

Minutes of the County Council Meeting held on 13 December 2018

Present:

Attendance		
Ben Adams	Gill Heath	Kyle Robinson
Charlotte Atkins	Phil Hewitt	David Smith
Philip Atkins, OBE	Jill Hood	Paul Snape
Ann Beech	Syed Hussain	Bob Spencer
David Brookes	Keith James	Mike Sutherland
Gill Burnett	Julia Jessel	Mark Sutton
Ron Clarke	Trevor Johnson	Stephen Sweeney
Tina Clements	Bryan Jones	Simon Tagg
Maureen Compton	Dave Jones	Martyn Tittley
Mike Davies	Jason Jones	Carolyn Trowbridge
Derek Davis, OBE	Ian Lawson	Ross Ward
Mark Deaville	Alastair Little	Alan White
Alan Dudson	Johnny McMahon	Philip White
Janet Eagland	Paul Northcott	Conor Wileman
Ann Edgeller	Jeremy Oates	Bernard Williams
Helen Fisher	Ian Parry	David Williams
Keith Flunder	Kath Perry	Victoria Wilson
John Francis	Jeremy Pert	Mark Winnington
Colin Greatorex	Bernard Peters	Susan Woodward
Michael Greatorex	Jonathan Price	

Apologies for absence: Natasha Pullen

PART ONE

35. Declarations of Interest under Standing Order 16

The following Member declared an interest in accordance with Standing Order 16.5:-

Member	Minute Nos.	Interest	Reason
Mark Winnington	38	Personal	Non-Executive Director of NEXUS

36. Confirmation of the minutes of the Council meeting held on 11 October 2018

RESOLVED – That the minutes of the meeting held on 11 October 2018 be confirmed and signed by the Chairman.

37. Chairman's Correspondence

Former County Councillor George Stanley Eyre

The Council were informed of the death on 30 October 2018 of former County Councillor George Stanley Eyre who represented the Churnet Valley (Staffordshire Moorlands) County Electoral Division between 1997 and 2001.

During his membership of the County Council, Mr Eyre served on a number of the Council's Committees including the Cultural and Recreational Services Group Committee, Development Services Group Committee, Highways and Transportation Committee, Economic and European Affairs Committee, Public Transport User Forum (North), Countryside Service Committee, Arts and Heritage Services Committee, Library Services Committee, Cultural and Recreational Services Scrutiny Committee, Planning and Economic Development Committee and the Development Services Scrutiny Committee.

Mr Atkins, Mrs Atkins and Mr Derek Davis paid tribute to the contribution Mr Eyre had made during the time he served on the County Council, following which Members observed a one minute's silence in his memory.

38. Statement of the Leader of the Council

The Leader of the Council presented a Statement outlining his recent work since the previous meeting of the Council.

Quarter 2 2018/19 Integrated Performance Report

(Paragraph 1 of the Statement)

Mrs Woodward indicated that she had concerns around some of the MTFS proposals being put forward by the Cabinet and that, although she recognised that the need to make reductions in the Council's expenditure was not of the Council's making, she would be submitting some alternative proposals to the MTFS Working Group to make the case for changes before the final proposals were considered by Full Council in February 2019. In response, Mr Atkins referred to the Chancellors Autumn Statement including the announcement of additional funding for Health and Social Care. He also referred to the need for the Council to balance its budget and to the lobbying which was taking place with Central Government in relation to the Comprehensive Spending Review, Fairer Funding, and the need for an equitable split in the funding to County and District/Borough Councils. He also mentioned that the County Council had been accepted for the Business Rates Pilot and that this would provide some additional funding in 2019/20.

Pan Staffordshire Approach to Children and Young People's Emotional Wellbeing and Mental Health

(Paragraph 3 of the Statement)

Mrs Atkins enquired as to what early intervention initiatives had been tried in Staffordshire Schools and what had been the outcome. In response, Mr Sutton

indicated that the County Council was working closely with Stoke-on-Trent City Council and the six Clinical Commissioning Groups in the County to develop a unified approach to tackling mental health and wellbeing. This approach would recognise that Children's and Young People's Emotional Wellbeing and Mental Health was a priority, have a collaborative commissioning arrangement, ensure that all commissioning decisions are informed by a robust assessment and would be transparent about what local services were invested in. He also referred to the important roll which parents and carers could play in ensuring the mental health and wellbeing of young people in their care. He added that officers had engaged with a number of the County's schools and that the learning from this would be rolled out. He also added that trailblazer applications under the Government's Green Paper had been submitted by the Council and its partners and that a decision on these was awaited.

Mrs Woodward referred to the call-in of the Cabinet's decision on Pan Staffordshire Approach to Children and Young People's Emotional Wellbeing and Mental Health and asked that the Cabinet Member forward to all Members of the Corporate Review Committee the detailed information he said that he would supply. Both Mrs Woodward and Mr Clarke expressed concern that the work on this issue which had been undertaken by the All Party Member Group (APMG), and their recommendations thereon, was largely ignored, and that they hope that the Cabinet Member would address this issue in order that schools became central to the development of the strategy.

Mr Adams and Mr Wileman indicated that they welcomed the proposed approach to addressing mental health issues in young people and paid tribute to the staff involved in delivering the service. Mr Wileman also enquired as to how the approach dovetailed with the trailblazers scheme, whether it would run across all districts and how the funding would be allocated.

Mr Philip White also paid tribute to the work going on in five schools in Tamworth to provide early help to young people in relation to mental health and wellbeing and that he hoped that other schools would follow suit.

Mr McMahon indicated that the Healthy Staffordshire Select Committee was to invite the Cabinet Member back to the Committee, along with partners in the Health Sector, to look at this issue again in more detail.

Mrs Edgeller referred to the responsibilities of Members in relation to their role as Corporate Parents and she also encouraged them to find out what was happening in their local schools to help children with mental issues. She added that the County Council had also recently signed up to the Suicide Charter.

Mr Flunder and Mr Bryan Jones also referred to the work of the APMG and indicated that their review had concluded with 31 recommendations being made, eight of which had been incorporated in the strategy.

Mr Atkins responded by thanking Members for their contributions to the debate and undertook to take on board the comments which they had made.

Budget

(Paragraph 4 of the Statement)

Mr Colin Greatorex referred to the lobbying taking place to address the issue of funding care for an aging population and enquired as to whether this lobbying had been effective. Mr Dave Jones referred to the delay in publishing the adult social care Green Paper which had resulted in Councils being placed at financial risk and enquired as to whether it was likely to be published before Christmas. Mrs Woodward added that there was a need to continue to put pressure on Central Government with regard to finding a long-term solution to the issue of funding adult social care. In response, Mr Parry indicated that he did not consider lobbying to be a realistic strategy and what was needed was more time to reform local government. Mr Atkins added that there was a lot which could be achieved by working with partners on the prevention agenda. He also stressed the need for enhanced two-tier working rather than a structural reform and also for an adult debate on the funding of adult social care.

Highways Investment

(Paragraph 5 of the Statement)

Mr Robinson indicated that he was pleased to hear the recent Government announcement that Councils were to receive additional funding towards highway maintenance and asked the Cabinet Member for Highways and Transport as to whether she felt that the County Council was receiving its fair share of such funding in comparison with other local authorities. He also enquired as to whether local Members would have a say in how these additional monies were spent. In response, Mrs Fisher indicated that the additional funding was calculated on the basis to the total road length per Council and that she would give consideration to his request as to local members having a say in how these additional monies were spent.

Mrs Jessel and Mr Wilemen referred to the expenditure on highway maintenance and the recent improvements which they had seen to roads in East Staffordshire. They also referred to areas within the district where maintenance works were still required. Mr Smith commended the work of the Cabinet Member for Highways and Transport in addressing Members' concerns and complaints on highway maintenance issues. He also spoke about the need for the County Council to work with District/Borough Councils regarding the provision of infrastructure to support the development of local housing schemes. In response, Mrs Fisher indicated that she was happy to work with local members to address highways issues within their area.

Winter Pressures

(Paragraph 6 of the Statement)

Mrs Atkins stated that she very much welcomed the Leader's call for an adult debate on social care but expressed concern at the current shortfall in the funding for such care in Staffordshire. She asked about the current level of deficit and whether the recent announcement of additional funding would address this. In response, Mr Alan White indicated that there was still a deficit and that this was a national issue, not just a local one, which required a sustainable solution.

Mr Adams spoke about the need to ensure that the money was spent wisely by, for example, enabling people to be cared for within their own homes rather than being taken into hospital. Mr Alan White added that a good example of the Council's measures of success was the number of people the Council were enabling to be kept out of hospital. He indicated that the Council, and its partners in the health sector were in a much better position this year to address winter pressures that it had been in previous years and that delayed transfers of care were at a low level.

Allied Healthcare

(Paragraph 8 of the Statement)

Mr Robinson praised the Cabinet Member for the Council's swift response in arranging the transfer of care following concerns over the stability of Allied Healthcare and enquired as to whether other providers were likely to face similar financial difficulties. In response, Mr Alan White and Mr Deaville expressed their thanks to all those members of staff who had worked over the course of a weekend to ensure the smooth transition from Allied Healthcare to an alternative provider. Mr White also indicated that the Council did not have a crystal ball to enable them to see into the future with regard to the financial stability of those companies providing care.

Mrs Woodward also asked that the Council's thanks be extended to those other care agencies across the County who provide care for old and disabled residents within Staffordshire for the valuable work they do. She also spoke about the need to promote the role of those employed within the care sector in order that their work is more highly valued.

Jobs and Growth

(Paragraph 9 of the Statement)

Mrs Atkins enquired as to whether the County Council had any contract with Interserve and whether the company's collapse had any implications for jobs in Staffordshire. Mr Smith also made reference to the valuable contributions made by the Universities within Staffordshire in equipping people with the skills employers required. In response, Mr Atkins indicated that he agreed that it was important that the workforce was equipped with the right skills and he added that "digital" was the way forward and that the County Council was working closely with the Universities and colleges in this respect.

2018

(Paragraph 10 of the Statement)

Mr Brookes welcomed the news that, in Staffordshire, the average full time weekly gross wage had increased to £551. He also paid tribute to JCB for the memorial they had created to mark the centenary of the end of the First World War and he expressed the hope that the Town Council in Uttoxeter would find a suitable location for the memorial's permanent display. He, along with Mr Deaville, also paid tribute to the residents of Uttoxeter for their forbearance during the construction works along the A50. Mr Clarke added that although he welcomed the news about the average full time weekly gross wage, it should be noted that there were still people employed on zero hour contracts or on low wages, many of whom had to resort to the use of foodbanks.

Mrs Jessel referred to recent developments in East Staffordshire including the recent opening of the John Taylor Free School and the Branston Locks development and the extension of High Speed Broadband to the village of Dunstall. In response, Mr Winnington thanked Mrs Jessel for her comments and indicated that 96% of properties in Staffordshire would be able to access Superfast Broadband by the end of the year.

Mr Sweeney referred to the opening of Castle House which provided residents of Newcastle-under-Lyme with a one stop shop of Children and Family services as well as the Library, Registrars, Trading Standards, Newcastle-under-Lyme Borough Council and Staffordshire Police.

Mr Robinson highlighted the recent investment at Kidsgrove Railway Station and paid tribute to those who were involved in the campaign to secure the necessary investment and also to officers from the County Council who had been involved in the negotiations with Network Rail.

Mr Sutton referred to the work undertaken at Four Ashes by the County Council, in partnership with South Staffordshire Council and the Local Enterprise Partnership, to enable Spanish automotive supplier Gestamp to relocate from its former site in Cannock and thus safeguarding jobs in the County.

Mr Snape highlighted a number of developments which had recently taken place in the Cannock Chase District including the commencement of work on the new Mill Green development which would create approximately 1,200 new jobs; government funding for the electrification of the railway line and improvements to rail services; the proposed new Poppyfield Primary Academy in Pye Green which is due to open its doors to nursery and reception children in September 2019; and the proposed redevelopment of the Power Station site in Rugeley. Mr Hewitt added that that the area was also in receipt of a £416,000 Lottery grant to be spent partly on working with community groups on improving health and wellbeing. Mr Bryan Jones also referred to the large housing developments taking place in Hednesford.

Mrs Trowbridge and Mr Parry referred to how Stafford was becoming the “engine house” for industry and technology, recognised around the world, with developments including Redhill.

Mr Atkins thanked Members for their comments and indicated that these showed the many achievements in the County despite the financial challenges currently facing the County Council. He also referred to the level of unemployment in the County, which was lower than both the national and regional rates; the important role played by the three Universities within the County; how having the right infrastructure in place was key to promoting economic growth.

RESOLVED – That the Statement of the Leader of the Council be received.

39. Notices of Motion

(a) Mrs Atkins moved, and Mr Dave Jones seconded, the following motion:

“In view of the level of public concern and the impact of the Autumn Budget, this Council urges the Cabinet to reconsider their decision to end funding for school crossing patrols.”

Mrs Atkins indicated that thousands of people had signed petitions asking the Council to think again in respect of the Cabinet’s proposals to remove School Crossing Patrols. She also stated that there was a high level of public concern about the removal of the Patrols and that such an action would put children’s lives at risk. She added that schools did not have huge resources to enable them to meet the cost of providing the Patrols and that community groups were unlikely to have the appetite or funding to take on board responsibility for the provision of the Patrols. She concluded by indicating that it was vital that the Cabinet reconsiders its proposals.

Mrs Fisher moved, and Mr Wileman seconded the following amendment:

To delete all of the words after “in view of” and replace them with “concerns and in anticipation of the local government settlement, this Council encourages people to take part in the ongoing consultation on school crossing patrols and for Cabinet to take into consideration the results of that consultation when they make their decision.”

Mrs Fisher indicated that the original motion implied that a decision to remove School Crossing Patrols had been taken and that this was not the case. She also expressed the view that the motion would deter people from participating in the public consultation which was currently taking place. Mr Wileman added that he would encourage all Members to get involved in this consultation.

Mr Robinson indicated that he was opposed to the removal of School Crossing Patrols and that the suggestions that Parish Council’s or community groups would step-in to provide the service was unrealistic, particularly in those areas of the County which were not “parished”.

Mr Atkins moved that the question be put. The Chairman indicated that before doing so he would allow Mr Dave Jones, as seconder of the original motion, to speak; allow Mrs Fisher to respond; and then give Mrs Atkins the right of reply.

Mr Jones indicated that in his view the removal of school crossing patrols would put children’s lives at risk and that he could not support the amendment to the motion proposed by Mrs Fisher. In response, Mrs Fisher stated that the Council recognised what a fantastic job those providing school crossing patrols did and she encouraged people to take part in the consultation and that, to date, nearly 400 responses had been received. She reiterated that no decision on the future of School Crossing Patrols had been taken.

Mrs Atkins indicated that there was real public concern about the implications of removing School Crossing Patrols and that it was unlikely that community groups/volunteers would take on the role.

Following a vote the amendment was agreed and became the substantive motion.

RESOLVED – In view of concerns and in anticipation of the local government settlement, this Council encourages people to take part in the ongoing consultation on school crossing patrols and for Cabinet to take into consideration the results of that consultation when they make their decision.

(b) Mr Atkins moved, and Bryan Jones seconded, the following motion:

“This Council uses its influence with partners in the public and private sectors to improve opportunities for those who are care leavers in employment and training, so when they leave our care they have the same opportunities and aspirations as other young people, and also to help those who are workless who need help in returning to work.”

Mr Atkins indicated that as a major employer in Staffordshire, the County Council already provided a range of opportunities for care leavers including the “open door” scheme which recently celebrated its thousandth person into employment. He added that more could be done to encourage other organisations in both the public and private sectors to improve opportunities for care leavers.

Mrs Woodward indicated that she supported the motion and moved that the question be put.

Following a vote, it was:

RESOLVED – This Council uses its influence with partners in the public and private sectors to improve opportunities for those who are care leavers in employment and training, so when they leave our care they have the same opportunities and aspirations as other young people, and also to help those who are workless who need help in returning to work.

40. Recommendations to the Council

(a) Changes to the Constitution - All Party Working Groups

The Council were informed the County Council’s Constitution required amendment to reflect changes to Council structures, ensuring alignment with the priorities and ambitions of the Administration. The proposed changes included the establishment of All Party Working Groups (APWGs) – (previously 4 All Party Member Groups), which would continue to be tasked with providing a forum to drive the debate and overview around the medium to long term issues that affect the communities of Staffordshire and how public services, working with the private and voluntary and community sector, could plan for and address these issues. It was the intention that there would be two All Party Working Groups, taking an even more rigorous focus on developing new ideas and solutions to key challenges. The investigations would be driven by community and digital first thinking, draw further on community perspectives and Elected Member’s key role to help shape policy and reform of public services.

Mrs Woodward indicated that she did not support the proposal as the Leader of the Council had failed to consult her, as Leader of the Opposition, on the matter She also

expressed the view that the value of the All Party Member Groups had not been proven; and that the proposals could change the nature of the relationship with the Select Committees and that more discussion was needed on this.

Mr McMahon stated that that, unlike Mrs Woodward, he did not see the proposals as preventing Select Committees from undertaking an overview function. He also suggested that it was important that in undertaking their work on policy development APWGs should be requested to consider the “health implications” of any proposals.

Following a vote, it was:

RESOLVED – (a) That, following on from the Audit and Standards Committee’s consideration and approval, the proposed amendments to the Constitution, as outlined below, be approved.

(i) That the Constitution be amended to reflect the changes to the All Party Member Groups (as detailed in appendix 1 to the report) and authority be given to the Political Group Leaders to agree Membership (to a maximum size of 10 Members per Group) following Full Council.

(ii) That the Constitution be amended to reflect changes to the Cabinet Support Titles with detailed responsibilities being determined by the Leader following Full Council.

(b) That the Director for Strategy, Governance and Change be granted authority to make the necessary changes to the Constitution to give effect to the changes set out in the report.

(b) Review of Audit & Standards Committee Terms of Reference

The Council considered proposed revisions to the terms of reference for the Audit & Standard’s Committee following publication of CIPFA’s latest guidance - Practical Guidance for Local Authorities and Police 2018 Edition.

Mrs Woodward commended the work of the Chairman and Members of the Audit and Standards Committee and suggested that all Members of the Council should be made aware of the range of work which the Committee undertakes.

RESOLVED – (a) That the proposed revisions to the terms of reference for the Audit & Standard’s Committee, as detailed in appendix “B” to the report, be approved.

(b) That the revised terms of reference be included within the Council’s Constitution.

41. Report of the Chairman of the Staffordshire Police, Fire and Crime Panel

In moving consideration of his report, Mr Sweeney informed the Council that the Fire and Rescue Service had recently been recognised in the Excellence in Fire and Emergency Awards as the top performing service in the Country.

Mr Adams referred to the financial pressures in relation to Police Pensions and indicated that he understood that Central Government had now agreed to cover those costs.

RESOLVED – That the report be received.

The Chairman adjourned the meeting until 2:20 pm

Present at 2:20 pm:

Charlotte Atkins	Colin Greatorex	Jeremy Pert
Philip Atkins OBE	Michael Greatorex (Chair)	Bernard Peters
Ann Beech	Gill Heath	Kyle Robinson
David Brookes	Phil Hewitt	David Smith
Gill Burnett	Jill Hood	Paul Snape
Ron Clarke	Keith James	Mike Sutherland
Tina Clements	Julia Jessel	Mark Sutton
Maureen Compton	Bryan Jones	Stephen Sweeney
Mike Davies	Dave Jones	Alan White
Mark Deaville	Ian Lawson	Philip White
Alan Dudson	Alastair Little	Bernard Williams
Janet Eagland	Johnny McMahon	Victoria Wilson
Ann Edgeller	Paul Northcott	Mark Winnington
Helen Fisher	Jeremy Oates	Susan Woodward
Keith Flunder		

42. Questions

Mr Robinson asked the following question of the Leader of the Council whose reply is set out below the question:-

Question

Will the Leader of the Council set out the total cost to date for the 'Options for Reform in Staffordshire' documentation that Grant Thornton LLP have been commissioned to produce? Will he also share the 'Options for Reform in Staffordshire' documentation so that County Councillors can share information with residents about discussions regarding future models for delivery of the public services they fund?

Reply

Council will be aware that in September 2018, Staffordshire County Council was the subject of Corporate Peer Review by the Local Government Association. This examined a range of issues, including the county council's unprecedented financial challenges next year and in the medium term – a matter on which you have been notified during previous meetings of Full Council. Over the past few months both

members and officers have worked tirelessly to set a balanced budget for 2019/20, and beyond. It is our responsibility as members of Staffordshire County Council to do so, and it is also incumbent upon us to manage the expected £35 million budget shortfall in the best way possible, whilst considering the longer-term sustainability and role of the authority.

We take this role very seriously and the LGA Peer Review team would expect us a well-managed and well-run council to explore all options; leaving no stone unturned to meet these challenges. As part of this we commissioned Grant Thornton to undertake a desk top analysis of all the possible options for the delivery of local governance in Staffordshire – both in terms of the needs of our growing population and about the potential cost savings that may be achieved if local government reorganisation was to be implemented. As one would expect, this required exploration of the status-quo, of unitarisation, and of the regionalisation of local government services. Grant Thornton carried out this work discretely to ensure that their work remained an exploratory exercise that could be delivered without prejudice and without becoming an unwelcome distraction at a time when there is already much deliberation about devolution and re-organisation nationally.

The final report which will be published in January 2019 will recommend the development of enhanced two-tier governance for Staffordshire and that this remains the most effective form of governance for the county. This is pleasing, and I personally have long been an advocate of this form of local governance. This report reaffirms and endorses this view, and I look forward, and remain firmly committed, to, the 8 district and borough councils that alongside the county council deliver essential frontline service for the people of Staffordshire.

The overall cost of the work undertaken on behalf of the county council was approximately £48,000. I am sure Mr Robinson will agree that this work has helped reassure the LGA Peer Review team that Staffordshire County Council is financially viable despite the experience of other county councils, and that we are clearly committed to the protection of services for those that need them most.

Supplementary Question

Can the Leader also confirm whether if the options for reform in Staffordshire documentation contains an option to abolish district and borough councils in Staffordshire and create a unitary authority model for our County and, if so, when did he share this documentation with Leaders of all district and borough councils across Staffordshire?

Reply

The report by Grant Thornton looked at all options and when the report is published and shared with the Leaders of the district and borough councils they will be able to see that it has been done in a fair and even-handed manner; and I will also share it with Members of the County Council so that they can see that the, as indicated in my reply, the best way forward is through the development of an enhanced two-tier governance for Staffordshire and Stoke-on Trent.

Mr Robinson asked the following question of the Cabinet Member for Highways and Transport whose reply is set out below the question:-

Question

Three and a half months ago I reported a collapsed drain on Lower Ash Road in my division (4134612). Can the Cabinet Member for Highways please inform me when this collapsed drain will be repaired?

The problem with this particular drain, next to a well-used bus stop, was also reported in the local newspaper in August 2018 and in a statement the County Council said:

“We will be returning as soon as possible for further investigation before deciding on the best course of action.”

The ‘best course of action’ has done nothing to resolve the problem and my own report to the County Council has been closed by the investigating officer. Flooding at this location has become much worse in recent months, creating a severe hazard for vehicle users and pedestrians.

Reply

A report of a faulty drain and standing water on Lower Ash Road, Kidsgrove was reported by Cllr. Robinson, using the on-line ‘Report it’ tool on 27th August 2018.

This report was linked to an existing job and was attended to by the highways team two weeks later, on 13th September.

The highway gully and drainage system was cleansed and found to be in good condition. No further works are planned by the Highways team.

However, it was also identified that the carrier storm system, which is the responsibility of United Utilities, appears to be damaged or blocked and during heavy rain is surcharging back up the highway gully on to Lower Ash Road.

The highways team have notified United Utilities of the problem and are waiting a further update on their investigations and planned actions.

I’d kindly ask Cllr. Robinson to support these actions by following up directly with United Utilities.

Supplementary Question

Does the Cabinet member agree with me that I should have been informed of the County Council’s findings that the responsibility sat with United Utilities? The automated response I received from the MyStaffs app simply read that “this is an update to your enquiry in relation to Lower Ash Road. We can confirm that the works have been undertaken and are now complete.” Had I been told that the responsibility sat with United Utilities I would have been able to put more pressure on them and get the situation sorted for my constituents. I feel that, once again,

communication could be improved and hopefully we can look at this in the Infrastructure Group I am a member of?

Reply

I can understand your frustrations and the system, at the moment, will only allow information about what we are responsible for as the County Council. As you say, the customer outcome group you are a member of are looking at the messages we do send out. I do think it could be better and I do apologise that you did not receive the information you would have wanted.

43. Petitions

(a) School Crossing Patrols

Mrs Woodward presented the following petitions relating to School Crossing Patrols:

- A petition entitled "Save School Crossing Patrols" containing approximately 1049 signatures.
- A petition entitled "Protect School Crossing Patrol at Chase Terrace Primary School" containing approximately 148 signatures.
- A petition from residents of Burntwood and Hammerwich entitled "Protect School Crossing Patrols" containing approximately 532 signatures.
- A petition entitled "Retain Our County Council Funded Crossing Patrols" containing approximately 68 signatures.

(b) Blocked Grids in Spring Gardens, Leek

Mrs Atkins presented a petition from residents of Spring Gardens, Leek seeking to improve the maintenance of the grids along Spring Gardens to prevent the pooling of water.

44. Exclusion of the Public

RESOLVED - That the public be excluded from the meeting for the following items of business which involve the likely disclosure of exempt information as defined in the paragraphs of Part 1 of Schedule 12A (as amended) of the Local Government Act 1972 indicated below.

PART TWO

45. Dismissal and Redundancy Arrangements - Chief Officer and S151 Officer - Director of Finance and Resources

(Information exempt from publication by virtue of paragraph 1 of schedule 12A of the Local Government Act 1972, and the Data Protection Act 1998)

The Council were informed that, in consultation with the Leader and Deputy Leader, the Chief Executive had made a decision to re-structure his Senior Leadership Team by reducing the number of Directors from five to four; deleting the existing posts of Director of Strategy, Governance and Change and Director of Finance and Resources and

creating, within a new revised structure, a new post of Director of Corporate Services. A Special Committee of the Council, on 7 November 2018, appointed John Tradewell to the new post of Director of Corporate Services. The Chief Executive explained that, as a consequence of the above-mentioned proposals and, in accordance with the recommendation of a Special Committee of the Council at their meeting on 21 November 2018, it was now proposed that, in his capacity as Director of Finance and Resources, Andrew Burns be dismissed by reason of redundancy and his employment with Staffordshire County Council be terminated on 14 December 2018. In accordance with the Council's Constitution any such recommendation must be approved at a meeting of the Full Council.

The Council were also informed that upon the termination of employment of Andrew Burns, Director of Finance and Resources with the Council, it would be necessary for the Council to appoint a replacement S151 Officer (Chief Financial Officer). Since one and the same person could not hold the roles of both S151 Officer and Monitoring Officer, it was recommended that Robert Salmon, Deputy Director of Finance be appointed as the Council's S151 Officer with effect from 15 December 2018. In addition, as a consequence of the deletion of the post of Director of Strategy, Governance and Change, it was proposed that the statutory role of Monitoring Officer to be transferred to the new post of Director of Corporate Services with effect from 15 December 2018.

RESOLVED - (a) That the decision taken on 21 November 2018 by a Special Committee Staffordshire County Council ("the Council") that the Chief Officer, Andrew Burns, Director of Finance and Resources, be dismissed by reason of redundancy with effect from 14 December 2018 as a result of the Chief Executive's proposal to re-structure the Senior Leadership Team by reducing the number of Directors from five to four by deleting the existing posts of Director of Strategy, Governance and Change and Director of Finance and Resources and creating, within a new revised structure, a new post of Director of Corporate Services, be approved.

(b) That the payments detailed below be made upon termination of Andrew Burns, Director of Finance and Resources, employment by reason of redundancy, in accordance with the provisions of section 38(4)(f) of the Localism Act 2011 and section 11.1 and section 11.2 of the Localism Act: Pay Policy Statement Year: 2018/19:

- In accordance with Part 11 of the Employment Rights Act 1996 and Regulation 5 of the Local Government (Early Termination of Employment) (Discretionary Compensation) (England and Wales) Regulations 2006, Andrew Burns, Director of Finance and Resources, be paid to a total statutory and contractual discretionary amount of redundancy payment in the sum of £72,196.38 (gross).
- In accordance with Regulation 6 of the Local Government (Early Termination of Employment) (Discretionary Compensation) (England and Wales) Regulations 2006, Andrew Burns, Director of Finance and Resources be paid a discretionary compensation lump sum payment in the sum of £114,979.40 (gross). That is a total payment to Andrew Burns, Director of Finance and Resources in the sum of £187,175.78 (gross).
- In accordance with Regulation 30 (7) of the Local Government Pension Scheme Regulations 2013, an Actuarial Strain, being a cost to and a payment made by

the Council in its capacity as a contributing employer to the Staffordshire Pension Fund, be made by way of a one-off payment in the sum of £301,513.74 avoiding the payment of interest. Alternatively, an Actuarial Strain payment be made by way of five equal instalments (over a five-year period) of £69,956.78 (a total payment of £349,783.90), the first instalment being due to be paid during the financial year following the date of leaving; 2019-2020.

- In accordance with the Council's Leasing Car Scheme Terms and Conditions – August 2014 and the Council's – Car Hire Scheme Conditions applicable to Senior Officers, there will be an estimated early termination cost and payment of a lease hire vehicle in the sum of approximately £1,800.00. It is anticipated that the mileage on the lease hire vehicle will be under the anticipated and proposed mileage and a refund payment of approximately £50.00 will be due to Andrew Burns, Director of Finance and Resources from the Council upon return of the lease hire vehicle and the termination of any associated vehicle lease hire agreement.

(c) That Robert Salmon, Deputy Director of Finance, be appointed as the Council's S151 officer with effect from 15 December 2018 and that the role of Monitoring Officer be transferred to the new post of Director of Corporate Services with effect from 15 December 2018.

(d) That the Director of Corporate Services be authorised to make any necessary changes to the Council's Constitution arising from the implementation of recommendation "(c)" above.

Note by Clerk: The following Members requested that their names be recorded as having abstained from voting in respect of the resolutions set out above: Charlotte Atkins, Ann Beech, Ron Clarke, Maureen Compton, Alan Dudson, Dave Jones, Kyle Robinson and Susan Woodward.

Chairman