

MINUTES OF THE CABINET MEETING HELD ON WEDNESDAY 19TH OCTOBER 2011

12.30 pm – 3.00 pm

Responsible Officer: Penny Chamberlain
e-mail: penny.chamberlain@shropshire.gov.uk

Tel: 01743 252729

Present:

Mr K Barrow (Leader)
Mr G Butler, Mr S Charmley, Mrs A Hartley, Mrs C Motley, Mr M Owen, Mr M Price
and Mr M Taylor-Smith

85.0 Apologies for Absence

85.1 There were apologies for absence from Mrs A Caesar-Homden and Mr S P Jones.

86.0 Declarations of Interest

86.1 Mr G Butler declared a personal and prejudicial interest in Minute 100 (Options Appraisal on the Future Delivery of Culture and Leisure Services in Shropshire), as he sat on Teme Leisure. He left the room during the consideration of, and, voting on this item.

86.2 Mr M Price declared a personal interest in Minute 97 (Destination Shrewsbury Visitor Economy Strategy 2011/16) as a member of Shrewsbury Town Council.

87.0 Minutes

87.1 **RESOLVED:**
That the Minutes of the meetings held on 20th July, 7th September, 14th September and 28th September 2011 be approved as a correct record and be signed by the Leader.

88.0 Public Questions

88.1 Question 1 – Royal Shrewsbury Hospital

On behalf of campaigners for “Retaining Inpatient Childrens, Neonatology and Consultant Maternity Services at the Royal Shrewsbury Hospital for the people of Shropshire and Mid Wales”, Mr Ron Jones of Shrewsbury asked the following questions in accordance with Procedure Rule 14:

- (a) Are members of Shropshire Cabinet now disregarding their earlier commitment, to the emergency and critical health needs of Shropshire children, from 2014 when these changes will come about and the Paediatric Assessment Unit is open for all but half a day?
- (b) Do the Council's Cabinet Members consider themselves compromised in supporting the proposals in March, now that the capital loan figure for the PRH based changes has risen by 25% in six months and should the Services be redeveloped at RSH the cost has come down by 16%, now cited as only £50 million in the Outline Business Case?
- (c) How will Shropshire Council be placed to answer, when a catastrophe happens after the changes are implemented in 2014?

Mrs Ann Hartley, Portfolio Holder for Health and Wellbeing, responded as follows:

The Council was consulted, as a stakeholder, about changes to the services provided by the Shropshire and Telford Hospitals (SaTH). At the Cabinet meeting of 9th March a response to the consultation was approved. I am confident that the Council's response, alongside the responses of all other stakeholders was taken into account when arriving at the Outline Business Case approved by the SaTH Board on 25th August 2011.

Your specific concerns need to be addressed to SaTH as I can only reiterate it was our response as consultees. Ultimately, we are not the decision makers - SaTH is and it is their responsibility to ensure that services are safe.

By way of a supplementary question Mr Jones asked in what circumstances the Cabinet would review its position to support if their wishes were not acted upon?

Replying, Mrs Hartley reiterated her previous comments regarding the Council's position as consultee, with SaTH being the strategic decision maker. She suggested that Mr Jones contact SaTH direct to discuss any issues or problems he may have with their decision and reminded him that both the Council and the Health Service were tasked with delivering services under huge financial pressures, and that the Council's Healthy Communities Scrutiny Committee had worked extremely hard on the matter, in order to ensure services were retained in the county.

88.2 Question 2 – Bishop's Castle Business Park

Mr Michael Dawes of Bishop's Castle asked the following question, in accordance with Procedure Rule 14:

Please could you inform me of the progress made with regards to the sale of the ground at Bishop's Castle Business Park required for the biomass thermal power station and when will Keith Barrow begin his review of the sale of the land for the proposed biomass development as promised in the 23rd September 2011 edition of the South Shropshire Journal.

Mr Keith Barrow, Leader, responded as follows:

The Council has met the prospective purchasers on a number of occasions recently. Discussions are on-going but the Council would wish to conclude the matter one way or another by the end of this calendar year.

By way of a supplementary question Mr Dawes referred to the time that had passed and asked if the Leader could share any information with the public on the issue or if the land could be put up for sale for low rise development as referred to at the February meeting of Cabinet.

Replying, Mr Barrow indicated that he was willing to attend a meeting of Bishop's Castle Town Council to have a wider discussion with the local community, but that he was not in a position to add anything on the matter at the moment.

89.0 Matters Referred from Scrutiny/Council

89.1 No matters had been referred from Scrutiny/Council.

90.0 Healthy Communities Scrutiny Committee – Report of the West Midlands Ambulance Service Task and Finish Group

90.1 The Chairman of the West Midlands Ambulance Service Task and Finish Group presented a report – copy attached to the signed minutes – on the conclusions and recommendations arising from their review of its performance and the current developments taking place within the West Midlands Ambulance Service NHS Trust.

90.2 In responding to a query from a member seeking reasons for the unmet response targets, the Chairman re-iterated his disappointment that these were not being achieved, and pointed out that whilst many related to calls in the south of the county, there were parts of Shrewsbury where the targets were not also being met. He explained that in addition to the problems caused by geographical spread, only about 10% of all calls made were for real emergencies with much of the demand for the service being taken up by unnecessary calls, with considerable delays also being experienced in patient turnaround times.

90.3 Another member from a division where neither the 8 nor 19 minutes response targets were being met, also expressed concern that the situation was not improving in her area, and indicated that whilst the "Make Ready" System might help in other areas, she considered little benefit would be felt by patients in her area. She referred to recommendation (e) which related to the continued monitoring of performance and as new systems were progressed, to the seeking of further evidence from the Ambulance Service on how it planned to achieve its Red 8 minute target for the county, and suggested that it should be strengthened, with an emphasis being placed on working with Powys Ambulance Service to bring cross border working to fruition, in order to ensure targets were met in the more remote areas of the county. In turn, the

Chairman of the Task and Finish Group expressed his support for the strengthening of the recommendation in light of his concerns for the level of service being provided in the rural areas, and commented that cross border working had been carried out successfully by the Fire Service for some time.

90.4 RESOLVED:

- (a) That a progress report on the Bid for Foundation Trust from the WMAS be requested and added to the Healthy Communities Scrutiny Committee's Work Programme and that the WMAS be recommended to provide an update on Foundation Trust status for the public as soon as possible.
- (b) That a progress report be commissioned on Delayed Patient Discharge together with co-ordinated and appropriate referrals and added to the Scrutiny Committee's Work Programme in November when the Primary Care Trust was also due to report the outcome of the pilot scheme on the Early Supported Patient Discharge Programme.
- (c) That the Scrutiny Committee considers the Communication Strategy, once this was available, to assess whether the introduction of 'Make Ready, and reduction of the Trust's estates in Shropshire constituted a substantial variation or development in service which would require a statutory 3 month consultation.
- (d) That when the Communication Strategy was reviewed, the Committee also request an update on the new NHS Pathways telephone Triage system, due to go live at Tollgate in July and Millennium Point in October, together with progress in rolling out the electronic patient record system which had been trialled in Coventry and Warwickshire. The new system aimed to ensure patients get to the right service first time.
- (e) That the Scrutiny Committee continue to monitor performance and as new systems were progressed, seek further evidence from WMAS on how it planned to achieve its Red 8 minute target for Shropshire County, and, given the concerns raised at this Cabinet meeting, cross border working be actively progressed in order that it can be brought to fruition for the benefit of all patients, particularly in relation to those living in areas in the more rural part of the county where targets were not being met.

91.0 Protecting and Enhancing our Environment Scrutiny Committee – Report of Fuel Poverty and Affordable Warmth Task and Finish Group

- 91.1 The Chairman of the Fuel Poverty and Affordable Warmth Task and Finish Group presented a report – copy attached to the signed minutes – on the conclusions and recommendations arising from their investigations into the issue, with a view to reducing the poverty being experienced in both the private and public sectors and the associated health risks, throughout the county. She indicated that the situation had been exacerbated in the last year as a result of the increase in fuel prices and much of Shropshire being off the national grid, and commended the Group's recommendations to members.

- 91.2 In acknowledging the work of the Group, another member also referred to the millions of homes now falling within the definition of fuel poverty and the initiatives being carried out by bodies such as the Community Council both individually and collaboratively, and urged the Parishes and Local Joint Committees to work together on the issue in order to try and help alleviate the position.
- 91.3 The Portfolio Holder for Economic Growth and Prosperity also thanked the Chairman and the Group for the work carried out by them, and in referring to the recommendations, indicated that some of the proposed measures might be put in place fairly quickly, and highlighted the fact that the public needed to be made aware of the different tariffs available, in order that they might switch providers to secure a better deal for themselves by taking advantage of lower fuel rates
- 91.4 **RESOLVED:**
That the 12 recommendations of the Fuel Poverty and Affordable Warmth Task and Finish Group, as set out in pages 11 and 12 of their report be accepted, subject to any proposal which had cost implications being considered during the Council's budgetary process:

92.0 Safe and Confident Communities Scrutiny Committee – Report of the Adult Social Care Task and Finish Group

- 92.1 The Chairman of the Adult Social Care Task and Finish Group presented a report – copy attached to the signed minutes – on the findings and resulting recommendations from their discussions on the range of options available for supporting vulnerable people to be independent and remain living in their homes for longer, thereby reducing and delaying dependency on Council provided services. In paying tribute to the assistance provided by both officers and members, she explained that the Group had considered the Medium Term Financial Plan for 2012 to 2014, and how the Plan could be achieved for adult social care through focusing on prevention, re-ablement and the wider use of assistive technology. She drew particular attention to the merits of assistive technology and their finding that it should be provided, but also their recognition that for some vulnerable people this service would not be either acceptable or appropriate, and therefore services should still be provided by more traditional means for these people, with everyone being treated according to their own specific needs.
- 92.2 In welcoming the report, several members referred to the importance of using assistive technology in the rural area notably to reduce problems of isolation, the consequential advantages of introducing broadband throughout the county in the near future, and, the availability of funding to deliver the service including the huge savings to be achieved by delivering services in new ways.
- 92.3 **RESOLVED:**
That, the 32 detailed recommendations of the Adult Social Care Task and Finish Group in relation to the following areas, as set out in pages 2 to 4 of their report be accepted:

- Assistive Technology;
- Information and Advice;
- Working with Partners;
- Reablement and Prevention;
- ICT;
- Commissioning;
- Housing and Accommodation;
- Training and Leadership; and
- Monitoring Progress.

93.0 Revenue Monitoring Report – Period 5 2011/12

- 93.1 The Portfolio Holder for Economic Growth and Prosperity presented a report by the Corporate Head of Finance and Commerce and Section 151 Officer – copy attached to the signed minutes – which detailed the revenue forecast for 2011/12 as at Month 5, and identified ongoing management actions to ensure that the year-end position would result in a balanced budget.
- 93.2 During the ensuing discussion a member referred to the potential overspend of £1,557,000 and queried the effectiveness of the actions being taken to balance the budget at the end of the financial year. In reply, the Leader expressed support for the measures being taken and emphasised that the potential overspend was a relatively small sum in comparison to the Council's overall budget. Officers also highlighted that it had been necessary to introduce a spending freeze at this stage in areas where there would be no effect on the delivery of services, with Group Managers carefully managing their budgets to ensure that spending only took place in these fields in exceptional and justifiable circumstances.
- 93.3 **RESOLVED:**
That it be noted that at the end of Month 5 (2nd September 2011) the full year forecast projected a potential overspend of £1,557,000.

94.0 Capital Monitoring Report – Period 5 2011/12

- 94.1 The Portfolio Holder for Economic Growth and Prosperity presented a report by the Corporate Head of Finance and Commerce and Section 151 Officer – copy attached to the signed minutes – on the current position of the Council's 2011/12 to 2015/16 Capital Programme, which took into account the latest monitoring information on the progress of the schemes, any budget increases/decreases and the re-profiling of budgets between 2011/12 and future years. The report also set out the current position in respect to the prudential indicators approved by Council on 24th February 2011.
- 94.2 **RESOLVED:**
(a) That the budget variations to the 2011/12 Capital Programme, totalling £2.3m as included in Appendix 1&3a/Table 1 of the report by the Corporate Head of Finance and Commerce, and the re-profiled 2011/12 capital budget of £81.5m, be approved.

- (b) That the re-profiled capital budgets of £58.5m for 2012/13, £31.1m for 2013/14 and £28.6m for 2014/15 as detailed in Appendix 2 and changes in Appendix 3b of the report by the Corporate Head of Finance and Commerce be approved.
- (c) That the expenditure to date of £25,045,814, representing 30.7% of the revised capital budget for 2011/12, with 42% of the year having elapsed (Appendix 1), be accepted.

95.0 Site Allocations and Management of Development Plan: Policy Directions, Settlement Strategy and Growth Targets

- 95.1 The Portfolio Holder for Economic Growth and Prosperity presented a report by the Corporate Head of Strategic Planning – copy attached to the signed minutes – on the first stage of Preferred Options for the Site Allocations and Management of Development (SAMDev) Plan, in relation to growth in towns, hubs and clusters and preferred policy directions, during which he explained that an amendment was needed to the lists of hubs and clusters, namely the inclusion of Lyneal and Welshampton as clusters, in groups 7 and 8 respectively, and Cockshutt as a hub. A second report which identified Preferred Site Allocations for development in market towns, key centres, hubs and clusters would be submitted to Cabinet in December. Subject to approval, the Preferred Options draft SAMDev Plan would be published for consultation in January 2012 for a period of 12 weeks.
- 95.2 During the ensuing discussion a member referred to the proposed delivery of 27,500 homes in the county between 2006 to 2026 and in commenting that no hubs and clusters had been identified in her area, sought an assurance that some flexibility was built into the Plan to enable further homes to be built should they be required, or if slippage occurred in some areas. In turn the Portfolio Holder referred to the considerable work undertaken to arrive at the target figures for the period up to 2026 and confirmed that there would be opportunities during this time to review the figures included in the Plan. In response to a query from another member, he also confirmed that the Parishes could still come forward, if interested, in becoming a community hub or cluster.
- 95.3 **RESOLVED:**
 - (a) That, subject to the inclusion of Cockshutt in the list of hubs, and Lyneal and Welshampton in the list of clusters in groups 7 and 8 respectively, and to minor amendments and editing, the draft documents and approach for the publication be approved.
 - (b) That, the Corporate Head of Strategic Planning be given delegated authority, in consultation with the Portfolio Holder for Economic Growth and Prosperity to approve the final version of the documents prior to publication for public consultation.

96.0 Community Infrastructure Levy Charging Schedule

96.1 The Portfolio Holder for Economic Growth and Prosperity presented a report by the Corporate Head of Strategic Planning – copy attached to the signed minutes – on the Community Infrastructure Levy which provided local planning authorities with a new means of obtaining contributions from developers. The Levy rates were set by a Charging Authority in its Charging Schedule, following a statutory process of consultation and independent examination. The Portfolio Holder confirmed that following this period of consultation, a Draft Schedule had been published in March 2011 and submitted for independent examination in May 2011. Subsequently the examiner's report published in September 2011 had concluded that the Charging Schedule satisfied all the legislative requirements and recommended that it be approved by Council in accordance with section 213 of the Planning Act 2008.

96.2 During the ensuing discussion a member expressed his continued reservations about the levy rates set for residential development, notably the £80 per square metre in the rural area, compared to the £40 for the urban area. Another member also voiced her concern that the higher level set in the rural area would impact adversely upon the provision of small developments. However, another member welcomed the Levy on the basis that previously very little development had been permitted in the more rural areas of the county, and suggested that the cost would be reflected in land prices. Acknowledging the comments of members, the Portfolio Holder indicated that there would be challenges ahead for all parties arising from the introduction of the levy and that accordingly, the position would be kept under review

96.3 RESOLVED:

That the examiners report be noted and Council be recommended to approve the Charging Schedule at its meeting on 24th November 2011, to become effective from 1st January 2012.

97.0 Destination Shrewsbury Visitor Economy Strategy 2011 to 2016

97.1 The Portfolio Holder for Economic Growth and Prosperity presented a report by the Corporate Director – Places – copy attached to the signed minutes – on the development of the Destination Shrewsbury Strategy which had been commissioned jointly by Shropshire Council and Shrewsbury Town Council, and which set out the key action priorities for Shrewsbury as a visitor destination. The report also highlighted some of the Council's work to support the tourism sector in the rest of the county. The Portfolio Holder drew members attention to the opportunities open to the county to take advantage of its Much Wenlock Olympian heritage in the run up to the Games in London next year.

97.2 During the ensuing discussion several members welcomed the report and referred, amongst other matters, to the need for all groups to work together given that although they might be working on different projects, they all had the same overall goal, and, for the area to be marketed more effectively in order to attract even more visitors to Shrewsbury and the county. Acknowledging the comments, the Portfolio Holder commended the officer

recommendations for approval to enable an Action Plan to be developed with all interested parties in order to ensure full advantage was taken of all the opportunities available both now and in the near future.

97.3 RESOLVED:

- (a) That, the proposed new Strategy for Destination Shrewsbury be approved and formally adopted.
- (b) That authority be given to progress the development of an Action Plan and Marketing Strategy in partnership with appropriate stakeholders.
- (c) That, the progress being made by the Oswestry and North Shropshire Destination Partnership, The Shropshire Hills and Ludlow Destination Partnership and the work of the Shropshire Council tourism team be noted.

98.0 Shrewsbury Vision

98.1 The Portfolio Holder for Economic Growth and Prosperity presented a report by the Corporate Director – copy attached to the signed minutes – on progress made with the work being undertaken on the Shrewsbury Vision and the next steps required to progress it to the delivery stage.

98.2 During the ensuing discussion a member highlighted the importance of maintaining the economic viability of Shrewsbury town centre and for this to be born in mind whilst consideration was given to any proposals for either new, or the expansion of, developments outside the centre, notably in relation to superstores. He also urged caution in respect of the proposals for the development of the riverside to ensure no adverse impact was felt in the town centre. In response the Portfolio Holder acknowledged the concerns raised, indicated that officers were working with him and other councillors on the proposals, and emphasised that any applications would have to be progressed through the formal planning process. He undertook to keep the local members up to date on the issues.

98.3 RESOLVED:

- (a) That, the Shrewsbury Vision Regeneration Framework be approved as a key policy consideration in the Site Allocations and Management of Development document of the Local Development Framework and delivery of the Shrewsbury Place Plan: and, as a key material consideration in determining planning applications within Shrewsbury.
- (b) That agreement be given to develop and deliver the key actions outlined within the Shrewsbury Vision delivery plan which identified key short, medium and long term projects for the town. Early development projects include:
 - Establishing a key stakeholder group to oversee the design and delivery of projects;
 - The development of the Riverside area;

- Transport and environmental improvements around the Chester Street gyratory including better pedestrian links to the Riverside and town centre;
- Investment in the environmental improvements in Pride Hill;
- Developing plans for future development within the West End;
- Developing the visitor economy through the Visitor Economy Strategy and Action Plan; and
- Explore development opportunities within the Frankwell and Abbey Foregate areas.

99.0 Shropshire Council Carbon Management Programme Revenue from Renewable Energy – Council Housing

99.1 The Portfolio Holder for Economic Growth and Prosperity presented a report by the Group Manager for the Environment – copy attached to the signed minutes – on the further opportunity available to the Council to extend its delivery of renewable energy generation under the Carbon Management Programme, to include its own council housing stock. This would increase its revenue stream from renewable energy generation through the Feed in Tariff. In September 2011 the Council's OJEU Tender Notice to procure a framework of installers for solar photovoltaics on Council owned buildings had also included the potential of up to 3,000 Council housing properties. One thousand of these properties had been identified as being included in Phase 1, subject to Cabinet's approval and site surveys and property types. The Portfolio Holder welcomed the proposals particularly given that the tenants of these homes would be able to benefit from a reduction in their fuel bills so reducing the impact of fuel poverty, which had been discussed earlier in the meeting. In response to comments from another member regarding the fact that not all properties would be suitable and able to take part in, and, benefit from the scheme, he indicated that these properties would be looked at to see if assistance might be provided by other ways and means.

99.2 RESOLVED:

That approval be given to the use of prudential borrowing to fund the capital expenditure of an initial value of up to £9 million, which would enable an extension of the Council's delivery of the renewable energy generation programme, to include the installation of solar photovoltaic panels on the Council's own Housing Stock, noting that the funding would draw in net income on an "invest to save" basis allowing the Council to benefit from payments under the Feed-in-Tariff scheme.

100.0 Options Appraisal on the Future Delivery of Culture and Leisure Services in Shropshire

100.1 The Portfolio Holder for Health and Wellbeing presented a report by the Area Director (North) – copy attached to the signed minutes – on the findings of the Service Review carried out by independent consultants, Strategic Leisure, into the various options for transforming the way that Culture and Leisure Services were delivered over the next 3 years within a financially sustainable framework.

100.2 During the discussion a member referred to recent staffing changes in the Arts Service and suggested that as a result, the public were uncertain whom they should now contact within the organisation. In turn the Portfolio Holder indicated that remaining staff were working hard to develop the Service, including their community links, and any outstanding issues should be resolved in the near future.

100.3 RESOLVED:

That, the following be approved and be actioned over the next 12 to 24 months, namely April 2012 to April 2014:

- A. Undertake detailed local discussions with partners and stakeholders regarding the future delivery of Joint-Use leisure centres
- B. Defer consideration of alternative management arrangements for all other cultural services (Arts and Heritage and Libraries) until the Leisure Management contract is awarded, and the outcomes of the various relevant programmes/discussions concerning libraries are clear
- C. Operate the new Shrewsbury Museum and Art Gallery (located in the former Music Hall) for 12-18 months to ensure there is evidence on income and expenditure to inform any future delivery decisions
- D. Review all existing grant aid arrangements to ensure future revenue support is aligned to achieve corporate priorities and that they are VAT efficient
- E. Continue to explore and develop 'local' opportunities for service delivery for existing provision
- F. Continue to operate Shropshire Archives in-house until a decision on whether establishing a Cultural Trust is the way forward has finally been made.
- G. Continue to operate Outdoor Recreation in-house, with the exception of Grounds Maintenance, and progress devolvement of local delivery partnerships until a decision on whether establishing a Cultural Trust is the way forward has finally been made

101.0 Live Life Your Way – Adult Social Care Strategy Report on Consultation Outcomes and Proposed Strategy

101.1 The Portfolio Holder for Health and Wellbeing presented a report by the Group Manager for Assessment and Eligibility – copy attached to the signed minutes – on the outcome of the consultation held with a wide range of stakeholders during the Summer and early Autumn entitled “Live Life – Your Way” into how the Adult Social Care Service should be delivered, what needed to change and what was important to people. The report set out the key messages from the consultation, a summary of the consultation process and outcomes, and the next steps for the Adult Social Care Strategy.

101.2 The consultation had been carried out alongside the work by the Task and Finish Group which had examined the impact of the Adult Social Care Medium Term Financial Plan (2011 to 2014) with specific reference to reablement, prevention and assistive technology. (Minute 92 refers above.)

101.3 RESOLVED:

- (a) That the key messages gathered from the consultation exercise be noted.
- (b) That “Live Life Your Way” – A Strategy for the Future of Adult Social Care in Shropshire be approved.
- (c) That approval be given to the development of the draft implementation plan that would set the future strategic direction of local Adult Social Care provision in the period 2012 – 2014.

102.0 West Midlands Councils – New Constitution

102.1 The Leader presented a report by the Corporate Head of Legal and Democratic Services – copy attached to the signed minutes – on the West Midlands Council’s (WMC) new Constitution approved at its Annual General Meeting on 12th July 2011. The WMC was legally governed by its Constitution which set out its modus operandi as well as how members would share assets and liabilities. It also included the terms under which a member organisation might withdraw from the body. Formal endorsement of the new Constitution was required by all member organisations.

102.2 RESOLVED:

That the new Constitution of the West Midlands Councils as set out in Appendix 1 of the report by the Corporate Head of Legal and Democratic Services be endorsed, and the WMC be advised in writing of this decision.

103.0 Annual Report on Health and Safety Performance for 2010/2011

103.1 The Portfolio Holder for Health and Wellbeing presented a report by the Group Manager for Facilities Management – copy attached to the signed minutes – on the health and safety performance of the Council for the period 2010/2011 together with the key priorities identified for 2011/2012.

103.2 RESOLVED:

- (a) That the contents of the report by the Group Manager for Facilities Management be noted, particularly the following:
 - The good progress made during 2010/2011 on managing health and safety across the Council.
 - The reportable employee accidents to the Health & Safety Executive (HSE) and minor accidents which had reduced compared to last year’s figures.
 - The effective engagement which had occurred between Service Areas and the Health & Safety Team.
 - The Health & Safety Team’s continued maintenance of a good relationship with the HSE; both proactively and in response to involvement regarding specific incidents. The HSE had responded positively to how incidents had been managed.
- (b) That the following key actions for 2011/12 be agreed:

- To embed new consultation and engagement arrangements with Trade Unions and employees as a result of the Council's New Operating Model.
- To roll out the Cardinus e-learning health and safety packages to employees
- Targeted H&S inspections and audits to be undertaken by the Health and Safety Team in higher risk areas and areas where there has been HSE involvement/significant accidents have occurred in last 12 months.
- Review the process, reporting and feedback methods for health and safety audits and inspections to ensure that those involved are clear on their role and responsibilities for actions.
- Scope and develop an Employee Protection Register which can be used across the whole Council to alert staff to potential risky situations and people.
- Review the current specification for the electronic Council's Accident Reporting form for reporting and recording accidents to ensure that any development and proposed outcome is fit for purpose.
- Develop H&S Training Matrix to provide and promote information to managers on mandatory and essential H&S training requirements.
- Senior managers who have responsibilities for health and safety to be provided with health and safety training in light of the Council's New Operating Model.
- Roll out to non-care staff the recently commissioned disengagement training for staff that may come across potentially violent and aggressive situations.

104.0 Creating Conditions for Success: Creating a High Performing Culture Performance Management

104.1 The Portfolio Holder for Service Transformation and Organisational Development presented a report by the Chief Executive – copy attached to the signed minutes – on the detailed work being carried out within the Performance Management element of the Creating Conditions for Success Project on "Creating a High Performance Culture" within Shropshire Council. The project provided employees with a framework which set out what they needed to do, and how they needed to do it, in order to support the Council's aspirations within the new operating model whilst providing excellent customer service within available budgets. The combination of both the outputs and behaviours would be used to measure an employee's performance and they would be rewarded according to the level of their contribution.

104.2 RESOLVED:

That, the developments referred to in the report by the Chief Executive on aspirations and the behaviour framework be noted.

105.0 Exclusion of Press and Public

105.1 RESOLVED:

That, in accordance with the provisions of Schedule 12A of the Local Government Act 1972 and Paragraph 10.2 of the Council's Access to Information Rules, the public and press be excluded during consideration of the following items.

106.0 The Elms/Pear Tree and Holly Flats and The Chippings, Belvidere, Shrewsbury

106.1 The Portfolio Holder for Service Transformation and Organisational Development presented an exempt report by the Group Manager for Facilities Management – copy attached to the signed exempt minutes – on the possible disposal of The Elms and The Chippings, Belvidere, Shrewsbury.

106.2 RESOLVED:

That, subject to an external valuation, The Elms and The Chippings, Belvidere, Shrewsbury be sold either separately or together.

107.0 Changes to Composting Standards and Resulting Impact on Garden Waste Collection Service

107.1 The Portfolio Holder for Economic Growth and Prosperity presented an exempt report by the Corporate Director – Places – copy attached to the signed minutes – on proposals for a service change to the Council's kerbside collection service.

107.2 RESOLVED:

That, the recommendation set out in Option 2, paragraphs 4.2 to 4.5 of the exempt report by the Corporate Director – Places be approved and the Council cease to accept cardboard with garden waste while alternative collection methods are developed, with effect from 28th November 2011.

(The full version of Minutes 106 and 107 constitute exempt information under Category 3 of Paragraph 10.4 of the Council's Access to Information Rules and has accordingly been with-held from publication.)

Signed (Leader)

Date: 16th November 2011