

Cabinet Member for Resources

Agenda

Date:	Wednesday, 24th March, 2010
Time:	2.30 pm
Venue:	Committee Suite 3, Westfields, Middlewich Road, Sandbach CW11 1HZ

The agenda is divided into 2 parts. Part 1 is taken in the presence of the public and press. Part 2 items will be considered in the absence of the public and press for the reasons indicated on the agenda and at the foot of each report.

PART 1 – MATTERS TO BE CONSIDERED WITH THE PUBLIC AND PRESS PRESENT

1. **Apologies for Absence**

2. **Declarations of Interest**

To provide an opportunity for Members and Officers to declare any personal and/or prejudicial interests in any item on the agenda

3. **Public Speaking Time/Open Session**

In accordance with Procedure Rules Nos.11 and 35 a period of 10 minutes is allocated for members of the public to address the meeting on any matter relevant to the work of the meeting. Individual members of the public may speak for up to 5 minutes but the Chairman will decide how the period of time allocated for public speaking will be apportioned where there are a number of speakers. Members of the public are not required to give notice to use this facility. However, as a matter of courtesy, a period of 24 hours' notice is encouraged.

Members of the public wishing to ask a question at the meeting should provide three clear working days' notice, in writing, in order for an informed answer to be given.

4. **Minutes of Previous meeting** (Pages 1 - 2)

To approve the minutes of the meeting held on 30th December 2009.

5. **Notice Periods for JNC Chief Officers** (Pages 3 - 6)

To consider a change to the notice periods of Chief Officers employed by Cheshire East Council.

Contact:	Paul Mountford
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6. **Relocation Assistance for External Appointees** (Pages 7 - 8)

To consider an amendment to the policy on Relocation Expenses for External Candidates for Cheshire East.

(There are no Part 2 items)

CHESHIRE EAST COUNCIL

Minutes of a meeting of the **Cabinet Member for Resources**
held on Wednesday, 30th December, 2009 at Committee Suite 1, Westfields,
Middlewich Road, Sandbach CW11 1HZ

PRESENT

Councillor F Keegan, Cabinet Member for Resources

Officers

Lisa Quinn, Borough Treasurer and Head of Assets
Diane Moulson, Democratic Services

1 DECLARATIONS OF INTEREST

No interests were declared.

2 PUBLIC SPEAKING TIME/OPEN SESSION

There were no members of the public present.

3 COUNCIL TAX BASE 2010/11

The Cabinet Member considered a report on the Council Tax Base for Cheshire East with a view to making a recommendation to Council.

In accordance with the Local Authorities (Calculation of Tax Base) Regulations 1992, Cheshire East Council was required to agree its Tax Base before 31 January 2010 so that the information could be provided to Cheshire Police Authority and Cheshire Fire Authority for their budget processes.

The Tax Base for the area was the estimated number of chargeable dwellings expressed as a number of Band D equivalents adjusted for an estimated number of discounts, exemptions, disabled relief and appeals plus an allowance for non-collection.

The Tax Base had been calculated on the assumption that properties remaining empty for longer than six months were allowed a discount of 25% and that properties regarded as second homes were allowed a discount of 25%. The number of band D equivalent properties for 2010/11 was 146,238.98.

It was necessary to further adjust the Tax Base for:

Changes in the Valuation List

These could arise for a variety of reasons such as appeals, disabled relief, new properties, deleted properties and changes in discount or exemption entitlements. Taking into account these factors, the Tax Base was expected to increase by 398.44 properties.

Non-collection

It was suggested that a reduction of 1% be made in the Tax Base to accommodate non-collection. This reduced the Tax Base by 1,466.37 to 145,171.05.

RESOLVED

That the Cabinet Member for Resources recommends to Council that, in accordance with the Local Authorities (Calculation of Tax Base) Regulations 1992, the amount to be calculated by Cheshire East Council as its Council Tax Base for the year 2010/11 is:

- for the whole area – 145,171.05
- for each Parish area as set out in Appendix A to the report

The meeting commenced at 10.00 am and concluded at 10.10 am

Councillor Frank Keegan

CHESHIRE EAST COUNCIL

Cabinet Member for Resources

Date of Meeting: 24th March 2010
Report of: Paul Bradshaw, Head of HR and OD
Subject/Title: Notice Periods for JNC Chief Officers

1.0 Report Summary

- 1.1 This report considers the notice periods of Chief Officers employed by Cheshire East Council.

2.0 Recommendation

- 2.1 It is recommended that the notice periods for JNC Chief Officers (grade 13 and above) be increased to 3 months on either side, in line with the Conditions of Service stated in the Chief Officer Handbook and recognised good practice across the public and private sectors.

3.0 Reasons for Recommendations

- 3.1 To ensure that we continue to attract and retain employees in key management and leadership roles in an increasingly competitive market. As part of our focus on employee engagement we are considering which elements of the 'total reward package' employee's value. Chief Officers are expected to serve three months notice however in return, the Council offers statutory notice. Having equal notice periods on either side should improve motivation and morale and strengthen the psychological contract.

4.0 Wards Affected

- 4.1 None

5.0 Local Ward Members

- 5.1 None

6.0 Policy Implications including - Climate change - Health

- 6.1 None

7.0 Financial Implications for Transition Costs (Authorised by the Borough Treasurer)

- 7.1 None

8.0 Financial Implications 2009/10 and beyond (Authorised by the Borough Treasurer)

8.1 None

9.0 Legal Implications (Authorised by the Borough Solicitor)

9.1 None

10.0 Risk Management

10.1 None

11.0 Background and Options

11.1 It is recognised within both the public and private sectors that 3 months is a 'reasonable' and appropriate notice period for senior managers.

11.2 Indeed, the national conditions of employment for Chief Officers provide for 3 months' notice unless they are varied locally by mutual agreement.

11.3 At the Council's request, the North West Employers Organisation has recently conducted a survey on this point and established that the vast majority of Councils in the North West who responded provided for three months' notice on either side.

11.4 Cheshire East's terms and conditions, however, are out of kilter with national conditions and good practice in the region. This is the case as the Council's conditions mirror those of the former Cheshire County Council, rather than the conditions of Crewe and Nantwich, Congleton and Macclesfield which all provided for 3 months' notice.

11.5 It is also recognised that in order to attract good quality, high calibre candidates, a fair and equitable contract of employment is essential. Currently, Cheshire East's contract of employment for senior managers on Chief Officer conditions (i.e. grade 13 and above) offers unequal terms with regard to notice; the employee is required to serve three months' notice but the employer (Cheshire East) is only required to give statutory notice (ranging from zero to 12 weeks' notice with continuous service) should it wish to terminate a contract of employment.

11.6 As an authority we could face issues with recruitment, retention and employee engagement amongst our key managers and leaders by failing to address these inequitable notice periods. It is therefore recommended that a 3 month notice period apply on either side.

12.0 Overview of Year One and Term One Issues

12.1 None

13.0 Access to Information

The background papers relating to this report can be inspected by contacting the report writer:

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CHESHIRE EAST COUNCIL

Cabinet Member for Resources

Date of Meeting: 24th March 2010
Report of: Paul Bradshaw, Head of HR and OD
Subject/Title: Relocation Assistance for External Appointees

1.0 Report Summary

- 1.1 To consider an amendment to the policy on Relocation Expenses for External Candidates for Cheshire East.

2.0 Recommendation

- 2.1 It is recommended that the Relocation Expenses for External Candidates Policy be amended to increase the time limit allowed for a permanent house move from one year to two years.

3.0 Reasons for Recommendations

- 3.1 Given the current economic climate, to allow more time for new employees to achieve a permanent house move, where as a result of their appointment they are required to relocate to the Cheshire East area.

4.0 Wards Affected

- 4.1 None

5.0 Local Ward Members

- 5.1 None

6.0 Policy Implications including - Climate change - Health

- 6.1 None

7.0 Financial Implications for Transition Costs (Authorised by the Borough Treasurer)

- 7.1 None

8.0 Financial Implications 2009/10 and beyond (Authorised by the Borough Treasurer)

- 8.1 The overall limit for relocation assistance is £10,000 and remains unchanged.

9.0 Legal Implications (Authorised by the Borough Solicitor)

9.1 None

10.0 Risk Management

10.1 None

11.0 Background and Options

11.1 A number of the initial and senior appointments to Cheshire East Council have attracted external candidates who, potentially, would be required to relocate to the area if appointed.

11.2 Consequently, a Cheshire East Policy dealing with Relocation Expenses for External applicants needed to be quickly established.

11.3 As an interim solution the new Cheshire East Policy was adapted from the existing County Council Policy.

11.4 This Policy allowed for assistance towards expenditure arising from a move from temporary accommodation to a permanent home, as well as for the initial move to temporary accommodation, provided that the second move occurred within 12 months of the first move.

11.5 In the current economic climate and its effects on the housing market, it may be perceived to be restrictive and unrealistic to expect a new appointee to be able to achieve a sale and purchase within a 12 month period, irrespective of whether they have chosen to rent temporary accommodation as a short term solution.

11.6 It is proposed, therefore, that the time limit allowed within the policy to achieve a permanent house move is amended from one year to two years.

11.7 The alternative option is to leave the time limit as one year but this may have a detrimental effect in terms of attracting external candidates into Cheshire East.

12.0 Overview of Year One and Term One Issues

12.1 None

13.0 Access to Information

The background papers relating to this report can be inspected by contacting the report writer:

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