reference to a pay multiple. The Council has previously set the pay rates for different groups through processes of job evaluation, market comparability and the prevailing economic and market conditions. These can vary enormously from time to time and between the many occupational groups comprising the Council's workforce.

- 11.2. Pay of the Council's Lowest Paid Employees

The Council has defined its lowest paid employees as those on the lowest pay grade the Council operates, who are not undergoing an apprenticeship. The Council agreed to pay the "Living Wage" rate as a minimum wage figure in April 2014, so the lowest pay rate is the current Living Wage of £15,972 per annum (previously £15,594 per annum).

- 11.3 The Localism Act requires Councils to calculate the pay multiples between the highest and lowest earners. The median average pay of the Council's workforce in February 2017 (including overtime payments) was £20,702, which when compared to the salary of the most highly-paid Senior Officer at £121,857 per annum, the pay multiple factor is 5.8. There has been a change in the ratio when compared to 2016 when the factor was 5.6 due to a cost of living pay increase for the first time for many years in the senior role and changes in the proportion of employees in each grade of the workforce. It is relevant to note that the mean average pay in the workforce increased during 2016/17 from £23,325 in 2016 to £24,057 in 2017.

12.0 Approach to pensioners and Interim Managers

- 12.1 The Localism Act requires an explanation of the Council's policy in relation to the arrangements that might apply where it could appear that the public sector is paying an individual twice through a salary and a pension for doing the same job. This Council's view is that it is not good value for money for the taxpayer to make a person redundant (and pay a pension if they are aged 55 years and over) for them to then return to the same job. The Council will not condone this approach. However, it should be noted that there may be circumstances where the Council may employ individuals who are in receipt of a public sector pension for new roles where they are the best person for the job. An example of this may be the employment of ex-services or "blue-light" personnel, to a different role in this Council. It should also be noted that there might be risks of age or disability claims if the Council was to adopt a contrary position.

- 12.2 The Council has used Interim Managers to fill short-term vacancies or to undertake specific projects where there are capacity issues or a shortage of a particular skill set within the Council's own workforce. This may mean that the Council could engage Interim Managers who are in receipt of a public sector pension from other previous employment where an appropriate assessment has been completed on the value-for-money of the proposed arrangement for the Council. Such assessments will be completed by the Head of the Paid Service in consultation with the Leader of the Council.

13.0 Review and Changes

The Council will review this policy annually, or if amendments need to be made before the date of the scheduled review, in year, to Full Council. Any significant amendments or changes to the legislation which may affect the pay and benefits of Senior Officers will be determined according to the Council's constitution or legislation by the relevant Committee / Panel / Council meeting.

Likely to contain exempt information under paragraph(s) 1, 2 of Part 1 of Schedule 12A of the Local Government Act 1972.

Agenda Item 13.

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