

Minutes of a Special Meeting of the **SOUTH HOLLAND DISTRICT COUNCIL** held in line with the Local Authorities & Police & Crime Panels (Coronavirus) (Flexibility of Local Authority & Police & Crime Panel Meetings) (England & Wales) Regulations 2020, on Wednesday, 24 February 2021 at 6.30 pm.

PRESENT

F Biggadike (Chairman)
P A Redgate (Vice-Chairman)

B Alcock	R A Gibson	M D Seymour
J R Astill	R Grocock	S-A Slade
J Avery	M Hasan	E J Sneath
A C Beal	C J Lawton	G J Taylor
M D Booth	J D McLean	A C Tennant
C J T H Brewis	A M Newton	S C Walsh
T A Carter	N H Pepper	D J Wilkinson
A Casson	G A Porter	A R Woolf
P E Coupland	J L Reynolds	C N Worth
A C Cronin	G T D Rudkin	
R Gambba-Jones	G P Scalese	

Apologies for absence were received from or on behalf of Councillors H J W Bingham, H Drury, J L King and J Tyrrell,

In Attendance: The Head of Paid Service and Strategic Advisor, the Executive Director Commercialisation (S151), the Executive Manager Governance, the Strategic Finance and Compliance Manager, the Democratic Services Manager and the Democratic Services Team Leader.

80. DECLARATION OF INTERESTS.

There were none.

81. INTEGRATED SHARED MANAGEMENT STRUCTURE AND JOINT WORKING ARRANGEMENTS REVIEW - PREFERRED OPTION FOR BRECKLAND AND SOUTH HOLLAND DISTRICT COUNCILS

Consideration was given to the report of the Head of Paid Service and Strategic Advisor, which set out recommendations from Stage One of the Review of the future of the Integrated Shared Management Structure and Joint Working Arrangements between Breckland and South Holland District Councils.

At a meeting of the Joint Strategy Board on 11 January 2021, recommendations 1 – 3 within the report had been endorsed. The Cabinets at both authorities had met (South Holland District

Action By

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Council on 26 January 2021 and Breckland Council on 1 February 2021) and recommendations 1-4 within the report had been supported. Finally, the Joint Performance Monitoring Panel and Policy Development Panel at South Holland District Council, and the Overview and Scrutiny Commission at Breckland Council had both met separately on 9 February 2021, and recommendations 1-4 within the report had been supported.

Additional recommendations (5-9 within the report) had been identified and included within the report, following observations and comments from the Cabinet and scrutiny meetings, and following on-going governance arrangements of the Review Programme.

The following points were raised:

- The Leader wished to re-iterate the fact that there were no negative reasons for the ending of the relationship between the two authorities. As explained at previous meetings, the reasons were – 1) A return to place-based working – the difficulties of shared working across two separate counties had been highlighted by the Covid pandemic; 2) Local Government reorganisation; and 3) the recent retirement of the Joint Chief Executive.
- The Chairman of the Performance Monitoring Panel confirmed that the proposals had been considered by a number of different committees, and there had been plenty of opportunity for a thorough debate. The reasons for, and the process of separation had been made clear, and scrutiny had been satisfied with the explanations and processes.

DECISION:

Recommendations from Cabinet to Full Council:

- 1) That the preferred option for the future of the integrated shared management structure and joint working arrangements between the two Councils, as set out in paragraph 1.9 of the report, be approved;
- 2) That clause 8 of the Memorandum of Agreement between Breckland District Council and South Holland District Council be activated, and that any extension or shortening of the timeframe set out in clause 8.6A be authorised, by mutual agreement between the two parties, so far as may be considered appropriate by the Leaders, following consultation with their respective Cabinets;

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- 3) That the interim structures to support and enable the achievement of the preferred option for both Councils be approved for consultation;
- 4) That subject to there being no material changes to the senior management structure following consultation with officers, delegated authority be given to the Head of Paid Service in consultation with the Leader to implement the said structure.

Further recommendations to Full Council in support of above recommendations:

- 5) That in respect of any Chief Officer or Deputy Chief Officer post that remains to be filled following the introduction of the new structure at appendices 3 and 4, South Holland Council members of the Joint Appointments Panel meet as a separate Appointments Panel to make any appointment(s) to such posts(s);
- 6) That a separate report be brought to Council, prior to implementation of the new structure, to enable the Council formally to designate the required statutory officers from 1 May 2021 – being the Head of Paid Service, the Monitoring Officer and the officer responsible for the financial administration of the authority (s151 officer);
- 7) That the Terms & Conditions of staff in scope of the Review, as follows be approved, to ensure that both councils operate in accordance with the Memorandum of Agreement at clause 8.6 (d) in determining a fair and reasonable allocation of staff between the two Councils, to enable a fair and reasonable choice for staff in indicating their preferred council and to support the consultation on the interim structures:
 - i. that any member of staff transferring employment from BDC to SHDC will remain on their current BDC grades and will be pay protected for 3 years.
 - ii. that any member of staff transferring employment from BDC to SHDC will remain on their current BDC holiday entitlement, based on the qualifying service and post.
 - iii. that the BDC grading scheme (starting at Grade 5) will apply to SHDC.
- 8) That the current appointment of Nathan Elvery as Strategic Advisor/Head of Paid Service be extended until 30 April in line

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with the timescale necessary to support the implementation of these additional recommendations; and

- 9) That delegated authority be given to the Head of Paid Service in consultation with the Leader of the Council to agree any changes to and to sign and complete any amending agreement in respect of the Memorandum of Agreement that may be considered necessary to implement the above recommendations.

(The meeting ended at 6.44 pm)

(End of minutes).