

EXECUTIVE CABINET

15 December 2021

Commenced: 1 40pm

Terminated: 2.10pm

Present: Councillors Warrington (Chair), Bray, Fairfoull, Feeley, Gwynne, Ryan and Wills

In Attendance:

Ashwin Ramachandra	Co-Chair, Tameside & Glossop CCG
Steven Pleasant	Chief Executive & Accountable Officer
Sandra Stewart	Director of Governance & Pensions
Kathy Roe	Director of Finance
Ian Saxon	Director of Place
Steph Butterworth	Director of Adult Services
Debbie Watson	Interim Director of Public Health
Emma Varnam	Assistant Director, Operations and Neighbourhoods

Apologies for absence: Councillors Cooney and Kitchen who participated in the meeting virtually.

96. DECLARATIONS OF INTEREST

There were no declarations of interest submitted by Cabinet members.

97. MINUTES OF EXECUTIVE CABINET

RESOLVED

That the Minutes of the meeting of the Executive Cabinet meeting held on 24 November 2021 be approved as a correct record with the addition of Councillor Fairfoull to the list of persons present.

98. MINUTES OF STRATEGIC COMMISSIONING BOARD

RESOLVED

That the Minutes of the meeting of the Strategic Commissioning Board held on 24 November 2021 be noted.

99. MINUTES OF EXECUTIVE BOARD

RESOLVED

That the Minutes of the meetings of Executive Board held on: 10 November 2021 and 1 December 2021, be noted.

100. CONSOLIDATED 2021/22 REVENUE MONITORING STATEMENT AT 31 OCTOBER 2021

Consideration was given to a report of the Executive Member, Finance and Economic Growth / Lead Clinical GP / Director of Finance. The report detailed actual expenditure to 31 October 2021 (Month 7) and forecasts to 31 March 2022 for the Council and 31 October 2021 for the CCG.

It was reported that, overall, the Council was facing a total forecast overspend of £1.579m for the year ending 31 March 2022. A substantial majority of the forecast related to ongoing demand

pressures in Children's Social Care.

The forecast outturn on Council Budgets had improved by 348k since Month 6, mainly due a reduction in external placement costs in Children's Social Care. There were some other smaller movements relating to the release of contingency budget and reduced income compensation grant for sales, fees and charges losses.

The CCG did not currently have H2 (October 2021 to March 2022) budgets in place. Detailed planning for H2 had been underway at both a CCG and Greater Manchester level since publication of the guidance. But formal approval of plans was not due until after publication of the M7 budget monitoring report. Allocations for H2 were expected by the end of November.

The Trust had submitted a breakeven financial plan for H2 (October 2021 to March 2022) which was in line with national guidance, and was forecasting break even for the year in line with the plan.

RESOLVED

That the forecast outturn position and associated risks for 2021/22 as set out in Appendix 1 to the report, be noted.

101. SAVINGS DELIVERY 2021/22

The Executive Member, Finance and Economic Growth / Director of Finance submitted a report providing Members with an update on the savings monitoring exercise for delivery of 2021/22 savings, and highlights any risks or delays to delivery.

It was reported that progress on the delivery of proposed savings as part of the 2021/22 budget process was being monitored on a monthly basis, with a proportion of schemes reviewed in detail at different points during the year. All directorates completed an implementation template as part of their original proposals.

Appendix1 to the report provided further detail on the current status of savings to be delivered during 2021. Key messages were as follows:

- Since the update to Board in September, the position on savings delivery had improved across the Council. Delivery of planned savings remained at risk in some areas however there had been a significant increase in mitigating savings to offset non-delivery of original plans;
- Overall the total forecast savings to be delivered in 2021/22 had increased to £9.166m, which exceeded the original target by £0.230m. The value of savings rated red or amber had also reduced since September, and the level of mitigating savings had increased; and
- It was noted that most of the mitigating savings were one-off in nature (£1.311m) with only £0.138m of mitigations expected to continue into 22/23. Of the £3.569m of savings currently rated red or amber, £3.156m was currently forecast to deliver in 22/23, meaning that the balance of £0.413m would need to be found from other savings.

RESOLVED

That the progress report and risk areas for delivery in 2021/22 and future years savings, be noted.

102. COUNCIL TAX BASE 2022/23

Consideration was given to a report of the Executive Member, Finance and Economic Growth / Assistant Director, Exchequer Services, explaining that the law required that the calculation of the Council Tax base for tax setting must be made between 1 December and 31 January. The Calculated Tax Base was used to estimate the value of Council tax income.

It was reported that the calculation of the authority tax base for Council Tax setting purposes gave

an estimated Band D equivalent of 65,263.9 properties. There were no Ministry of Defence properties in Tameside. An estimated collection rate of 97% gave a Council Tax base of 63,306.0.

The calculation of the Mossley Parish tax base for Council Tax setting purposes gave an estimated Band D equivalent of 3,540.5 properties. There were no Ministry of Defence properties in Mossley. An estimated collection rate of 97% gave a Council Tax base of 3,434.3.

RESOLVED

It be agreed that, pursuant to the figures set out in the report of the Assistant Director of Exchequer Services, and the Local Authorities (Calculation of Council Tax Base) (England) Regulations 2012:

- 1. the amount calculated by Tameside Metropolitan Borough Council as its Council Tax base for the year 2022/2023 shall be 63,306.0; and**
- 2. the amount calculated by Tameside Metropolitan Borough Council as the tax base for the Town Council of Mossley for the year 2022/2023 shall be 3,434.3**

103. KICKSTART SCHEME

A report was submitted by the Executive Leader / Assistant Director, People and Workforce Development setting out the opportunities for the Kickstart Scheme in Tameside from both an internal and external perspective.

It was explained that the Kickstart Scheme provided funding to employers to create new 6-month job placements for young people aged 16 to 24 who were claiming Universal Credit (UC) and were at risk of long-term unemployment. The scheme was announced in July 2020 as part of the government's Plan for Jobs and aimed to create thousands of new, fully funded jobs across England, Scotland and Wales. Kickstarts placements could commence at any point up until 31 March 2022, therefore meaning that the maximum end date of the scheme was 30 September 2022, with £2bn of the Plan for Jobs fund committed specifically to Kickstart.

Members were advised that all opportunities were required to be submitted to DWP who then liaised with JCP Work Coaches to match potential candidates to roles. Communication took place between DWP and the applying organisation via the online government Kickstart platform. The platform supported messages sent between the two organisations. When the JCP coaches alerted the DWP to a job role match, the DWP informed the Council who could then facilitate interviews for the roles.

The required element of employability skills training could be supported by Workforce Development; Tameside Adult Community Education (ACE), through courses such as Essential Digital Skills for Work; or other partners including Skills Support for the Workforce, delivered by the Growth Company.

The role holders would be treated as employees and would be subject to monthly probationary meetings in order to identify their areas of strength and any areas of improvement. The employees would be inducted through normal processes and be offered all relevant training.

Members were further advised that to support the Kickstarters, specific cohort workplace/team mentors were identified to support the individual within their placement. This support was in addition to the formal management arrangements to ensure the cohort had the best chance of success in their role and ability to secure future employment.

The scheme provided opportunities for candidates to gain employment in an entry level position for 6 months. Through these experiences, the employees would gain valuable skills which they could use to apply for internal roles within the organisation including apprenticeships, upon completion of their six month term. The scheme provided the organisation with the possibility to further support care leavers who met the criteria by signposting them to Kickstart roles which they could apply for via the JCP.

RESOLVED

It be agreed that:

- (i) The Kickstart initiative be implemented in the organisation; and**
- (ii) In doing so, a number of opportunities are identified from different directorates which can be offered for the Kickstart Scheme.**

104. IMPLEMENTATION OF A 2021 MODEL PAY POLICY FOR BOTH SCHOOL BASED AND CENTRALLY BASED TEACHING STAFF

Consideration was given to a report of the Executive Leader / Executive Member for Lifelong Learning, Equalities, Culture and Heritage / Assistant Director for People and Workforce Development, outlining the statutory changes to the School Teachers Pay and Conditions Documents (STPCD) 2021.

It was reported that there was a consolidated award of £250 to all teachers whose full-time equivalent basic earnings (excluding allowances) were less than £24,000. Further, there was an advisory 6-point pay range reintroduced on the Unqualified Teacher (UNQ) Pay Range 2021.

It was explained that the changes to the STPCD included a reduction of 1 day, 195 days to 194 days and a reduction in hours from 1265 hours to 1258.5 hours that teachers (FTE) must be available to work as a result of the additional Bank Holiday on Friday 3 June 2022. In addition, the updated STPCD 2021 incorporated statutory induction changes for Early Career Teachers (ECT). It was further explained that ECTs were not negatively affected by the extension of the induction period from one to two years and outlining that this change did not prevent a school from awarding pay progression to ECTs at the end of the first year.

It was reported that the changes also introduced flexibilities around TLR3 payments for tutoring which was part of the education catch up programme to address learning disruption as a result of the pandemic.

RESOLVED

It be agreed that:

- (i) The Council implements the Model Pay Policy 2021 as detailed in Appendix 1 to the report, for all centrally based teaching staff employed within the Education Service;**
- (ii) The Council recommends the Model Pay Policy 2021 as detailed in Appendix 1 to the report, for adoption by all Governing Bodies of community, voluntary controlled and voluntary aided schools within the Borough, and that it applies to all teaching staff employed within these schools;**
- (iii) The Council implements the national recommended changes with effect from 1 September 2021, which are:**
 - A consolidated award of £250 is awarded to all teachers whose full-time equivalent basic earnings (excluding allowances) are less than £24,000;**
 - Advisory pay points are reintroduced on the Unqualified Teacher (UNQ) Pay Range 2021, which include the £250 consolidated award on the bottom three pay points, UNQ1-UNQ3 pay points;**
 - A reduction of 1 day from 195 to 194 that teachers (FTE) must be available to work as a result of the additional Bank Holiday on Friday 3 June 2022 to mark the Queen's Platinum Jubilee;**
 - Incorporate the statutory induction changes for Early Career Teachers (ECTs); and**
 - Introduce flexibilities around TLR3 payments for tutoring which is part of the education catch up programme to address learning disruption as a result of the pandemic.**

105. APPROVAL & IMPLEMENTATION OF REVISED WASTE STRATEGY AND ENFORCEMENT POLICY

Consideration was given to a report of the Executive Member for Neighbourhoods, Community Safety and Environment / Director of Place, providing details on the operational outcomes of the 3 weekly waste collections of the blue and black bins in the trial areas of Ridge Hill, Stalybridge, Central Hyde and Haughton Green, Denton. The report also provided a summary of the responses received from the survey that had taken place around the 3 weekly trial and the Waste Strategy and Enforcement Policy.

It was reported that it was clear from the trial of the 3 weekly collections, that operationally the collection system could work and had not had any negative impacts to the collection system.

It was explained that a full consultation process had taken place and whilst 70% of the comments made in the policy consultation were wholly negative; in the pilot area consultation, only one third of the comments made were wholly negative. So there was less negative feedback from households in the pilot area, who have lived experience of the changes, than from those who had fed back on the proposals but who had not been involved in the trial.

The report detailed the approach of changing the collection frequency of the bin to provide the efficient use of resources was being used across other GM authorities. Collection frequencies had been changed in other GM authorities and this had shown to work in those areas.

Members were advised that alternative options for further savings and efficiencies had been considered and disregarded in favour of the model that was trialled during August 2021 and October 2021 as they featured more disadvantages and operational challenges than advantages. Mitigation remained in place for exceptional circumstances and large families. Exemptions for charging for the wheeled bins had been considered and included in the Waste Strategy and Enforcement Policy; this included the concerns around stolen bins.

It was stated that a detailed approach to communications covering both a strategic and operational approach had been considered and would accompany any future potential changes.

Since 2010, funding from central government to local government had on average reduced by half in real terms. At the same time, the Council had faced growing cost pressures from increasing demand for services and rising costs. In the last seven years alone the Strategic Commission had needed to find budget savings of £171 million to balance the books.

The Council faced a significant budget gap beyond 2021/22, and this budget gap would increase if planned reductions in spending were not delivered in 2021/22. The Council must ensure a relentless focus on delivery of savings, both in 2021/22 and planned for 2022/23, to have any chance of closing the gap in future years. Budgets had been balanced through the use of reserves over the last few years, to provide services with the time to improve, but this was not sustainable in the long run and the Council needed to ensure robust and transparent management of these services to ensure the delivery of the improvement plans and transformation.

RESOLVED

That the updated Waste Strategy and Enforcement Policy be approved (as attached at Appendix 7 to the report) with effect from 31 January 2022, including;

- (i) Changes in frequency of Blue and Black bin collection from 2 weekly to 3 weekly;**
- (ii) The extension of charging for new and replacement brown, blue and black wheeled bins; and**
- (iii) Exceptional circumstances (bin capacity) and exemptions (charging) policies to assist those in specific need or circumstances.**

106. CLIMATE CHANGE AND ENVIRONMENT STRATEGY

Consideration was given to a report of the Executive Member for Neighbourhoods, community Safety and Environment / Director of Place / Assistant Director of Strategic Property giving details of the Climate Change and Environment Strategy 2021-2026 and provided a framework to determine actions in response to climate emergency.

Members were advised that the strategy was the product of cooperation between departments within Tameside Council. Through public engagement and other forums, guidance from local people had been sought and work had taken place regionally with colleagues in partner organisations to develop a workable document and a framework for an effective action plan.

It was explained that the five focal points of the Strategy were, Greenspace & Biodiversity, Homes Workspaces & Council Buildings, Influencing Others, Reducing Consumption & Producing Sustainably and Travel & Transport.

The Environment & Climate Emergency Working Group (ECEWG) was positioned to maintain and oversee the resultant action plans, with assistance from affiliated task-groups to oversee each of the five thematic areas. A task group comprising of elected members and specialist officers would monitor and manage progress and report back to ECEWG in relation to the contribution to net carbon reduction. An annual report will be produced to demonstrate progress towards carbon neutrality.

AGREED

- (i) That the draft Climate Change and Environment Strategy 2021-2026 as attached at appendix 1 to the report, be approved and adopted;**
- (ii) That the draft Action Plans at appendices 2- 6 to the report be approved, noting that new initiatives which have budget implications will be the subject of separate reports to Executive Cabinet at the appropriate time; and**
- (iii) That a culture of carbon literacy be approved, backed by a programme of carbon literacy training.**

107. URGENT ITEMS

The Chair reported that there were no urgent items for consideration at this meeting.

CHAIR