

## Agenda

**Meeting: Executive**

**Venue: Meeting Room 3, County Hall,  
Northallerton DL7 8AD**

**Date: Tuesday, 4 December 2018 at 11.00 am**

Recording is allowed at County Council, committee and sub-committee meetings which are open to the public, please give due regard to the Council's protocol on audio/visual recording and photography at public meetings, a copy of which is available to download below. Anyone wishing to record is asked to contact, prior to the start of the meeting, the Officer whose details are at the foot of the first page of the Agenda. We ask that any recording is clearly visible to anyone at the meeting and that it is non-disruptive. <http://democracy.northyorks.gov.uk>

### Business

1. **Minutes of the meeting held on 27 November 2018**  
(Minutes not yet available)
2. **Any Declarations of Interest**
3. **Exclusion of the public from the meeting during consideration of each of the items of business listed in Column 1 of the following table on the grounds that they each involve the likely disclosure of exempt information as defined in the paragraph(s) specified in column 2 of Part 1 of Schedule 12A to the Local Government Act 1972 as amended by the Local Government (Access to information)(Variation) Order 2006:-**

Item number on the agenda	Paragraph Number
9	3
10	3

#### 4. Public Questions or Statements.

Members of the public may ask questions or make statements at this meeting if they have given notice to Melanie Carr of Democratic and Scrutiny Services and supplied the text (*contact details below*) by midday on 29 November 2018, three working days before the day of the meeting. Each speaker should limit themselves to 3 minutes on any item. Members of the public who have given notice will be invited to speak:-

- at this point in the meeting if their questions/statements relate to matters which are not otherwise on the Agenda (subject to an overall time limit of 30 minutes);
- when the relevant Agenda item is being considered if they wish to speak on a matter which is on the Agenda for this meeting.

If you are exercising your right to speak at this meeting, but do not wish to be recorded, please inform the Chairman who will instruct anyone who may be taking a recording to cease while you speak.

#### 5. **Tour de Yorkshire 2019 and 2020** - Report of the Corporate Director - Business and Environmental Services

(Page 5 to 14)

Recommendations:

It is recommended that the Executive:

- i. Notes the update on the Tour de Yorkshire cycle races and the role the County Council has played in the successful planning and delivery of them;
- ii. Supports the hosting of the Tour de Yorkshire in 2019 and 2020 and delegates approval to the Corporate Director – Business and Environmental Services to release funding when details of the 2019 and 2020 races are confirmed;
- iii. Authorises the use of County Council funding of £190,000 in 2019/20 and a further £190,000 in 2020/21 to support the hosting fee for the race and the associated costs linked to the County Council's roles and responsibilities with funding being allocated from the Strategic Capacity Reserve;
- iv. Authorises the County Council to enter into formal agreements with WtY and the ASO in respect of this matter pursuant to its general power of competence under Section 1 of the Localism Act 2011 and all other enabling powers and further that the Corporate Director - Business and Environmental Services, in consultation with the Corporate Director (Strategic Resources), the Assistant Chief Executive (Legal & Democratic Services) and the appropriate Executive portfolio holder, conclude all the legal documentation necessary and to release funds as necessary to deliver the event.

#### 6. **Implementing the National Pay Award - Changes to the Grading Structure for Council Staff** - Report of the Assistant Chief Executive (Business Support)

(Page 15 to 25)

Recommendations:

To consider and approve the grade changes for staff on NJC terms and conditions outlined in this report in response to the national pay award.

**7. Appointments to Committees and Other Bodies**

**(Page 26 to 27)**

Recommendations:

That the Executive appoints County Councillors to the Looked After Children Members' Group as stated in paragraph 2.6 of this report.

That the Executive appoints the Monitoring Officer to the vacant position of the Council's shareholder representative on the Border to Coast Pension Partnership Limited.

**8. Forward Work Plan**

**(Page 28 to 37)**

**9. The possible Acquisition of part of the Whitby Hospital Site - Report of the Corporate Director - Strategic Resources**

**(Page 38 to 46)**

**10. Private Minutes of the meeting held on 27 November 2018**

**(Minutes not yet available)**

**11. Other business which the Leader agrees should be considered as a matter of urgency because of special circumstances**

Barry Khan  
Assistant Chief Executive  
(Legal and Democratic Services)

County Hall  
Northallerton

Date: 26 November 2018

Notes:

**Emergency Procedures for Meetings**

**Fire**

The fire evacuation alarm is a continuous Klaxon. On hearing this you should leave the building by the nearest safe fire exit. If the main stairway is unsafe use either of the staircases at the end of the corridor. Once outside the building please proceed to the fire assembly point outside the main entrance.

Persons should not re-enter the building until authorised to do so by the Fire and Rescue Service or the Emergency Co-ordinator.

An intermittent alarm indicates an emergency in nearby building. It is not necessary to evacuate the building but you should be ready for instructions from the Fire Warden.

**Accident or Illness**

First Aid treatment can be obtained by telephoning Extension 7575.

# Executive Members

Name	Electoral Division	Areas of Responsibility
LES, Carl	Richmondshire Catterick Bridge	<p><b>Leader of the Council</b></p> <p>Communications, safer communities and emergency planning</p>
DADD, Gareth	Hambleton Thirsk	<p><b>Deputy Leader of the Council</b></p> <p>Finance and Assets and Special Projects inc finance and HR performance management</p>
CHANCE, David	Whitby/Mayfield cum Mulgrave	Stronger Communities - inc Legal and Democratic Services, Corporate Development, Overview and Scrutiny Committees, Area Committees, performance management
DICKINSON, Caroline	Northallerton	Public Health, Prevention and Supported Housing - inc STP issues regarding the Friarage and Darlington Hospitals
HARRISON, Michael	Lower Nidderdale and Bishop Monkton	Health and Adult Services - inc Health and Wellbeing Board, health integration and Extra Care
LEE, Andrew	Cawood and Saxton	Open to Business - inc growth, economic development, planning, waste management, trading standards and business relations
MACKENZIE, Don	Harrogate Saltergate	Access - inc highways, road and rail transport, broadband and mobile phones
MULLIGAN, Patrick	Airedale	Education and Skills - inc early years, schools, apprenticeships, FE colleges and UTC's and engagement with the skills part of the LEP
SANDERSON, Janet	Thornton Dale and the Wold	Children and Young People's Services with responsibility for foster and adoption, children's social care and prevention
WHITE, Greg	Pickering	Customer Engagement inc Contact Centre, web site, libraries, digital and performance management (complaints and compliments)

**North Yorkshire County Council**

**Executive**

**4 December 2018**

**Tour de Yorkshire 2019 and 2020**

**Report of the Corporate Director – Business and Environmental Services**

**1.0 Purpose of Report**

- 1.1 To provide an overview of the Tour de Yorkshire 2017 and 2018, and update Executive on the role that the County Council takes in planning and delivering the event.
- 1.2 To seek support from Executive for hosting the Tour de Yorkshire cycle race in 2019 and 2020.
- 1.3 To seek authorisation from Executive for the use of County Council funding of £190,000 in 2019/20 and a further £190,000 in 2020/21 to support the hosting fee for the race and the associated costs linked to the County Council's roles and responsibilities with funding being allocated from the Strategic Capacity Reserve;
- 1.4 To seek authorisation to enter in to a legal agreement with Welcome to Yorkshire and Amaury Sport Organisation for the delivery of the 2019 and 2020 Tour de Yorkshire.

**2.0 Background**

- 2.1 The Tour de Yorkshire cycle race is jointly organised by Welcome to Yorkshire (WtY) and Amaury Sports Organisation (ASO) who own and operate the Tour de France amongst other successful professional cycle races and was established as a legacy event following the success of the Tour de France Grand Depart 2014.
- 2.2 The first Tour de Yorkshire was held over May Day Bank Holiday weekend 2015. Since then the event has become firmly established on the global cycling calendar, with a further three successful races taking place in 2016, 2017 and 2018.
- 2.3 The event has expanded significantly since 2015, with the race taking place over four days for the first time in 2018, starting on the Thursday before May Day Bank Holiday and running until the Sunday of the Bank Holiday weekend.
- 2.4 Alongside the men's race the Women's Tour de Yorkshire has established itself as a leading race on the Women's professional cycling calendar. This race has expanded from a one day race on the Saturday of the event weekend, to a two day race taking place before the men's race in 2018. The women's race has one of the largest prize funds in women's cycling, and is one of the few races on the global cycling calendar where both men and women compete on identical routes.
- 2.5 In addition a mass participation Sportive ride for amateur cyclists takes place on the Sunday morning of the event weekend. Last year over 4000 cyclists took to the roads of North Yorkshire and Leeds, covering much of same routes that the professionals would race on in the afternoon.

- 2.6 The County Council, alongside other public sector partners plays an important role in the funding, planning and delivery of the event. We fulfil highways, C3 (command control and communication) and emergency planning roles, alongside assisting in wider community and business liaison. Further details of the role of the County Council are described in section 6.0.
- 2.7 North Yorkshire has hosted more of the race than any other local authority area. 50% of the race route in 2018 was within the County, including a stage finish in Scarborough and a stage start in Richmond. The race has visited all of our districts.
- 2.8 The race has already firmly established itself on the international cycling calendar, with teams, riders and media praising the event in terms of the stage routes and terrain on offer, but also and perhaps more importantly with the large road side crowds which line the routes in their thousands on each stage. Crowd levels are in excess of many established cycle races across the globe, with daily crowd levels matching those of many stages of the Tour de France.
- 2.9 Unlike the Tour de France Grand Depart, the vast majority of road closures across the race route are managed under rolling road closures by the Police Central Escort Group and British Cycling accredited moto-marshalls (National Escort Group). Roads are typically closed approximately 20-30minutes before the race arrives and are reopened as soon as the race has passed. Typical rolling road closure duration is between 30-60 minutes.
- 2.10 In locations such as start and finish areas and popular climbs, fixed road closures are put in place to allow race infrastructure to be safely installed and removed, and to provide a safe environment for the race and spectators. Closures are kept to a minimum, but can at start and finishes, be in place for up to 12 -18 hours. Appropriate diversions are put in place and extensive liaison with local communities and businesses takes place to try and reduce any disruption.

### **3.0 Benefits of Hosting the Race**

- 3.1 Hosting the race provides significant, local, national and international exposure for North Yorkshire and the wider Yorkshire region. TV coverage (live feed and / or highlights) is shown in 190 countries across the globe. The event has a digital reach of 94.6million users across the globe, with the Tour de Yorkshire website having 3.4million views in 2018, an increase of 78% from 2017.
- 3.2 TV coverage in the UK is broadcast live from stage start to finish on ITV4. This is a significant coup for the race, where traditionally only the last 2-3 hours of races are typically shown live. There is also an hour long highlights show on the evening of each day of the race. In total 20 hours of Live Broadcast was shown on ITV4 with a further four hours of highlights. Peak audience figures reached 520,000 on the final stage.
- 3.3 The TV coverage provides a major opportunity to show the world our local communities and also the stunning landscapes across the County.
- 3.4 An independent economic study carried out by Leeds Beckett University estimated that the 2018 race generated £98million of economic impact to the Yorkshire economy.
- 3.5 Towns and villages across the County have in the main fully embraced the race, with many of them decorating communities with painted bikes, flags and bunting. Communities have come together and hosted local events to celebrate the race,

including a festival in Richmond, carnival in Masham and “Yarn Bombing” in Thirsk alongside many other varied events throughout the County. The race has provided an opportunity for communities to come together and hold an event, in a similar manner to celebrations for the Royal Weddings and Queen’s jubilee. This has been welcomed by many, with strong feedback from local parish councils that the event has helped to enhance community spirit.

- 3.6 The continued success of the race, following on from the Tour de France Grand Depart in 2014, has continued to cement North Yorkshire’s reputation as a venue for hosting international events.

#### **4.0 Disadvantages of Hosting the Race**

- 4.1 Whilst hosting the race provides benefits to the County, it is also important to review some of the disadvantages of hosting the race.
- 4.2 Hosting a cycle race is not a core function or statutory duty of the County Council. It can be argued that the event is in effect a “luxury” item when reductions in funding and resource have been made on other council services.
- 4.3 Whilst every effort is made during the planning and delivery of the race to help keep levels of traffic congestion and delays to a minimum, there are instances of localised congestion which can impact on the highway network. This can lead to increased journey times and delays on impacted roads.
- 4.4 Not all members of local communities and businesses enjoy the race and some see it as an inconvenience to their normal routine, as they may have to delay or change plans to avoid the road closures associated with the race.
- 4.5 The race can have some level of disruption on council services, with opening times at some schools and household waste recycling centres being changed as a result of the race.

#### **5.0 Role of Local Authorities**

- 5.1 Each local authority acting as host town for stage start or finish is required to assist with the funding and delivery of the following aspects for the race.
- Crowd and event management at the start / finish
  - Supply of crowd control barriers for designated areas outside of the infrastructure supplied by ASO
  - Supply of suitable area for the start / finish to be sited
  - Supply of Wi-Fi connectivity at the start / finish area
  - Supply of car parking for race / VIP / accredited media
  - Supply of a building to act as a media centre at the finish.
- 5.2 The tasks outlined above are funded and carried out by the relevant district council or host funder, with the County Council providing non-financial assistance where needed.
- 5.3 In addition to the work carried out by the stage start / finish host authority the County Council as Highways Authority has a number of roles to undertake and fund.
- Completion of relevant Temporary Traffic Regulation Orders to allow the race to take place

- Suspension of parking in areas identified by the race
  - Supply of advanced warning signage across the race route
  - Fixed road closures in specific areas identified by the race (busy junctions, KoM climbs)
  - Liaison with utilities companies / highway works to ensure no activity carried out on the road network will adversely impact on the race
  - Repairs to the road network to ensure that the road surface is safe for the race to pass over
  - Removal of identified street furniture on the race route
  - Management of the road network over the race, to deal with any issues that may arise (spillages, potholes, etc.)
- 5.4 These roles are identified and outlined within a legal contract between the County Council, WtY and ASO. It is the County Council's contractual obligation to deliver these roles associated with the race.
- 5.5 Throughout the four races to date (2015-2018), the County Council fulfilled all the highway authority roles as outlined above. This involved working closely with ASO, WtY, North Yorkshire Police and District Councils.
- 5.6 The County Council works closely with the start & finish authorities in the delivery of their events, with the County Council both, coordinating and contributing to the cost of, traffic management associated with the starts and finishes.
- 5.7 Highway maintenance activities are identified and dealt with as part of our existing maintenance regime. We have agreed with ASO and WtY that defects will be actioned in line with our existing maintenance standards. Where larger schemes have been required, we have brought these forward from future years works programmes.
- 5.8 The County Council's Resilience and Emergencies team has played a critical role in the coordination of race activities between delivery partners. As lead emergency planning authority (with the exception of Harrogate) we utilise our experience and expertise in establishing multi agency command hubs for the event, coordinating the activities and response of key partners over the race weekend. The team has led on the development and delivery of the C3 structure, utilising experience from both the Grand Depart but also through their normal activities planning and managing incidents and emergency situations.
- 5.9 The Resilience and Emergencies team also work closely with internal departments to ensure that Council Services are delivered as "business as usual" and the appropriate steps are taken to reduce the impact on service users. This includes liaison with Children and Young Peoples Services, to ensure that schools are aware of any road closures that will impact on school opening and closing times, and also with Health and Adult Services to ensure that care services are not adversely impacted by the race and associated road closures.
- 5.10 Effective media and communications planning and delivery are a vital component of a successful race. The County Council communications unit works closely with other delivery partners including WtY, to deliver effective advance and race weekend communications. The role of the County Council is specifically framed around highway and travel information, and ensuring communities and business understand the impact of the race on them and are able to plan accordingly.



## **6.0 Tour de Yorkshire 2019**

- 6.1 The Tour de Yorkshire will retain its position in the international cycling calendar in 2019, taking place over May Day Bank Holiday Weekend, from Thursday 2 May through to Sunday 5 May, with the women's race to take place on 2 consecutive days over the same weekend.
- 6.2 At the time of writing there are no confirmed details of the proposed route for Tour de Yorkshire 2019. Host towns have been confirmed, with Bedale, Selby and Scarborough all scheduled to be host towns in 2019, along with Halifax, Barnsley, Doncaster, Leeds and Beverley. The final routes will be published 7th December 2018.
- 6.3 Should funding be approved by Executive, County Council officers will be working closely with WtY and ASO on event planning, ensuring that wider network disruption is minimised and that the routes show the County at its best.

## **7.0 UCI World Cycling Championships 2019**

- 7.1 In addition to the Tour de Yorkshire in May 2019, the UCI World Cycling Championships will be taking place in Yorkshire from Saturday 21 to Sunday 29 September 2019
- 7.2 The routes were announced on September 26 2018, with all events finishing in Harrogate, and start towns across the region, including Harrogate, Ripon, Northallerton and Richmond.
- 7.3 Inevitably some parts of the Tour de Yorkshire route will take in parts of the UCI world cycling championship courses, however where possible we will work with Welcome to Yorkshire to help minimise the number of locations that are impacted by both events.
- 7.4 Whilst not being the event organiser for the World Championships, the County Council is committed to working closely with the event organisers Yorkshire 2019 Ltd to assist in the delivery of a safe and successful event, providing highways support in the traffic management planning process and managing the C3 planning and delivery.
- 7.5 Planning and preparation work for Tour de Yorkshire 2019, will be carried out alongside preparation for the world championships.

## **8.0 Financial Implications**

- 8.1 A hosting fee is paid to ASO for the right to host the race and to help cover costs associated with the race, including but not limited to the following;
  - Transport and supply of all start & finish infrastructure
  - Transport and supply of sporting point infrastructure (sprint points, King of the Mountains (KoM) points).
  - Travel & Accommodation for all teams, race personnel and UCI (International Cycling Union officials)
  - Staff costs for ASO race personnel
  - Costs for the rolling road closures
  - VIP / Guest facilities and catering
  - Securing TV coverage

- 8.2 A contribution of £100,000 towards the hosting fee cost is made by each race host authority or private donor. A host race authority is typically the local authority of the location of stage start or finish, or a business / landowner who is supporting the start or finish. In 2018 both Richmondshire District Council and Scarborough Borough Council paid £100,000 for the rights to host their respective finishes.
- 8.3 In addition to this the County Council has contributed £100,000 towards the ASO hosting fee. This has helped to secure a significant amount of exposure for the County and ensure that a large proportion of the race takes place within North Yorkshire.
- 8.4 In 2018 it was estimated that the overall cost of hosting the race in the region is £1.7 million. £900,000 of this is supplied by local authorities (4x start, 4x finish + North Yorkshire County Council each contributing £100,000). With the remainder being supplied by local authority funding for event costs and supplied by sponsors either in direct funding or funding in kind (e.g. supply of race vehicles).
- 8.5 WtY is continuing to source further commercial sponsorship for the race. Securing further commercial funding through sponsorship would help to reduce the level of future funding from local authorities, with the ultimate aim for commercial sponsorship to be the sole source of funding for the event. Continued success of the race, and its increasing profile, on a regional, national and international level will help to attract new sponsors.
- 8.6 Alongside the contribution to the hosting fee we have also funded costs for NYCC roles associated with the race. In 2018 this cost was £80,000 (excluding staff time).
- 8.7 It is likely that future County Council costs associated with the race will vary, dependent upon the extent of the route within North Yorkshire, and also the number of host towns within the County. Based on experience over the previous 4 races and the expansion of the race further a forward budget of £90,000 per annum for County Council roles would be realistic to cover event costs.
- 8.8 Should the Executive authorise continued County Council support of the Tour de Yorkshire, the following funding option is proposed. A £100,000 contribution to event hosting costs is made for both the 2019 and 2020 races, and that an annual budget of £90,000 is allocated for Council roles associated with the race. In order to maximise the coverage and benefit to North Yorkshire, it is proposed that the payment of the £100,000 hosting fee contribution to ASO, be on the proviso that a substantial proportion of the total race route will be contained within North Yorkshire during both the 2019 and 2020 races.
- 8.9 There are clear financial implications in hosting the race and allocating a budget towards funding both the hosting fee and the County Councils race related roles.
- 8.10 There is currently no budget allocated for future races, with the underspend from the 2014 Grand Depart having been fully utilised on the 2015 and 2016 races. An allocation from the Strategic Capacity Reserve was used to fund the 2017 and 2018 races.
- 8.11 It is proposed that for the races in 2019 and 2020 is funded from the Strategic Capacity Reserve.

## **9.0 Legal Implications**

- 9.1 An agreed contractual framework has been developed jointly by the County Council, WtY and ASO. It is proposed that an updated version of the contract used in 2018, is prepared and used for the 2019 and 2020 races.
- 9.2 Authorisation for the Corporate Director Business and Environmental Services to enter in to the contract in 2017 & 2018, was provided by Executive in September 2016. It is proposed that subject to Executive Approval that a similar approach is continued in 2019 & 2020.
- 9.3 It is proposed that the County Council, along with any involved District Councils (still to be confirmed dependent upon the race route) continue to enter into separate formal agreements with WTY and ASO for the various aspects of the delivery of the Tour de Yorkshire. This is the same for all the other authorities across the wider Yorkshire region who will be involved with the Tour de Yorkshire.
- 9.4 It is envisaged that all of the agreements will essentially have identical terms and conditions albeit the authorities involved will be providing specific comments on their respective draft agreements and there will be variations in relation to obligations on the Authorities depending on whether a start or finish is hosted and to reflect the split in functions between the County Council and District Councils. Likewise, the requirements for the County Council, as the highway authority, differ from those of the District Councils. The County Council will continue to work closely with the District Councils to ensure a successful joint approach to event delivery.
- 9.5 Unlike in relation to the Tour de France, the County Council is not classed as the event organiser for the Tour de Yorkshire; this role is held jointly by ASO and WtY. The County Council has obligations in respect of its function as the Highway Authority, but has no specific responsibility for hosting starts and finishes as this rests with the relevant District Councils.
- 9.6 In relation to insurance cover, the County Council's insurance team will liaise with the County Council's insurers to ensure that they are satisfied with any agreements that are to be put in place between any involved parties setting out who is responsible in what circumstances, and in the event of a loss how this will be managed. The County Council will ensure that any of its responsibilities for this event, are suitably risk assessed.

## **10.0 Equalities Implications**

- 10.1 The decision to support the Tour de Yorkshire and to approve funding, will not in itself have an impact on any groups with protected characteristics. Once the route of the race is known for each year, an equalities impact assessment will be carried out prior to the race taking place. This will highlight any mitigating measures that will need to be taken in to consideration and put in place by the County Council and other delivery partners. Examples include ensuring that steps are taken to maintain access to care services for elderly residents, and that any religious services are not negatively impacted by road closures.

## **11.0 Recommendation(s)**

11.1 It is recommended that the Executive:

- i. Notes the update on the Tour de Yorkshire cycle races and the role the County Council has played in the successful planning and delivery of them;
- ii. Supports the hosting of the Tour de Yorkshire in 2019 and 2020 and delegates approval to the Corporate Director – Business and Environmental Services to release funding when details of the 2019 and 2020 races are confirmed;
- iii. Authorises the use of County Council funding of £190,000 in 2019/20 and a further £190,000 in 2020/21 to support the hosting fee for the race and the associated costs linked to the County Council’s roles and responsibilities with funding being allocated from the Strategic Capacity Reserve;
- iv. Authorises the County Council to enter into formal agreements with WtY and the ASO in respect of this matter pursuant to its general power of competence under Section 1 of the Localism Act 2011 and all other enabling powers and further that the Corporate Director - Business and Environmental Services, in consultation with the Corporate Director (Strategic Resources), the Assistant Chief Executive (Legal & Democratic Services) and the appropriate Executive portfolio holder, conclude all the legal documentation necessary and to release funds as necessary to deliver the event.

DAVID BOWE

Corporate Director – Business and Environmental Services

Author of Report: James Gilroy

Background Documents:

<b>Initial equality impact assessment screening form</b> (As of October 2015 this form replaces 'Record of decision not to carry out an EIA')			
<b>This form records an equality screening process to determine the relevance of equality to a proposal, and a decision whether or not a full EIA would be appropriate or proportionate.</b>			
<b>Directorate</b>	Business & Environmental Services		
<b>Service area</b>	Highways & Transportation		
<b>Proposal being screened</b>	Tour de Yorkshire Funding 2019 /2020		
<b>Officer(s) carrying out screening</b>	James Gilroy		
<b>What are you proposing to do?</b>	Provide funding for the Tour de Yorkshire Cycle races in 2019 & 2020		
<b>Why are you proposing this? What are the desired outcomes?</b>	To provide a financial contribution to the Tour de Yorkshire cycle race, to help enable the race to take place.		
<b>Does the proposal involve a significant commitment or removal of resources?</b> Please give details.	Commitment of up to £190K of funding per annum in 2019 and 2020 for the Tour de Yorkshire.		
<b>Impact on people with any of the following protected characteristics as defined by the Equality Act 2010, or NYCC's additional agreed characteristic</b> As part of this assessment, please consider the following questions:			
<ul style="list-style-type: none"> <li>To what extent is this service used by particular groups of people with protected characteristics?</li> <li>Does the proposal relate to functions that previous consultation has identified as important?</li> <li>Do different groups have different needs or experiences in the area the proposal relates to?</li> </ul>			
<b>If for any characteristic it is considered that there is likely to be a significant adverse impact or you have ticked 'Don't know/no info available', then a full EIA should be carried out where this is proportionate. You are advised to speak to your <a href="#">Equality rep</a> for advice if you are in any doubt.</b>			
<b>Protected characteristic</b>	<b>Yes</b>	<b>No</b>	<b>Don't know/No info available</b>
Age		X	
Disability		X	
Sex (Gender)		X	
Race		X	
Sexual orientation		X	
Gender reassignment		X	
Religion or belief		X	
Pregnancy or maternity		X	
Marriage or civil partnership			
<b>NYCC additional characteristic</b>			
People in rural areas		X	
People on a low income		X	
Carer (unpaid family or friend)		X	

<p><b>Does the proposal relate to an area where there are known inequalities/probable impacts</b> (e.g. disabled people's access to public transport)? Please give details.</p>	<p>No – as the proposal is for the award of funding. The routes are not currently known.</p>			
<p><b>Will the proposal have a significant effect on how other organisations operate? (e.g. partners, funding criteria, etc.). Do any of these organisations support people with protected characteristics?</b> Please explain why you have reached this conclusion.</p>	<p>No – as the proposal is for the award of funding. The routes are not currently known.</p>			
<p><b>Decision (Please tick one option)</b></p>	<p>EIA not relevant or proportionate:</p>	<p>X</p>	<p>Continue to full EIA:</p>	
<p><b>Reason for decision</b></p>	<p>No impacts as a result of awarding the funding. Although potentially some local issues as a result of the actual race taking place. Once the race routes are known a full EIA will be completed on each route.</p>			
<p><b>Signed (Assistant Director or equivalent)</b></p>	<p><i>Barrie Mason</i></p>			
<p><b>Date</b></p>	<p>19/11/18</p>			

# North Yorkshire County Council

## Executive

4<sup>th</sup> December 2018

### Implementing the National Pay Award – Changes to the Grading Structure for Council Staff

Report of the Assistant Chief Executive (Business Support)

<b>1.0</b>	<b>Purpose of report</b>
1.1	To consider changes to the grading structure for council staff on NJC terms and conditions in response to the national pay agreement.
<b>2.0</b>	<b>Background</b>
2.1	The national agreement reached in April' 18 applied a two year pay award of a 2% pay increase to all staff on NJC terms and conditions but bottom loaded so staff on grades at the bottom of the pay spine receive a much higher percentage increase, as much as 16% at the bottom points. This bottom loading continues the format of national agreements in previous years. The agreement also introduces a new national pay spine as of April '19 which differs significantly from the current one. The national pay spine stops at spinal column point (scp) 49 and continues thereafter with a locally agreed spine which is increased by national pay awards. The national NJC pay awards apply to all staff on NJC terms and conditions regardless of whether they are on the national pay spine ie it applies to staff on the locally agreed pay spine with the exception of those in other national pay bodies.
2.2	A working group with UNISON and directorate representatives established in November '17 in anticipation of a new pay spine has met on a regular basis, with detailed modelling work undertaken by a smaller subgroup of specialist pay staff in HR and UNISON pay and conditions officers with finance colleagues working on the various proposals and iterations to ensure all proposals are fully costed.
2.3	The working group followed the principles of the Council pay policy which has governed all pay arrangements and changes since 2007; <i>A “one employer” approach which does not permit varying benefit arrangements for different staff groups such as senior managers. The approach is to have a pay and benefit structure which:</i> <ul style="list-style-type: none"> <li>• <i>Is fair and equitable for all staff,</i></li> <li>• <i>Addresses the need as an employer to link pay to performance</i></li> <li>• <i>Has the ability to address staffing difficulties where and when they occur.</i></li> <li>• <i>Incorporates the application of national and local collective agreements</i></li> </ul>
2.4	In addition the group set out to develop a new grading structure and assimilation approach which took account of the need to: <ul style="list-style-type: none"> <li>• maintain appropriate differentials between grades</li> </ul>

- minimise the need for spot salaries/single point grades
- allow for performance related progression within grades, including maintaining the ability to withhold or remove incremental progression based on performance
- have grades of an appropriate size to allow for progression but without posing an equal pay risk
- place posts within pay bands on the basis of their current job evaluation scores but adjust bands where appropriate
- assimilate posts with minimum adverse impact on existing staff
- as far as possible contain the costs of implementing a new pay scale
- consider the whole pay spine including posts on the locally determined section.
- ensure the pay structure remains fit for purpose to attract and retain staff with the right skills and attributes
- ensure key professional posts remain competitive with regional and national rates (eg Social Workers, engineers, planners)

2.5 The proposed changes have an additional cost over a 5 year period which has already been included in the budget at an estimated £2m. The initial cost for 19/20 is some £250k with further annual costs in future years. The full annual cost of £1.5m (around 1% of the pay budget) does not occur until April 2024. Of this cost, the majority, over £1m, is at grades J to N which contain front line practitioners and senior practitioner/professional posts. There are some but more limited costs for traded services and schools and consultation with these has been ongoing. The cost per average primary school is 0.5% of pay budget and for secondary schools 1%.

2.6 These costs, in the main resulting from the national pay award, should be considered in the context of pay restraint since 2010. There was no pay increase for local government staff between 2010 to 2013, between 2013 and 2016 increases were restricted to 1% for non “low paid” staff and locally negotiated pay changes in 2011/12 which contributed over £2.5m savings, reduced terms and conditions by among other things; introducing 2 days unpaid leave (0.8% pay cut), removing enhanced payment for overtime, reducing mileage allowance to below HMRC rate, further reducing other unsocial hours payments, removing a number of allowances and entitlements and limiting others further. For the most senior managers there was no pay increase from 2010 to 2016 with the first increase at 1 % coming in 2016 and 2017 and 2% in 2018.

2.7 Initial consideration was given to simply mapping the existing pay grades onto the new pay spine, essentially moving them over from where they are on the existing pay spine to the nearest point in value on the new pay spine. However this is not feasible mainly due to the bottom loading of the pay award and the removal of the lower spinal column points which significantly erodes pay differentials across most pay grades. To illustrate, simply mapping to the nearest point would require staff across some four existing pay bands (1 - 4) and part of band 5 to be on the same pay grade, with supervisors or team leaders on the same pay grade as the staff they manage and there being no pay differential based on scope and remit of roles. The majority of council staff are in these bands, so over 3000 staff (some 45% of the workforce) across 5 pay bands covering hundreds of roles, would be on the bottom same single point band A.



### 3.0 Consideration of recruitment and retention pressures

In the context of very low unemployment locally (currently 3.2% for North Yorkshire compared to national average of 4.3% and some 1,500 job seekers county wide with only approx. 150 under 24 years) and ongoing difficulties recruiting to professionally qualified posts from a national field, the pay group considered that in some areas the top of the pay band should be increased to assist recruitment and retention where evidence of difficulty existed. On this point, the working group looked at existing and likely future costs of recruitment and retention difficulties and the current need to increase pay by market supplements, recruitment and retention payments and accelerated increments. It was considered that if the proposals increase pay these payments will in the main no longer be needed and can be used to offset the cost of grading increases for relevant staff groups/posts.

3.1 Whilst NYCC continues to perform well, relative speaking, in recruiting and retaining staff, it is clear the situation is becoming more difficult. Information on the recruitment position, market data, comparator salaries and the cost of alternative labour supply if recruitment is not possible has been collated for professionally qualified posts and is provided as background papers. This identified the following;

- Potential increased agency cost. Typically agency workers cost 25% more than directly hiring staff although costs can exceed this in scarce labour markets. Eg agency social workers are approx. £30 per hour compared to £17 for permanent staff, ie 76% higher. Costs for interim senior managers on an agency/consultancy basis can be considerable. If recruitment difficulties increase so will demand for agency use and associated spend. Also there will be an increased need to use specialist and executive head hunters, who charge introduction/search fees of typically 25-30% of starting salary. To date NYCC agency spend remains low compared to other authorities (around £500k pa if IR35 is excluded) and even for role such as social workers there is very little use compared to other authorities which tend to run on 10 -30% agency use. Likewise there is virtually no use of interim or consultants. However this year for the first time external recruitment agents had to be engaged to recruit some professional staff.
- In the event of very poor recruitment there would be a need to move to outsourced provision for some services which would significantly increase costs. For example for legal services the cost of external legal support is £42 per hour for a solicitor and for engineering services it is £56 an hour.

3.2 Pay is always a consideration in recruitment but obviously not the only one and significant efforts are made by all, including managers, to promote NYCC as an employer and vacant jobs in particular. There is a focus on improving candidate attraction using technology with Social Media being used to target passive job seekers alongside professional networking and staff supporting recruitment by telling their stories through video's, quotes and case studies which are used to create interest in jobs and NYCC as an employer. The wider staff offer including good terms and conditions, such as leave and pension, flexible working, a good working environment, access to training and development are all promoted.

3.3 **Comparator pay;** work on pay profiles looking at the market rate for posts, particularly hard to fill posts shows that the proposed new grading structure does not deliver high pay levels relative to other authorities and for many roles continues to provide salaries slightly lower than those in comparator authorities/employers, however it does close the gap. Details are available in background papers. Annual benchmarking takes place for senior management posts and shows that (taking into account proportion of locally maintained schools, the level of outsourcing and the lack of use of interim or consultants) NYCC remains one of the leanest management structures nationally and pays below most similar sized authorities for senior management posts.

#### 4.0 **Proposed Grading Structure**

4.1 The proposed new grading structure is provided at Appendix 1 (including job evaluation scores) and the outcome for staff in terms of their position on the current grading structure compared to the new one is as follows:

- Staff in current bands 1-6 move onto the new pay spine in line with their position on the current pay spine but with pay gain due to the new pay spine removing the bottom 7 points which significantly increases pay for these groups
- Staff on bands 7-9 gain additional pay from the new grading structure by having access to 2 additional scps. These bands are now 6 scp in length compared to the previous 4, starting at the nearest comparable point on the new pay spine but ending 1 increment higher.
- Staff on bands 10-12, retain a grade with 4 scps but start at a higher point than the nearest one on the current pay spine and gain 1 scp at the top so essentially move up compared to their current grade.
- Band 13-16 have changed significantly and are replaced by 3 new longer grades L, M and N which instead of 4 are now 5 SCPs. These are the grades which cover entry, standard and senior professional/practitioner posts and have staff groups which attract the majority of market supplements and recruitment and retention payments. These payments will in the main be removed as unnecessary on the adoption of this proposal. Lengthening these pay bands provides further incremental progression in future years which will hopefully impact on retention levels and also enable new staff to be recruited at a higher pay level where necessary.
- Management grades at Senior Manager (SM), Assistant director (AD) and Director 1 (Asst CEX grade) are increased in value line with the rest of the grading structure. Specifically SM1 increases by 1 scp and AD bands have been split into three bands from the current two with the higher band restricted to four posts. The senior management grading structure has not changed since 2007 but has been significantly impacted by restructures which have removed some 20% of management posts overall and 30% at AD level and made most posts larger. For AD roles this has resulted in a move to more posts being at AD2 and it was felt there needed to be a greater ability to distinguish between the different sized posts in this band. Senior management posts often attract market supplements and recruitment and retention payments, evidence of ongoing recruitment difficulties, which will in the main be removed by this structure.
- The Chief Officers Appointment and Disciplinary Sub Committee, which is responsible for Chief Officer pay and grading, has considered and supported a proposal to combine current grades Director 2 and 3 into a

single grade in order to address the changed job evaluation outcomes, bring the grades into line with the pay policy and remove any potential equal pay issue.

Overall the proposals increase the value of the top of pay grades across the board which will hopefully help with recruitment and retention without the need to use market supplements and other payments to the same extent as now.

## **5.0 Financial Implications**

5.1 There has been significant work on modelling the new pay structure relative to the workforce and the cost is spread over 5 years with limited costs of some £250k in year one across a workforce of some 7500 staff. It was always clear there would be a cost in implementing the new pay spine given the need to retain differentials between jobs whilst removing the bottom 7 points. The cost of the new pay structure is based on the need to retain differentials but also to recruit and retain posts, particularly professional practitioner posts in new bands K, L, M and N (current bands 12-16) which contain starter posts, standard and experienced practitioner and professional posts for social workers, planners, engineers, accountants, lawyers, trading standards, public health analysts etc. The proposed new pay spine and grading structure incorporates the 2% national pay award with the majority of the additional cost going into bands J, K, L, M and N whilst the lower grades having significantly benefited from unavoidable cost of the removal of 7 points. The immediate cost is limited because the majority of the cost arises from future increments due to extended or changed grades and this further cost is subject to usual progression criteria and spread over future years.

5.2 To finalise the modelling and limit costs consideration was given to mitigation costs including:

- Incremental progression - 12% of staff do not progress annually due to not meeting performance criteria.
- Recruitment, retention related and market supplement payments - £171k annually will no longer be needed
- For grant and income funded posts any additional cost to the grading structure will not be funded from NYCC core budgets.
- Known/ anticipated reductions in posts during the 5 year cost period.
- Assimilation arrangements which limit costs in the first year and overall

## **6.0 Assimilation Arrangements**

6.1 To limit the cost in year 1 and spread it over a longer timeframe, the following approach to assimilation has been agreed with UNISON. Incremental progression will be applied to the existing grading structure as of midnight on 31<sup>st</sup> March '19. So staff will either receive an increment or have one withheld/removed under the current grading structure and on the basis of where they then sit on that grading structure they will move over ie assimilate to the closest point on the new grading structure on 1<sup>st</sup> April. Given that the new grading structure incorporates the national agreed 2% on assimilation staff will move to the nearest point upwards and no-one will be put on a point lower than the point they would have remained on in the current grading structure. This means whilst there is an immediate increase for all staff in terms of a new scp this is at or slightly above the 2% pay award with further increase coming in future years for staff in a longer pay grade and/or with additional or higher value increments in terms of head room.

## **7.0 Timetable for implementation**

7.1 Subject to Executive approval the timetable for full approval and implementation is:

- Details and costs to be included in the council budget report for 20<sup>th</sup> February including the recommendation from the Chief Officers Sub Committee. The full proposals will be included in the Pay Policy Statement which forms part of the budget report for approval.
- Initial staff communications this month and full staff communications after Full Council approval in the run up to implementation on 1<sup>st</sup> April.

## **8.0 Legal Implications**

8.1 The proposed changes are in response to the national pay agreement. Such agreements are expressly incorporated into all staff statements of particulars ie contracts and as such implementation is a legal requirement. How the agreement is implement and the national pay spine used is a matter for local authorities to determine in accordance to their local agreements with trade unison. All changes to grades as proposed are covered by the collective agreement with UNISON which is incorporated into all staff employment contracts so individual consultation on changes to contract is not required.

## **9.0 Consultation Undertaken and Responses**

9.1 The proposals have been developed in partnership with UNISON and form part of the collective agreement.  
The proposals have also been considered and supported by the Members Workforce Planning Group which comprises of members from all political groups.

## **10.0 Human Resources Implications**

10.1 The proposals seek to help address ongoing and future recruitment difficulties.

## **11.0 Equalities Implications**

11.1 An Equalities Impact Assessment has been completed for the proposed grading changes and shows no adverse impact. This is attached at Appendix 2. It is anticipated that the proposals if implemented will improve the current gender pay gap position.

## **12.0 Recommendation(s)**

To consider and approve the grade changes for staff on NJC terms and conditions outlined in this report in response to the national pay award.

County Hall  
Northallerton  
20 November 2018  
Author of report – Justine Brooksbank  
Assistant Chief Executive (Business Support)  
Presenter of report – Justine Brooksbank  
Background Documents – Benchmarking data/information

**Appendix 1**

New scp	April 19 Salary	<b>NEW NJC PAY STRUCTURE PROPOSED FOR APRIL 2019</b>	
1	£17,364		GRADE A - 217-258
2	£17,711	GRADE B - 259-308	GRADE C - 309-345
3	£18,065		
4	£18,426	GRADE D - 346-369	
5	£18,795		
6	£19,171		
7	£19,554		GRADE E - 370-397
8	£19,945	GRADE F - 398-422	
9	£20,344		
10	£20,751		
11	£21,166		
12	£21,589		
13	£22,021		GRADE G - 423-447
14	£22,462		
15	£22,911		
16	£23,369		
17	£23,836		
18	£24,313	GRADE H - 448-474	
19	£24,799		
20	£25,295		
21	£25,801		
22	£26,317		
23	£26,999		GRADE I - 475-509
24	£27,905		
25	£28,785		
26	£29,636	GRADE J - 510- 550	
27	£30,507		
28	£31,371		
29	£32,029		
30	£32,878		GRADE K - 551 - 587
31	£33,799		
32	£34,788	GRADE L - 588-624	
33	£35,934		
34	£36,876		
35	£37,849		
36	£38,813		
37	£39,782		GRADE M - 625-713
38	£40,760		
39	£41,675		

40	£42,683	GRADE N - 714 - 941	
41	£43,662		
42	£44,632		
43	£45,591		
44	£46,503		
45	<b>£48,000</b>	NBSM1 942- 1043	
46	£50,000		
47	£51,875		
48	£54,275		
49	£55,840		
50	£57,933	NBSM2 1044-1190	
51	£60,105		
52	£62,359		
53	£64,500		
54	£66,000		
55	£67,500		
56	£68,850		
57	<b>£70,250</b>	NBAD1 1191-1320	
58	£72,955		
59	£75,763		
60	£78,680		
61	<b>£82,500</b>	NBAD2 1321-1600	
62	£85,676		
63	£88,975		
64	<b>£94,000</b>		
65	£95,880	NBAD3 1601-1760	
66	£98,000		
67	<b>£101,000</b>	NBDIR1 1761-2015	
68	£104,889		
69	£109,100		
70	£110,950		
71	£113,170	DIR2,3 2016-2700	
72	£115,430		
73	<b>£118,000</b>		
74	£122,543		
75	£127,250		
76	£133,261		
77	<b>£137,249</b>		
78	£141,500	CE grade (unchanged) 2701-	
79	£146,000		
80	£168,000		
81	£172,000		
82	£176,300		
83	£180,423		

## Appendix 2

<p><b>Initial equality impact assessment screening form</b> (As of October 2015 this form replaces 'Record of decision not to carry out an EIA')</p> <p>This form records an equality screening process to determine the relevance of equality to a proposal, and a decision whether or not a full EIA would be appropriate or proportionate.</p>	
Directorate	Central Services
Service area	Human Resources
Proposal being screened	Implementation of 2018-20 NJC pay award
Officer(s) carrying out screening	Emily Wren
What are you proposing to do?	<p>Proposing a new pay band structure for NJC staff in response to the new national pay spine from 1<sup>st</sup> April 2019. The current points 6 to 49 are replaced with a new spine from 1-43, with the bottom 12 old points paired off to 6 new points and an additional 5 new points in the old bands 7 to 9 range.</p> <p>To adapt to the new pay spine a new pay structure is proposed which is fair, relevant and fit for purpose, and which has been developed jointly with Unison.</p> <p>The existing Bands 1-16 would be replaced with grades A to M, with changes to SM, AD and Director grades to reflect role changes, workforce needs and recruitment market.</p>
Why are you proposing this? What are the desired outcomes?	<p>The response to the NJC national pay agreement for Apr 2018 – Mar 2020 is delivered in the context of the current pay policy contained in the local collective agreement which is reviewed annually and ensures a “one employer” approach and does not permit varying benefit arrangements for different staff groups. The approach is to have a pay and benefit structure which:</p> <ul style="list-style-type: none"> <li>• Is fair and equitable for all staff.</li> <li>• Addresses the County Council’s need as an employer to link pay to performance.</li> <li>• Has the ability to address staffing difficulties where and when they occur.</li> <li>• Incorporates the application of national and local collective agreements and any authority decisions on pay.</li> </ul>
Does the proposal involve a significant commitment or removal of resources? Please give details.	It will require additional investment of £1.5m which has been included in the budget. This covers NYCC posts, with a further approx £350k for schools’ posts and £150k for traded services.
<p><b>Impact on people with any of the following protected characteristics as defined by the Equality Act 2010, or NYCC’s additional agreed characteristic</b> As part of this assessment, please consider the following questions:</p> <ul style="list-style-type: none"> <li>• <b>To what extent is this service used by particular groups of people with protected characteristics?</b> The Council’s pay structure applies to all staff covered by NJC terms and conditions, including staff with protected characteristics.</li> </ul>	

- **Does the proposal relate to functions that previous consultation has identified as important?**  
N/A

- **Do different groups have different needs or experiences in the area the proposal relates to?**  
Analysis has been undertaken to measure the impact of the proposed new structure on staff with protected characteristics.

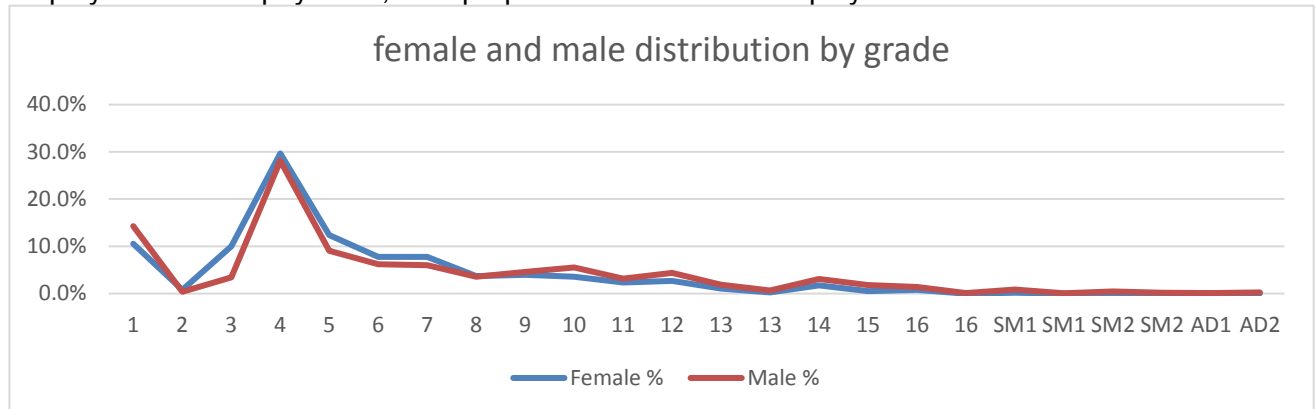
In the last workforce analysis only 1.2% of staff identified as minority ethnic, and only 1.0% identified as having a disability. The numbers are too small to obtain accurate results for impact across the range of pay bands.

Detailed analysis of the impact by gender has been undertaken and is summarised below.

The impact of the proposal has been assessed on all staff in post as at July 2018, including relief workers and based on headcount. The proportion of the workforce by gender measured in this way is 82% female and 18% male.

The current pay arrangements as reported in the published Gender Pay Gap for 2017 is a pay gap of 12%. Men are paid on average 12% more than women. Rigorous job evaluation scrutiny ensures that men and women are paid equally for work of equal value, but are not represented equally across all pay bands.

Because there are more female than male workers, the number of females in each band are generally higher than the number of males. However the graph below demonstrates the proportion of male employees in each band as a proportion of all male employees, and again the proportion of female employees in each pay band, as a proportion of all female employees:



While a higher % of the total male workforce is employed in the entry Band 1 (14.3%) than the % of the total female workforce (10.5%), between Bands 2-8 a higher % of the female workforce occupy these bands than the proportion of the male workforce. From Band 9 and above this trend is reversed and a higher proportion of the male workforce is employed in Bands 9 and above than the % of the female workforce.

Whilst recognising there is a gender pay gap, it is important that the new pay structure does not add to the gender pay gap and instead should contribute to its reduction.

The impact of the new pay structure has been measured using 3 different approaches:

1. Measuring the increase from the bottom of the old band to the top of the new grade
2. Measuring the increase from the maximum of the old band to the maximum of the new grade
3. Measuring the increase from the midpoint of the old band to the midpoint of the new grade

For each approach the % increase for women and men assimilating to the new grade has been measured.

**Method 1** which measures the full span increase from bottom of the old band to the top of the new grade shows an 18.21% increase for women and marginally higher 18.31% increase for men.

**Method 2** which measures the increase from the maximum of the old and new grades demonstrates a 10.70% increase for women and slightly lower 10.48% increase for men.

**Method 3** which measures the increase at the midpoint of the old band and new grade (the method used for budget purposes) illustrates an 11.71% increase for women and 11.26% increase for men. Assimilation to the new pay grade will be wholly based on the job evaluated score for each post, to eliminate any possibility of unconscious bias in assimilation decisions.

This analysis suggests there is no adverse impact on staff with a protected characteristic and that it is likely, in a modest way, to contribute to a reduced gender pay gap from 2020 onwards.



## Appendix 2

If for any characteristic it is considered that there is likely to be a significant adverse impact or you have ticked 'Don't know/no info available', then a full EIA should be carried out where this is proportionate. You are advised to speak to your <a href="#">Equality rep</a> for advice if you are in any doubt.			
Protected characteristic	Yes	No	Don't know/No info available
Age		X	
Disability		X	
Sex (Gender)		X	
Race		X	
Sexual orientation		X	
Gender reassignment		X	
Religion or belief		X	
Pregnancy or maternity		X	
Marriage or civil partnership		X	
NYCC additional characteristic			
People in rural areas		X	
People on a low income		X	
Carer (unpaid family or friend)		X	
<b>Does the proposal relate to an area where there are known inequalities/probable impacts</b> (e.g. disabled people's access to public transport)? Please give details.	Should contribute in a modest way to addressing the gender pay gap.		
<b>Will the proposal have a significant effect on how other organisations operate?</b> (e.g. partners, funding criteria, etc.). <b>Do any of these organisations support people with protected characteristics?</b> Please explain why you have reached this conclusion.	The new pay rates should not have an adverse impact on other organisations.		
<b>Decision (Please tick one option)</b>	EIA not relevant or proportionate:	X	Continue to full EIA:
<b>Reason for decision</b>	Preliminary analysis shows no adverse impact from this proposal to implement the latest NJC pay agreement.		
<b>Signed (Assistant Director or equivalent)</b>	<i>Justine Brooksbank</i>		
<b>Date</b>	26.11.2018		

# North Yorkshire County Council

## Executive

4 December 2018

### Appointments to Committees and Other Bodies

#### 1.0 Purpose of the Report

To enable any appointments to Committees or major outside bodies to be considered.

#### 2.0 Looked After Children Members' Group

The Looked After Children Members' Group is not a Committee of the Executive but a non-decision making member working group responsible for supporting the Executive, and the Council as a whole, in its role as corporate parent. The group report to the Lead Executive Member for Children's Services on a quarterly basis on corporate parenting issues, and at any stage, should any issues arise in the interim which they consider should be drawn to the attention of the Executive.

2.1 The Looked After Children Members' Group has up to a maximum of 10 members who are appointed annually by the Executive. The membership may also include include members and co-opted members from the Young People Overview and Scrutiny Committee.

2.2 The role of the Looked After Children Members' Group is to provide advice on all aspects of the Council's responsibilities as a Corporate Parent and in relation to looked after children on any specific issues they are required to consider.

2.3 The current membership of the group is 5 County Councillors and a co-opted member from the Young People Overview and Scrutiny Committee, as below:

2.4 Janet Jefferson, Cliff Lunn, Caroline Patmore, Gillian Quinn, David Sharp (CEX of North Yorkshire Youth and a co-opted Member of the Young Peoples Overview and Scrutiny Committee), Annabel Wilkinson (currently Vice Chair).

2.5 There are 4 vacancies at present. Three have been created by the resignation of County Councillors Joe Plant (Chair); Keane Duncan; and Andy Solloway.

2.6 The following are proposed for appointment to the group:

- County Councillor Caroline Goodrick
- County Councillor David Goode
- County Councillor Liz Colling.

**3.0 Border to Coast Pension Partnership Limited – Shareholder representative**

At the meeting of Executive on 17 October 2017, County Councillor John Weighell OBE was appointed as the Council’s shareholder representative for the Border to Coast Pension Partnership Limited.

3.1 At the Executive meeting on 16 October 2018, County Councillor John Weighell OBE was nominated to and subsequently appointed to the role of Non-Executive Director of the Border to Coast Pension Partnership Limited. This then creates a vacancy for the position of the Council’s shareholder representative.

3.2 It is proposed that the Monitoring Officer, Barry Khan, is appointed to the position.

**4.0 Recommendations**

4.1 That the Executive appoints County Councillors to the Looked After Children Members’ Group as stated in paragraph 2.6 of this report.

4.2 That the Executive appoints the Monitoring Officer to the vacant position of the Council’s shareholder representative on the Border to Coast Pension Partnership Limited.

Barry Khan  
Assistant Chief Executive (Legal and Democratic Services)  
County Hall  
Northallerton  
21 November 2018

DH

Background documents: None



## FORWARD PLAN

The decisions likely to be taken by North Yorkshire County Council in the following 12 months are set out below:

Publication Date: 23 November 2018

Last updated: 23 November 2018

Period covered by Plan: up to 30 November 2019

### PLEASE NOTE:-

In accordance with the Local Authorities (Executive Arrangements)(Meetings and Access to information)(England) Regulations 2012, at least **28 clear days' notice**, excluding the day of notification and the day of decision taking, must be published on the Forward Plan of any intended key decision. It is also a requirement that **28 clear days' notice** is published of the intention to hold a Executive meeting or any part of it in private for the consideration of confidential or exempt information. For further information and advice please contact the Democratic Services and Scrutiny Manager on 01609 533531.

**FUTURE DECISIONS**

<b>Likely Date of Decision</b>	<b>Decision Taker</b> (a full list of the membership of the Council and all its Committees is set out in Part 3 of the Constitution)	<b>Description of Matter</b> – including an indication if the report contains any exempt (not for publication) information and the reasons for this	<b>Key Decision</b>  <b>YES/NO</b>	<b>Decision Required</b>	<b>Consultees</b> (ie the identity of the principal groups whom the decision-taker proposes to consult)	<b>Consultation Process</b> (ie the means by which any such consultation is to be undertaken)	<b>How representations may be made and details of Contact Person</b> (Tel: 0845 034 9494) unless specified otherwise)	<b>Relevant documents already submitted to Decision Taker</b>
<b>THE EXECUTIVE</b>								
Standing Item	Executive	TRO's	Yes in most instances	Introduction of Traffic Regulation Orders	Executive Members, local Members, public	Statutory consultation	In writing to the Corporate Director Business and Environmental Services	
Standing Item	Executive	Area Committee Feedback		As required, but usually for noting	N/A	N/A	N/A	N/A
Standing Item	Executive	Appointments to Outside Bodies and/or recommendations to Council re Committee appointments		Approval of appointments to Outside Bodies and/or making of recommendations to Council re Committee appointments	N/A	N/A	N/A	N/A
Standing Item	Executive	Potential purchase of land for investment purposes  <b>This item will contain exempt information.</b>	Yes	Following the Executive decision of 15 August 2017 the Executive have agreed an investment strategy of purchasing land of up to £5m where it would provide a suitable return on investment. These opportunities have a quick turnaround time therefore a standard item is included on the Forward Plan to give notice that such a decision may be	Internal.	None.	Gary Fielding, Corporate Director - Strategic Resources	Once a relevant opportunity is identified the relevant reports will be drafted and circulated to the Executive.

**FUTURE DECISIONS**

<b>Likely Date of Decision</b>	<b>Decision Taker</b> (a full list of the membership of the Council and all its Committees is set out in Part 3 of the Constitution)	<b>Description of Matter</b> – including an indication if the report contains any exempt (not for publication) information and the reasons for this	<b>Key Decision</b>  <b>YES/NO</b>	<b>Decision Required</b>	<b>Consultees</b> (ie the identity of the principal groups whom the decision-taker proposes to consult)	<b>Consultation Process</b> (ie the means by which any such consultation is to be undertaken)	<b>How representations may be made and details of Contact Person</b> (Tel: 0845 034 9494) unless specified otherwise)	<b>Relevant documents already submitted to Decision Taker</b>
				requested by the Executive.				
27 November 2018	Executive (Performance Monitoring)	Q2 Performance Monitoring and Budget report including: <ul style="list-style-type: none"> <li>• Revenue Plan</li> <li>• Capital Plan</li> <li>• Treasury Management</li> <li>• Prudential Indicators</li> </ul>			Management Board		Corporate Director - Strategic Resources	Previous quarterly reports
27 November 2018	Executive (Performance Monitoring)	Approval to publish statutory proposals to  (a) Amalgamate Moorside Infant School and Moorside Junior School in Ripon through the technical closure of Moorside Infant School as a separate entity and the enlargement and change of age range of Moorside	YES	Decision to publish statutory proposals to  (a) Amalgamate Moorside Infant School and Moorside Junior School in Ripon through the technical closure of Moorside Infant School as a separate entity and the enlargement and change of age range of Moorside Junior School to create a single 3-11 primary school on the Junior	Parents, staff, and other local stakeholders	Statutory notices published in local newspaper and at school gates.	In writing to Corporate Director – Children and Young People’s Service, County Hall, Northallerton DL7 8AE by 8th February 2019	Report to Executive Member for Schools, 11 September 2018

**FUTURE DECISIONS**

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		<p>Junior School to create a single 3-11 primary school on the Junior School site (to be known as Moorside Primary School &amp; Nursery)</p> <p>(b) Create specialist satellite provision for Mowbray School on the Moorside Infant School site.</p>		<p>School site (to be known as Moorside Primary School &amp; Nursery)</p> <p>(b) Create specialist satellite provision for Mowbray School on the Moorside Infant School site.</p>				
27 November 2018	Executive (Performance Monitoring)	A report on the proposed development of extra care housing scheme in Helmsley, North Yorkshire and approval for grant funding from NYCC for this scheme.	Yes	Approval of funding required from the Council to support the development of an extra care housing scheme in Helmsley	N/a	N/a	Dale Owens, Assistant Director, Care and Support	<p>29 July 2014: Care and Support Where I Live Executive Report.</p> <p>19 August 2014: NYCC ECH and Regeneration Programme Executive Report</p>

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		<b>THE APPENDIX TO THE REPORT ARE EXEMPT FROM PUBLICATION AS THEY CONTAIN INFORMATION RELATING TO THE BUSINESS AFFAIRS OF A POTENTIAL CONTRATOR OF THE TYPE DEFINED IN PARAGRAPH 3 OF PART 1 OF SCHEDULE 12A LOCAL GOVERNMENT ACT 1972 (AS AMENDED)</b>						17 March 2015: Care and Support Where I Live Executive Report
4 December 2018	Executive	Tour de Yorkshire	Yes	Seek approval for funding for the Tour de Yorkshire 2019	Local Members	Email	By email to Corporate Director Business & Environmental Services <a href="mailto:david.bowe@northyorks.gov.uk">david.bowe@northyorks.gov.uk</a>	N/A
4 December 2018	Executive	Approval to implement a change to the grading structure	Yes	Decision to approve the implementation of a change to the grading structure for NYCC staff	Unison.	A working group including UNISON and directorate reps developed proposals	N/A	N/A



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		for NYCC staff to implement the new national pay agreement and in particular the new national pay spine.		to implement the new national pay agreement and in particular the new national pay spine.		to change grading structure.		
4 December 2018	Executive	The possible acquisition of part of the Whitby Hospital site.  <b>Report contains confidential information linked to NYCC's and the NHS' negotiating positions.</b>	Yes.	Whether or not to acquire land that forms part of the Whitby Hospital site.	None.	NA.	Roger Fairholm  01609 535698  <a href="mailto:roger.fairholm@northyorks.gov.uk">roger.fairholm@northyorks.gov.uk</a>	None.
15 January 2018	Executive	Schools Budgets	Yes	To approve final details of the Schools Block/DSG budgets for 2019/20 for submission to the Department for Education.	All schools and Governing Bodies, North Yorkshire Education Partnership	Consultation with schools and academies and discussion at Schools Forum	In writing to Howard Emmett, Assistant Director, Strategic Resources (email to <a href="mailto:howard.emmett@northyorks.gov.uk">howard.emmett@northyorks.gov.uk</a> )	
15 January 2019	Executive	Harrogate Adult Community Services Health & Social Care Integration	YES	To progress with proposals for integrated working	None	None	By Email to: Richard Webb at <a href="mailto:Richard.Webb@northyorks.gov.uk">Richard.Webb@northyorks.gov.uk</a>	None

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15 January 2019	Executive	Alternative Investments Year 1 Review	Yes	To consider the achievements to date and agree proposed increases to the thresholds, and delegations for individual commercial investments	Scrutiny Cttee	Report to committee on 3rd December 2018	Karen Iveson, Assistant Director, Strategic Resources 01609 535664	
15 January 2019	Executive	Coroners Service – Future models for delivery of the service, including possibility of amalgamating with Coroner's area covering the City of York	YES	To approve interim arrangements for the two existing Coroner areas in North Yorkshire upon the retirement of a Senior Coroner and to agree to open discussions with the City of York on the possibility of amalgamation of the City of York area with the North Yorkshire areas			In writing to Neil Irving, Assistant Director Policy, Partnerships and Communities via <a href="mailto:neil.irving@northyorks.gov.uk">neil.irving@northyorks.gov.uk</a>	None
29 January 2019	Executive	To consider and recommend to County Council the Revenue Budget 2019/20 and the Medium Term Financial Strategy (MTFS). Also to consider: <ul style="list-style-type: none"> <li>• Revenue Plan</li> <li>• Capital Plan</li> </ul>		Approval of the Revenue Budget/MTFS	Proposals will be subject to the appropriate consultation process	Budget Consultation Process	Gary Fielding, Corporate Director - Strategic Resources	County Council consideration of Budget savings proposals

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		<ul style="list-style-type: none"> <li>Treasury Management</li> <li>Prudential Indicators</li> </ul>						
29 January 2019	Executive	Council Plan	Yes	To consider the draft Council Plan and recommend it to full Council for approval	Corporate and Partnerships Overview and Scrutiny Committee  Management Board	Meetings	Assistant Director, Policy and Partnerships	None
19 February 2019	Executive (Performance Monitoring)	Q3 Performance Monitoring and Budget report including: <ul style="list-style-type: none"> <li>Revenue Plan</li> <li>Capital Plan</li> <li>Treasury Management</li> <li>Prudential Indicators</li> </ul>			Management Board		Corporate Director - Strategic Resources	Previous quarterly reports
12 and 26 March 2019	Executive  No items identified yet							
16 April 2019	Executive	Future Delivery of the Highway Service  <b>The report is likely to contain</b>	Yes	Approval to proceed with the recommended option(s).	None	None	Barrie Mason/ Michael Leah	None

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		<b>exempt information of the type described in paragraph 3 of Part 1 of Schedule 12A to the Local Government Act 1972 (information relating to the financial or business affairs of any particular person (including the authority holding that information))</b>						
21 May 2019	Executive  No items identified yet							
11 June 2019	Executive (Performance Monitoring)	Q4 Performance Monitoring and Budget report including: <ul style="list-style-type: none"> <li>• Revenue Plan</li> <li>• Capital Plan</li> <li>• Treasury Management</li> <li>• Prudential Indicators</li> </ul>						
25 June 2019 and	Executive							

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16 July 2019	No items identified yet							
13 August 2019	Executive (Performance Monitoring)	Q1 Performance Monitoring and Budget report including: <ul style="list-style-type: none"> <li>• Revenue Plan</li> <li>• Capital Plan</li> <li>• Treasury Management</li> <li>• Prudential Indicators</li> </ul>						
3 and 24 September 2019 and 15 October 2018	Executive  No items identified yet							
19 November 2019	Executive (Performance Monitoring)	Q2 Performance Monitoring and Budget report including: <ul style="list-style-type: none"> <li>• Revenue Plan</li> <li>• Capital Plan</li> <li>• Treasury Management</li> <li>• Prudential Indicators</li> </ul>						

Should you wish to make representation as to the matter being discussed in public please contact Daniel Harry  
Email: [daniel.harry@northyorks.gov.uk](mailto:daniel.harry@northyorks.gov.uk) Tel: 01609 533531.