

THE CABINET

MEETING, 11TH MAY 2015

Councillor Morris	Executive Cabinet Member
Councillor Mrs. Thomas	Executive Cabinet Member
Councillor Peel	Executive Cabinet Member

Cabinet Members

Councillor D. Burrows	Police and Community Safety
Councillor Cunliffe	Public Health
Councillor Chadwick	Highways and Transport
Councillor McKeon	Education and Schools
Councillor J. Byrne	Culture and Youth
Councillor Zaman	Development and Regeneration

Other Members in Attendance

Councillor Greenhalgh
Councillor Mrs. Fairclough
Councillor Cox
Councillor Allen
Councillor Hayes
Councillor Parkinson

Officers

Ms. M. Asquith	Acting Chief Executive
Mr. K. Davies	Director of Development and Regeneration
Mr. M. Cox	Director of Environmental Services
Mrs. H. Gorman	Borough Solicitor
Ms L. Ridsdale	Assistant Director
Ms. J. Pollard	Head of Strategic Finance and Accountancy
Mrs. V. Ridge	Deputy Democratic Services Manager

Councillor Morris in the Chair.

Apologies for absence were submitted by Councillors Adia, Bashir-Ismael and Murray.

41. MINUTES

The minutes of the proceedings of the meeting of the Cabinet held on 16th March, 2015 were submitted and signed as a correct record.

42. MINUTES OF AGMA/COMBINED AUTHORITY

The Minutes of the meetings of AGMA/Combined Authority held on 27th March and 24th April, 2015 were submitted for information.

Resolved – That the minutes be noted.

**43. REVIEW OF BOLTON'S PAY AND GRADING
ARRANGEMENTS**

The Chief Executive submitted a report that set out the final recommendations to respond to the Council's previous agreement to improve the pay of the Council's lowest earners,

together with consultation feedback from staff and the Trade Unions.

It had previously been agreed that the bottom two spinal column points of Grade 1, which currently ran from SCP 9 – 11, be removed to make this a spot grade meaning that all staff were paid at scp 11 which equated to £7.88 per hour from the day of appointment. All other grades would remain the same. It was explained that approximately 120 employed staff would benefit from this proposal through escalation, plus agency and casual staff as applicable.

The change would also be recommended to all schools, although the Council could not impose the improvement on those schools outside of local authority control.

There was no additional cost to the Council of the proposal, as financial provision for Grade 1 up to SCP 11 was made in the last review and improvement of the grade was approved in May 2014.

Resolved – That the the amendments to the pay structure as described in the report, now submitted, be approved and that the Council will seek a collective agreement with the Trades Unions to implement such changes, it being noted that this is likely to involve a significant amount of implementation activity which may run into the summer and therefore the increase be applied as soon as practicable and backdated to April, 2015.

44. EXCLUSION OF PRESS AND PUBLIC

Resolved – That, in accordance with Section 100A (4) of the Local Government Act 1972, the public be excluded from the meeting for the following item of business on the grounds that it involves the likely disclosure of exempt information as specified in paragraphs 3 and 4 (financial and business affairs and proposed consultation re labour relations matters) of Part 1 of Schedule 12A to the Act; and that it be deemed that, in all the circumstances of the case,

the public interest in their exemption outweighs the public interest in their disclosure.

45. UPDATE ON BOLTON/WIGAN PARTNERSHIP DEVELOPMENT WORK

The Director of Environmental Services submitted a report which provided an update on the Bolton/Wigan partnership development work in advance of the presentation of the detailed business case in July, 2015; clarified which services were in and out of scope and proposed an interim governance and advisory arrangement to assist with the development of the detailed business case.

The Bolton and Wigan joint working strategy proposed a three phase model structured around a collaborative agreement between the Councils with a single joint management team. The Joint Working strategy would seek to incrementally secure efficiencies, align services and develop operational consistency over a two year period. On successful completion of each phase there would be an assessment of the level of benefits accrued for each Council, the potential level of benefits during the next phase and an opportunity to secure the foundation of joint working with a renewed commitment to the strategy.

The integration of Bolton and Wigan's Environment Directorates was envisaged to deliver a £2m saving per Council by 2016/17.

It was explained that it would take around 18 months to complete a full review for each service listed in the report, redesign the individual services and implement all the new operating arrangements. However, it was intended that high level proposals would be included in the detailed business case that would be presented, together with a timetable for the individual service reviews.

The detailed business case would also contain a proposal for the future governance arrangements. However, in the interim it was recommended that shadow governance and advisory

arrangements be established which would assist in the development of the detailed business case.

It was therefore proposed that two members from each council would sit on the interim shadow board which would operate on an advisory capacity for the preparation of the detailed business case. Decision making would continue in accordance with existing arrangements with policy development through the Environmental Services PDG and scrutiny through the Environmental Services Scrutiny Committee.

Resolved – That the Cabinet approves the list of services that are in and out of scope; the establishment of an interim shadow management board made up of members and senior officers of both councils to oversee the development of the detailed business case and authorises the Director of Environmental Services, in consultation with the Executive Cabinet Member for Environmental Services, to take the necessary actions to develop the detailed business case.