

## CABINET

**Minutes of the meeting held on 29 April 2021 at 5.30 pm in Via Online Viewing Only.**

**Present:** Councillor Helen Whitehead (Chair); Councillors Albon, Duckworth, Everitt and Yates

**In Attendance:** Councillors Ara, Ashbee, R Bayford, J Bayford, Garner, Rev. S Piper, Pugh, D Saunders and Wing

### **721. APOLOGIES FOR ABSENCE**

There were no apologies made at the meeting.

### **722. DECLARATIONS OF INTEREST**

There were no declarations of interest.

### **723. MINUTES OF PREVIOUS MEETING**

Councillor Yates proposed, Councillor Albon seconded and Members agreed the minutes as a correct record of the meeting held on 18 March 2021.

### **724. CORPORATE PERFORMANCE REFRESH 2021-24**

Members discussed the newly refreshed approach to how it both monitors and reports on corporate performance with new performance indicators. This approach aims to provide the public with clear and easy to access information on how key services are performing and supports residents' feedback that they would like the council to be efficient, transparent and responsive.

As part of this approach, recognition would be given to the feedback the council would be receiving each year from local residents, as part of its annual residents' survey. Residents have been consistently indicating to the council that feeling safe, having clean streets and thriving towns were the things that mattered most to them and they wanted the council to be efficient, trusted, transparent and responsive. The proposed approach would address those views.

Councillor Whitehead proposed, Councillor Yates seconded and Cabinet agreed to note the proposed new approach.

### **725. PROCUREMENT OF WORKS AT ROYAL CRESCENT, RAMSGATE**

Cabinet considered the proposed works for a 3 phase programme of structural works and passive fire works at 4-15 and 19-23 Royal Crescent, Ramsgate. These works would fulfil the council's landlord obligations to maintain properties by carrying out essential structural works and passive fire works to both buildings.

These council buildings are listed and protected by Heritage, which adds complications to any works to be undertaken. Cabinet gave authority for the council to enter into a new contract for works to its housing stock, subject to the approval of the required budget by full council.

Cabinet would continue to engage tenants and leaseholders as part of moving this project forward.

Councillor Wing spoke under Council Procedure Rule 20.1.

Councillor Whitehead proposed, Councillor Everitt seconded Cabinet agreed the following:

1. The letting of the contract for the structural works and passive fire safety works at Royal Crescent, Ramsgate, as detailed in this report, subject to the approval of the required budget by full council;
2. The slippage of £800k from the current 2020/21 HRA capital programme against expenditure on this project during the financial year 2021/22;
3. Recommending to full council that the additional budget requirement of £1.978m be allocated to the HRA capital programme, from the HRA Major Repairs Reserve for the financial years 2022/23 and 2023/24;
4. The proposed options for the recharging of apportioned costs to leaseholders, as set out in section 6 of the cabinet report.

## **726. THE FUTURE OF EAST KENT HR (EKHR)**

Cabinet considered the report that set out proposals to disband the East Kent HR Service (EKHR) and take HR services in house with effect from 1 September 2021. The proposals set out the rationale for the decision, the proposed processes and relevant recommendations.

The HR function had been a shared service for Canterbury City Council (CCC), Dover District Council (DDC) and Thanet District Council (TDC) since September 2010. In its original form, it was a four way shared service, with the inclusion of Folkestone and Hythe District Council (formerly Shepway District Council). Shepway District Council unilaterally left the HR shared service a few years later. The original Collaboration Agreement (20/9/10) was replaced by the current Collaboration Agreement dated 14/10/16 between DDC, CCC and TDC.

A significant benefit of the proposal would be the closer alignment of the individual HR services with the corporate priorities of each Council. Whilst the Chief Executive was the Head of Paid Service and has ultimate responsibility for staffing matters, the proposal would ensure that members would have more involvement in issues such as setting HR policies and procedures which directly affect each Council's staff. Members would also be able to have a better understanding of issues which affect staff.

The following Members spoke under Council Procedure Rule 20.1:

Councillor Ashbee;  
Councillor Stuart Piper;  
Councillor Garner.

Councillor Whitehead proposed, Councillor Albon seconded and Cabinet agreed:

1. That EKHR should be disbanded and that the HR service returns in house;
2. That authority is delegated to the Interim Head of Shared Services, in consultation with the Chief Executive and Leader, to carry out all necessary processes to give effect to the decision;
3. That authority is given to the Interim Head of Shared Services to sign off and enter into any agreements necessary to give effect to the decision. This includes,

but is not limited to, novation of contracts between any of the three Councils and any third parties;

4. To recommend to Council that the East Kent Shared Services Collaboration Agreement dated 14 October 2016 is amended to reflect the changes set out in recommendations 1 - 3.

Meeting concluded: 6.14 pm