

**DEPUTY LEADER
16th December, 2013**

Present:- Councillor Akhtar (in the Chair).

Apologies for absence:- Apologies were received from Councillors Gosling and Sims.

N30. MINUTES OF THE PREVIOUS MEETING HELD ON 14TH OCTOBER, 2013

Consideration was given to the minutes of the previous meeting held on 14th October, 2013.

Resolved:- That the minutes of the meeting held on 14th October, 2013 be approved as a correct record.

N31. VOLUNTARY SEVERANCE

Consideration was given to a report presented by Phil Howe, Director of Human Resources, which provided an update on what voluntary severance had created in terms of savings.

The key headlines included:-

- As intended, proportionately, the greatest reductions have been in management/back office functions.
- Age/pension scheme membership have a significant influence on the attraction of voluntary severance with the proportion of employees aged 55+ taking voluntary severance being greater than any other age range.
- The success of voluntary severance in reducing employee numbers had been such that only 72 compulsory redundancies have had to be made since April, 2010 despite the Council reducing by over 1200 posts.

Reference was made to a number of influencing factors, which were set out in detail as part of the report.

In light of the continued £20m budget reduction situation being faced for the next two years a new window for voluntary severance accepting applications until the 30th November, 2013 had been opened which included the inducement of a 12 week discretionary payment. Over 400 people asked for their figures with over 230 people expressing an interest to leave.

Support was, therefore, sought on the continuation of the current delegation for approval for early release to the Corporate Approval Panel comprising the Chief Executive, Director of Human Resources and Director of Legal and Democratic Services and for this to continue.

Resolved:- (1) That the outcomes received be noted.

(2) That new window for volunteers be noted.

(3) That the delegation to the Corporate Approvals Panel continue.

N32. ANNUAL REVIEW - INSURANCE AND RISK MANAGEMENT PERFORMANCE

Consideration was given to a report presented by Andy Shaw, Insurance and Risk Manager, which built on previous reports on the numbers and cost of insurance claims made against the Council.

The Council continued to have a very good and improving record in most areas. Proactive Risk Management measures were helping to reduce the number of claims made against the Council and effective monitoring/inspection systems were enabling the Council to successfully defend many claims that were received.

The report highlighted areas where risk management action was helping to achieve the greatest savings in support of the Council's Medium Term Financial Strategy, and emphasised in more detail:-

- Insurance claims and costs 2003/04 to 2012/13.
- High Performing Areas.
- Highways Trips and Slips.
- Recovery of Uninsured Motor Vehicle Accident Losses.
- Areas where performance is good and improving.
- Employer's Liability Claims.
- Motor Vehicle Claims.
- Trips and slips on Housing owned footpaths and walkways.
- The level of the Insurance Fund.
- High Value / New Areas of Claim.
- Municipal Mutual Insurance, Trigger Litigation.
- Renewal of Insurance / Broking Contracts.

Discussion ensued on the number of trips and slips on Housing owned footpaths and walkways and it was suggested that a sound system of inspection be implemented, similar to that in force by Streetpride, which would improve the repudiation rates and cut costs in the medium term. A response and a report was, therefore, requested for presentation at the next meeting.

Further analysis of the numbers and cost of insurance claims against the Council was also requested for future reports.

Resolved:- (1) That the generally very good performance in relation to the management of risk and minimisation of insurance claims costs be noted.

(2) That a report be submitted to the next meeting of the Deputy Leader on options for a system of inspection of Housing owned footpaths and walkways.

N33. COMMUNITY MAP - SELF SERVICE ACCESS TO PLANNING DATA, SPATIAL DATA AND INCIDENT REPORTING

Consideration was given to a report presented by Richard Copley, Corporate ICT Manager, which requested that the Council purchase Civica's Community Map product to replace a number of end-of-life web mapping systems and to enable citizen self-service across a range Council processes including Planning enquiries and reporting Streetpride issues.

Community Map was a key element of the Council's Customer Access Strategy and one of a range of measures being taken to encourage greater take-up of the Council's online channels to reduce dependency on the ageing CRM platform (Siebel).

Discussion ensued on the rationale for the replacement of the current web mapping system, the two options that were considered, consolidation of contracts and the business case to proceed and the need for integration with back off systems.

Resolved:- (1) That the purchase of Civica's Community Map product be approved.

(2) That the purchase of Community Map be exempt from the provisions of Standing Order 48.1 (requirement to invite three to six tenders for contracts with a value of over £50k) on the basis that Civica is the sole supplier capable of providing a Geographical Information System which integrates natively with the Council's various Civica line of business systems.

N34. CABINET REPORTS AND MEMBERS' ISSUES

Phil Howe, Director of Human Resources, reported on:-

- The proposed discussions with Trades Unions taking place on Thursday, 19th December, 2013 to look at cashable savings.
- Work taking place to investigate the recent increasing trend for agency staff costs.

Stuart Booth, Director of Finance, reported on:-

- Capital and revenue monitoring reports that were being presented to the Cabinet on Wednesday, 18th December, 2013.
- Budget discussions with Cabinet/SLT on Tuesday, 17th December, 2013, including the breakdowns, as requested.

Resolved:- That the information be noted.

N35. EXCLUSION OF THE PRESS AND PUBLIC

Resolved:- That under Section 100A(4) of the Local Government Act, 1972, the press and public be excluded from the meeting for the following item of business on the grounds that it involves the likely disclosure of exempt information as defined in Paragraph 3 of Part 1 of Schedule 12A to the Local Government Act (as amended March, 2006 (information relates to finance and business affairs).

N36. IMPACT OF DIGITAL REGION'S CLOSURE ON RMBC'S VOICE AND DATA NETWORK

Consideration was given to a report presented by Richard Copley, Corporate ICT Manager, which provided an update on the impact on the Council's data network of the recent decision to close Digital Region Ltd (DRL). The report set out the plans to migrate the Council's voice and data network links to new providers and included details of the resource requirements.

The Cabinet was now to consider the report on 18th December, 2013, which requested approval of the additional funding and approval of the signing of migration contracts.

The migration of such a large number of circuits, some of which were used by schools, was a complex and time consuming task and would need to be carefully planned and appropriately resourced. The Council had been advised that the date by which it must migrate to a new supplier was August, 2014.

Discussion ensued on the costs and savings of the new network, the installation and running costs of the new circuits and the current contract arrangements with each site.

Resolved:- (1) That the timescales for migration and the anticipated resource requirements (human and financial) be noted.

(2) That the impact of Digital Region Ltd.'s closure on the Council's ability to meet Central Government broadband targets be noted.

N37. DATE AND TIME OF THE NEXT MEETING

Resolved:- That the next meeting take place on Monday, 13th January, 2014 at 9.30 a.m.