

PUBLIC

MINUTES of a meeting of the **CABINET MEMBER FOR COUNCIL SERVICES**
held on 22 February 2018 at County Hall, Matlock

PRESENT

Cabinet Member – Councillor A Foster

Also in attendance - Councillor S Marshall-Clarke

19/18 **MINUTES RESOLVED** that the minutes of the meeting held on 1 February 2018 be confirmed as a correct record and signed by the Cabinet Member.

20/18 **ESTABLISHMENT OF NEW POSITIONS – PROPERTY DIVISION ESTATES VALUATION** Providing annual asset valuations of the Council's land and property holdings was a statutory accountancy requirement. Following events this year that highlighted the unsustainability of the current delivery model due to lack of resilience, it was apparent that the Council was at significant risk of failure to meet its statutory duty if the existing officer carrying out the majority of the valuations was to leave, or experience a change of circumstance. Failure to complete asset valuations effectively would result in the ability for the Council to close its accounts. In addition to current requirements there was a forthcoming requirement in 2019-20 to provide asset valuations on Leased-Out properties.

This year the Council's accounts were not closed at the expected time due to concerns raised by external auditors KPMG over technical and data issues regarding the asset valuations that were produced. As a result internal auditors carried out a rigorous audit of a sample of 25 assets, and corrective action for future delivery was now being incorporated into the process.

In January 2018, Cabinet approved a growth bid of £346,000 to permanently provide the additional resources required in the Corporate Property Asset Valuations team. Two additional posts of Senior Valuer and two fixed posts of Asset Technician, had recently been agreed under officers' delegated authority, to assist with meeting the current workload. However, Cabinet Member approval was now required to approve two further posts in the Estates team of Principal Valuer, Grade 13 and Asset Valuer Technician, Grade 8.

RESOLVED to approve the establishment of the new posts of Principal Asset Valuer Grade 13 and Asset Valuer Technician Grade 8, as detailed in the report.

21/18 SENIOR LEADERSHIP DEVELOPMENT FRAMEWORK AND PROGRAMME

(The Cabinet Member agreed to consider this report as an urgent item to ensure that timescales agreed by Cabinet were met and allow the work to commence in Spring) In supporting the future direction of the Council and the extent of anticipated change over the next few years, it was clear that different ways of working, different roles, leadership styles and competencies would be necessary to achieve the Council's goals.

It was proposed that a Leadership Development Framework and Programme was introduced in response to these changing requirements, which would ensure the Council's senior managers were equipped to lead the Council through this period of change.

There was a requirement to procure a supplier to support the Council in the delivery of a Senior Leadership Development Framework and Programme. In order to reduce the delivery time, encourage competition and establish a compliant procurement process, it was proposed that the most appropriate route to market was to use the Framework, which included a framework for HR Consultancy (Lot 3). This Framework was compliant with EU procurement regulations and was open to all local authorities.

Key requirements to be detailed in the tender specification were:

- to work with Cabinet, CMT and HR to develop a Leadership Competency Framework bespoke to the Council;
- to provide leadership development for Cabinet Members.
- to assess individuals within the cohort of senior managers against the Leadership Framework, provide individual personal feedback and produce a detailed Report for Cabinet/CMT to identify Leadership capability, skills gaps and how best to address these;
- to deliver a leadership development programme for Tiers 1 and 2; and
- to ensure knowledge transfer was provided to HR, so that any further rollout that may be agreed for a Development Programme for other managers across the Council could be carried out in house.

RESOLVED that approval be given, under Protocol 2A of the Council's Financial Regulations, to use the Local Government Resourcing Partnership (LGRP) Framework (Lot 3 – HR Consultancy) to procure a supplier to support the Council with the delivery of a Senior Leadership Development Framework and Programme. The duration of the contract will be up to 12 months.

22/18 EXCLUSION OF THE PUBLIC RESOLVED to exclude the public from the meeting during the consideration of the remaining items on the agenda to avoid the disclosure of exempt or confidential information

SUMMARY OF PROCEEDINGS CONDUCTED AFTER THE PUBLIC WERE EXCLUDED FROM THE MEETING

1. To confirm the exempt minutes of the meeting held on 1 February 2018.
2. To consider the exempt reports of the Strategic Director Commissioning, Communities and Policy on:-
 - (a) Land at Waterswallows Road, Buxton
 - (b) Highway Rights at Mooracre Lane, Bolsover
 - (c) Lease of Industrial premises at Heanor
 - (d) Lease of two units at Holmewood Business Park
 - (e) Former Red House Family Support Centre, Alfreton
 - (f) Former Grange Primary School playing field, Long Eaton
 - (g) Cromwell House, Chapel-en-le-Frith
 - (h) Extension of contract for the purchase of a Server Cloud Enrolment Enterprise Licence Agreement(contains information relating to any individual; information relating to the financial or business affairs of any particular person (including the Authority holding that information); and information relating to labour relations matters)