

These Minutes are subject to approval at the next appropriate meeting of the Committee

RHONDDA CYNON TAF COUNCIL CABINET COMMITTEE

Minutes of the meeting of the Cabinet held on Tuesday 19th September, 2017 at 2pm
at the Council Headquarters, Clydach Vale.

County Borough Councillors – Cabinet Members in attendance:-

A Morgan M Webber M Norris
R Bevan R Lewis A Crimmings G Hopkins
C Leyshon

Other County Borough Councillors in attendance

J Brencher G Davies P Jarman, E Stephens
E Webster M Weaver J Williams

Officers in attendance

Mr C Bradshaw – Chief Executive
Mr C Jones – Director, Legal & Democratic Services
Mr C Hanagan – Director, Cabinet & Public Relations (Secretary to the Cabinet)
Mr C Lee – Group Director, Corporate & Frontline Services
Mr G Isingrini – Group Director, Community & Children's Services
Ms E Thomas – Temporary Director, Education & Lifelong Learning
Mr T Wilkins – Director, Human Resources
Ms J Cook – Director, Regeneration & Planning
Mr N Wheeler – Director, Highways & Streetcare Services
C Atyeo – Director, Corporate Estates & Procurement
Mr A Griffiths – Head of Highways & Engineering
Ms J Thomas – Service Improvement, Engagement and Complaints Manager

25. APOLOGY OF ABSENCE

An apology of absence was received from Cllr J Rosser.

26 DECLARATION OF INTEREST

In accordance with the Council's Code of Conduct, the following declarations of interest were made pertaining to the following agenda items:-

- County Borough Councillor R Bevan made the following personal declaration of interest pertaining to item 5, 7 & 8 of the agenda – “My daughter works within the Social Services Section of the Council. I will remain in the meeting when the item is discussed”
- In respect of Agenda Item 12 the following officers of the Senior Leadership Team made personal and pecuniary declarations:-
 - C. Bradshaw, Chief Executive – “My post is referenced within the report. Given my duties as Chief Executive and Head of Paid Service, I believe that I am best placed to present the report and recommendations to Members and address any queries that they may have.”
 - T Wilkins, Director, Human Resources – “My post is referenced within the report. Given my duties as Director of Human Resources, and the fact that the contents of the report will impact on the workforce, I believe that I am best placed to remain in the meeting together with the Head of Paid Service to address any queries that Cabinet may have.”
 - C Jones – Director, Legal & Democratic Services – “My post is referenced within the report. I will leave the meeting whilst this item is discussed and voted upon however given my duties as the Director for Legal and Democratic Services I will be available to address any legal or procedural queries Cabinet may have”
 - C Lee – Group Director, Corporate & Frontline Services – “My post is referenced within the report. I will leave the meeting whilst the item is discussed and voted upon.”

These Minutes are subject to approval at the next appropriate meeting of the Committee

- G Isingrini – Group Director, Community & Children’s Services – “My post is referenced within the report. I will leave the meeting whilst the item is discussed and voted upon”.
- C Hanagan – Service Director, Cabinet & Public Relations – “My post is referenced within the report. I will leave the meeting whilst the item is discussed and voted upon”
- Ms E Thomas – Temporary Director, Education & Lifelong Learning- “My post is referenced within the report. I will leave the meeting whilst the item is discussed and voted upon”.
- Ms J Cook – Director, Regeneration & Planning – “My post is referenced within the report. I will leave the meeting whilst the item is discussed and voted upon”.
- Mr N Wheeler – Director, Highways & Streetcare Services – “My post is referenced within the report. I will leave the meeting whilst the item is discussed and voted upon”.
- C Atyeo – Director, Corporate Estates & Procurement – “My post is referenced within the report. I will leave the meeting whilst the item is discussed and voted upon”.

27. MINUTES

The Cabinet **RESOLVED** to approve the minutes of the 18th July, 2017 as an accurate reflection of the meeting.

28. SECTION 3A - LEADER’S SCHEME OF DELEGATION OF EXECUTIVE FUNCTIONS 2017/18

For information the Secretary to the Cabinet provided Cabinet Members with an update on the Leader’s Scheme of Delegation of Executive Functions for the ensuing municipal year, following the Council Annual General Meeting.

The officer advised of the addition of an Armed Forces Working Group, which had been created to assist with the work surrounding the armed forces covenant and the addition of a Strategic Culture & Arts Steering Group to help meet the Councils obligations in respect of the Grant Funding Support received from the Arts

These Minutes are subject to approval at the next appropriate meeting of the Committee

Council. It was also confirmed that the 3A had been updated on the Council website.

Members agreed to note the update to the Leaders Scheme of Delegation.

29. CABINET WORK PROGRAMME

The Secretary to the Cabinet provided Cabinet Members with an update on the proposed list of matters requiring consideration by Cabinet over the 2017 – 18 Municipal Year, commenting that utilising the programme assists with openness and transparency of the decision making process within the Council and gives greater opportunity for Pre-Scrutiny.

Members were referred to Appendix 1 of the report and were advised that the programme is a live document to allow for any additional / deletion of reports throughout the year. The officer advised of some amended dates to reports following publication of the programme and also advised that the report in respect of Extra Care had been subject to pre-scrutiny and that the Corporate Plan 'The Way Ahead' was also subject to pre-scrutiny.

The Deputy Leader spoke positively of the work of pre-scrutiny and referenced the recent findings of the Wales Audit Office in respect of the Councils scrutiny process in relation to pre-scrutiny. The Cabinet Member for Adult & Children's Community Services also added that the Corporate Parenting Board Annual report would also need to be added to the Programme.

County Borough Councillor P Jarman spoke on the item.

It was **RESOLVED**:

- a) To approve the Work Programme for the 2017-18 Municipal Year and to receive a further update on a 3 monthly basis.

30 SCRUTINY RECOMMENDATIONS

The Secretary to the Cabinet updated Members with the findings and recommendations of the Health & Well Being Scrutiny Committee Working Group that conducted a 2 year review into 'Supporting People to Live Independently at Home'.

The Cabinet Member for Adult & Children's Community Services thanked the working group members involved in the review for the work undertaken and spoke positively of the recommendations contained within the reports and advised that a formal response from him would be sent to the Scrutiny Committee.

Following discussions on the report it was **RESOLVED:**

- a) To note the work of the Scrutiny Committees, as outlined in Appendix 1 of the report
- b) To agree in principle to each of the recommendations contained within section 2.2 of the report, subject to further consideration by the Cabinet Portfolio holder, following which a detailed response would be provided to the Health & Well Being Scrutiny Committee.

(Following the decision taken the Secretary to the Cabinet highlighted that as Members were endorsing the recommendations of the Scrutiny Committee, the Decision taken would not be subject to Call In.)

31 PROPOSAL TO APPROVE (IN PRINCIPLE) A 99YEAR LEASEHOLD TRANSFER OF ST MAIRS DAY CENTRE, ABERDARE TO AGE CONNECTS MORGANNWG.

The Director, Corporate Estates and Procurement provided Cabinet Members with an update following the previous cabinet report of the 18th July, 2017 and advised of the risks and benefits of the business proposal submitted by Age Connects Morgannwg (ACM) for their proposed community asset transfer of St. Mairs Day Centre, by way of a 99 year lease.

These Minutes are subject to approval at the next appropriate meeting of the Committee

Members were advised that ACM were in the process of finalising a major funding application to lever in significant capital and revenue funding in excess of £1.1 million to renovate and improve the facilities and services for the benefit of the local and wider community. The Director also commented upon the opportunity for the Council to enhance, transform and modernise both the building and the existing service delivery provision at St Mair's Day Centre by working in partnership with Age Connects Morgannwg who aim to develop the current facility into an intergenerational community hub.

Members spoke positively about the proposal and the opportunities available to the local community and the County Borough if taken forward and also referred to the recent visit and exhibition provided by ACM on the proposal.

The Deputy Cabinet Member for Prosperity & Well-being referred to the positive Community Hub that would be available if the proposal was taken forward, subject to funding and thanked the officers involved for their work on the proposal. The Leader also referred to the positive engagement with the third Sector and the need to enhance this further in the future.

Councillor P Jarman spoke on this item.

Following discussions it was **RESOLVED:-**

- a) To approve (in principle) a 99 year leasehold transfer of St. Mairs Day Centre to Age Connects Morgannwg subject to;
 - o ACM successfully being awarded a £1.1 million Big Lottery CAT 2 Fund Capital and Revenue Grant. Grant decision will be known in February 2018.
 - o Agreement for the relocation of the current Community Meals provision to an alternative location. Members are to receive a separate report on the Community Meal Service.
- b) To provide a letter of support to compliment ACM's Big Lottery application which is due to be submitted by 26th September 2017.

These Minutes are subject to approval at the next appropriate meeting of the Committee

(N.B Following the decision, the Secretary to the Cabinet advised that as the deadline for submission of the letter of support was the 26th September, the decision would need to be taken as an urgent decision and therefore not subject to Call In.)

32. CWM TAF SAFEGUARDING BOARD ANNUAL REPORT 2016/17

The Group Director, Community & Children's Services provided Members with the first Cwm Taf Safeguarding Annual Report, since the creation of a joint regional multi-agency Cwm Taf Safeguarding Board.

Members were advised of the amalgamation of the Safeguarding Adults Board, the Safeguarding Children Board, in conjunction with the Multi Agency Safeguarding Hub, which have continued to collaborate to safeguard people of all ages.

The Cabinet Member for Adult & Children's Community Services spoke of the amalgamation of the Boards as one entity which was a new and positive way of working, for the benefit of both adults and children within the County Borough and Cwm Taf area. The Member spoke of the robust safeguarding arrangements in place and the continuous improvement across the Cwm Taf region. The Deputy Cabinet Member for Children & Young People echoed the comments made regarding collaborative working and spoke of the reports detail of both accountability and evaluation and its importance.

Councillor P Jarman spoke on this item.

Cabinet **RESOLVED** to:

- a) Note and endorse the content of the Cwm Taf Safeguarding Board Annual Report for 2016/17

33. REPRESENTATIONS AND COMPLAINTS PROCEDURES ANNUAL REPORT

These Minutes are subject to approval at the next appropriate meeting of the Committee

The Group Director, Community & Children's Services provided Members with the Annual report in relation to 'Representation and Complaints Procedure' and spoke of the independent and robust approach taken forward by the team.

The Service Improvement, Engagement and Complaints Manager provided Members with additional details in relation to Local Authority comparisons at the meeting following a suggestion by the Children & Young People Scrutiny Committee for inclusion of this data.

The Cabinet Member for Adult & Children's Community Services thanked the Service Improvement, Engagement and Complaints Manager and her team for the work provided and spoke of the importance of their work for the benefit of not just the residents but also for the Council, to allow the Council to learn and improve on the services that it delivers.

Councillor P Jarman spoke on this item.

Cabinet Members **RESOLVED:**

- a) To agree the contents of the Social Services Annual Complaints report
- b) To note the work undertaken by the Social Services Complaints Team.

34. TOWN CENTRE MAINTENANCE GRANT

The Director, Regeneration & Planning provided details of a proposed Town Centre Maintenance Grant to be piloted for one year starting in the Mountain Ash and Tonypandy Retail Areas. Members were advised that the grant would provide support to traders and landlords to undertake maintenance works which would improve the external front elevation of town centre properties.

The Cabinet Member for Enterprise, Development & Housing spoke positively on the grant funding opportunities and added that the intention of the scheme was to contribute to a positive impact on the street scene, creating a more attractive and

These Minutes are subject to approval at the next appropriate meeting of the Committee

vibrant town centre environment. The Cabinet Member added that an evaluation of the pilot would be undertaken and if successful would be rolled out to other Town Centres across the County Borough.

Councillor P Jarman spoke on this item.

Members **RESOLVED** to

- a) Approve the proposals for the Town Centre Maintenance Grant and that the scheme commences implementation.

- b) Undertake a review at the end of the pilot scheme to inform any future delivery.

35. SOUTHERN GATEWAY – MOUNTAIN ASH CROSS VALLEY LINK ROAD PROJECT UPDATE

The Head of Highways & Engineering referred Members to the report before them which provided details of the current progress relating to the development and delivery of the major transportation project 'Mountain Ash Cross Valley Link road', since the update presented to Cabinet on the 15th March, 2017.

Members were provided with details relating to planning, land, construction and funding in respect of the project. The officer also took the opportunity to clarify the powers delegated to the Director, Highways and Streetcare Services in respect of the Compulsory Purchase order which was needed to be taken forward. The officer concluded his update by advising that progression of the detailed design and construction of the associated junction work would continue with the development of the project.

The Leader commented on the positive progress being made to the scheme which he added was a much needed road link within the Cynon Valley and also paid thanks to the officers involved for their continuous negotiations and liaisons with residents and stakeholders surrounding the scheme. The Leader also took the opportunity to speak of his disappointment towards Network Rail and their

These Minutes are subject to approval at the next appropriate meeting of the Committee

continuous objections to any proposed developments across the region, when near network rail land.

Councillor P Jarman also spoke on this item.

Following discussions it was **RESOLVED**:

- a) To note the progress made and endorse the next steps outlined within the report.

- b) To delegate the Director of Highways and Streetcare Services the authority to:
 - Subject to the grant of planning permission and the obtaining of sufficient funding for each stage of the CPO to take all steps to secure the making, confirmation and implementation of the CPO in respect of the land identified on the plan (at Appendix A of the report) including but not limited to the following procedural steps:
 - Seek confirmation of the CPO by the Welsh Ministers (or, if permitted, by the Council pursuant to Section 14A Acquisition of Land Act 1981), including the preparation and presentation of the Council's case at any Public Inquiry which may be necessary.
 - The publication and service of notices of confirmation of the CPO and thereafter to execute and serve any General Vesting Declarations and/or Notices to Treat and Notices of Entry.
 - Acquire the necessary interests in the land.
 - The referral and conduct of disputes, relating to compulsory purchase compensation, to the Upper Tribunal (Lands Chamber).

(**N.B.** At this juncture in the meeting, Councillor R Bevan left the meeting)

36 EXCLUSION OF THE PRESS AND PUBLIC

RESOLVED – that the press and public be excluded from the meeting under Section 100A(4) of the Local Government Act, 1972 (as amended) for the

These Minutes are subject to approval at the next appropriate meeting of the Committee

following items of business on the grounds that they involve the likely disclosure of exempt information, as defined in paragraph 13 of part 4 of Schedule 12A of the Act, namely, information relating to a particular individual. Transparency in the conduct of Local Authority business is desirable; however personal data relating to the conduct and capabilities of individuals will be discussed and considered. Consequently, it is considered the public interest in maintaining the exemption outweighs the public interest in disclosing information.

37 REVIEW OF THE COUNCIL'S SENIOR AND ASSOCIATED MANAGEMENT POST STRUCTURE

The Chief Executive provided Members with details of his report that contained exempt information, relating to a review of the Council's Senior and Associated Management post structure. Members were advised that the proposals outlined within the review resulted in a further reduction in management costs of £776,116 which would bring the total cost reductions in this area to £2.7m.

Members discussed the proposals outlined within the report and Councillor P Jarman also spoke on the item.

It was **RESOLVED:-**

- a) That the revised directorate structures shown at Appendices 2(i.a), 2(i.b), 2(ii), 2 (iii), 2(iv.a) and 2(iv.b) to the report be implemented between Autumn 2017 and Summer 2018, subject to the necessary staff consultation process.
- b) To note that implementation of the revised structures would provide an overall estimated reduction in annual management costs at the Senior and Associated Management grade levels of £776,116 (inclusive of on-costs).
- c) To note that subject to the approval of the Council's Appointment's Committee the following posts would be deleted from the Council's structure as proposed

These Minutes are subject to approval at the next appropriate meeting of the Committee

within the report (between Autumn 2017 and Summer 2018 as referenced in the report) :

- i) Director – Education & Lifelong Learning (Group Director Level);
 - ii) Service Director – Schools & Community (Service Director Level 1);
 - iii) Service Director – Access, Engagement & Inclusion (Service Director Level 2);
 - iv) Head of Primary Achievement (Soulbury Grade);
 - v) Head of Access & Inclusion Services (Soulbury Grade);
 - vi) Service Director – Public Health & Protection (Service Director – Level 1);
 - vii) Head of Communities & Prosperity (Head of Service – Level 2);
 - viii) Head of Community Housing (Head of Service – Level 2);
 - ix) Head of Human Resources (Head of Service – Level 1);
 - x) Head of Payroll, Pensions & Payments (Head of Service – Level 1);
 - xi) Service Director – Operational Finance (Service Director – Level 2); and
 - xii) Head of Business Support & Elections (Head of Service – Level 2).
- d) To note that emanating from the decision in 1. above Cabinet have authorised:
- i) the amendment of the post of Head of Secondary Achievement (Soulbury grade) from 1 FTE to 0.5 FTE;
 - ii) the amendment of the post title of Principal Officer – Educational Psychology (Soulbury grade) to Head of Educational Psychology (Soulbury grade);
 - iii) the amendment of the post title of Principal Officer – Learning Support (Soulbury grade) to Head of Learning Support (Soulbury grade);
 - iv) the amendment of the post of Head of Community Services from Soulbury Grade to Head of Service Level 1;
 - v) the amendment of the post of Head of Engagement & Participation from Head of Service Level 2 to Head of Service Level 1;
 - vi) the amendment of the post of Director of Regeneration & Planning from Director Level 2 to Director Level 1;
 - vii) the amendment of the post of Director of Human Resources (Director Level 1) from 0.6 FTE to 1 FTE;

These Minutes are subject to approval at the next appropriate meeting of the Committee

- viii) the amendment of the post of Head of Organisational Development from Head of Service Level 2 to Head of Service Level 1;
 - ix) the amendment of the post of Temporary Head of Procurement and Energy Management (Head of Service Level 1) to Head of Procurement and Energy Management (Head of Service Level 1) (0.6 FTE);
 - x) the amendment of the post of Temporary Head of Audit & Procurement Development Programmes (Head of Service Level 2) to Head of Audit & Procurement Development Programmes (Head of Service Level 2).
 - xi) the creation of the post of Service Director – Education & Inclusion Services (Service Director Level 1);
 - xii) the creation of the post of Head of School Advisory Support (Soulbury grade);
 - xiii) the creation of the post of Head of Inclusion Services (Soulbury grade);
 - xiv) the creation of the post of Director of Public Health, Protection & Community Services (Director Level 2);
 - xv) the creation of the post of Head of Regeneration & Prosperity (Head of Service Level 1);
 - xvi) the creation of the post of Head of Employee Relations (Head of Service Level 2);
 - xvii) the creation of the post of Head of Payroll & Pensions Services (Head of Service Level 1);
 - xviii) the creation of the post of Head of Revenues & Payments (Head of Service Level 2);
 - xix) the creation of the post of Head of Strategic Investment Projects (Head of Service Level 2).
- e) To transfer certain functions outlined in the report from Education & Lifelong Learning to Public Health & Protection and rename the revised service area to Public Health, Protection & Community Services (which sits within the Children's & Community Services directorate).

These Minutes are subject to approval at the next appropriate meeting of the Committee

- f) To transfer certain functions outlined in the report from Public Health & Protection to Regeneration & Planning (which sits within the Chief Executive directorate).
- g) That the co-ordination of Council & Executive Business functions will now formally rest with the Service Director for Cabinet & Public Relations.
- h) To authorise the Chief Executive, in conjunction with the Director of Human Resources, to commence the staff consultation process in accordance with the Council's agreed Managing Change Policy and, subject to 9. below (see 2.8 of the report), implement the proposals.
- i) Subject to the completion of the consultation process referred to in 8. above (see 2.7 of the report), then where necessary, refer the matter of the terms and conditions of employment and remuneration of the posts included in the proposed revised directorate's structure, to the Appointments Committee and/or full Council as appropriate.
- j) To note that consequential changes will be required to the Council's Constitution in terms of the removal and creation of Chief Officer posts.

The meeting closed at 3:15pm

Cllr A Morgan

Chair