

## INTRODUCTION

This Cabinet Bulletin covers the meeting held on 7th September, 2006 and reviews the agenda for the forthcoming meeting to be held on Thursday, 28th September, 2006.

**Please note that all meetings of Cabinet will start at 2.00 p.m. until further notice**

### CABINET MEETING – 7th September, 2006

#### Key Decisions

The following report contains a key decision. Members of the relevant Scrutiny Committee have been sent a copy of the decision notice and given the opportunity to call-in the decision.

Item No	Title	Portfolio Responsibility	Scrutiny Committee
8	Rotherwas Access Road	Highways and Transportation	Environment

- (a) **Integrated Performance Report** - Cabinet has noted the performance report to the end of July 2006 against the Annual Operating Plan 2006-07, together with performance against revenue and capital budgets and corporate risks. Cabinet noted that a significant amount of work had taken place since the previous report to the end of May. There had been a marked reduction in the number of indicators that had not been achieved or had not reached the target to 19 from 45 in May. Where not all indicators are met, this can be due to partner organisations not reaching the target. The outturn figures for 2005-06 place the authority as above median for 2004-05, which shows a significant improvement in performance. It was noted that the majority of indicators for the Herefordshire Community Strategy have now been identified and work is being carried out to agree them with partner organisations.

JAR Action Plan – overall it is very positive and the number of referrals has already reached the target for March 2007. The workload has increased, but this is being managed with nine new permanent Social Workers appointed since April.

Adult Social Care – any potential overspend is being actively managed in anticipation with a further contingency fund.

Corporate Risk Monitoring, Herefordshire Connects is an emerging risk

programme for the Council. Progress is being made and the programme is on schedule.

- (b) **Community Forums** – Cabinet received the report on the June - July 2006 round of Forum meetings and noted the statistics presented. Members expressed their thanks and satisfaction to the Community Forum Co-ordinator over the style of the meetings, the way Parish Councils are notified and the advertising.
- (c) **Comprehensive Equality Policy** – Cabinet received a report on the progress made in implementing the Comprehensive Equality Policy. This is the overriding document that sets out the Council's commitment to achieving excellence and meeting its responsibilities to promote equality. The policy provides the focus to ensure the Council meets the criteria to reach level two of the equality standard by end of March 2007, with the aim of reaching levels 3 and 4 by 2007-08. Cabinet was reminded that this was a three year programme and that the action plan was well on track. Cabinet were informed that Herefordshire had recently been highlighted for its website for migrant workers and that the government office would be coming to the county for a visit regarding migrant workers and the changing population.
- (d) **Early Termination Compensation Regulations** – Cabinet received a report on the Early Termination Compensation Regulations and noted the forthcoming changes to the policy. Changes to the policy are necessary to ensure compliance with legislative requirements, but also seeking to retain maximum flexibility for fair workforce management. From 1st October the new legislation makes it unlawful to discriminate on age. Government intends to revoke the discretionary provision local authorities presently have to enhance payments to employees whose employment has been terminated early either on the grounds of redundancy, for efficiency savings or upon the cessation of a joint appointment. In the future calculations will be made on pay up to the actual week's paid and either to award a one-off lump sum payment of up to 66 weeks' pay based on a service and age-related formula or to award added years on top of the benefits payable under the Local Government Pension Scheme (LGPS) for eligible employees aged 50 or over but under 65. In comparison to private sector pensions, the LGPS was completely transparent. Cabinet is to receive another paper on the scheme later in the year.
- (e) **Rotherwas Futures** – Cabinet received a report on the content of the Rotherwas Futures study. The report reiterates Cabinet's commitment to the Rotherwas Industrial Estate and to the County. Cabinet were reminded that in 2005 a feasibility study was jointly commissioned to investigate the further regeneration and development of the Industrial Estate and provide a package of measures to make the estate more viable. Officers in conjunction with Advantage West Midlands (AWM) have made an outline application to access funding. This initial application has been successful and invitation has now been made to make a full application.
- (f) **Rotherwas Access Road** - Cabinet received a report to proceed with the implementation programme for a Rotherwas Access Road. The report outlines a funding package to enable the scheme to be delivered independently of the Department for Transport. A package of measures outlined in the Rotherwas Futures report sets out an approach to funding, developing and regenerating the

industrial estate, along with possible housing developer contributions. Cabinet were informed that the Compulsory Purchase Order for the road scheme had been confirmed.

- (g) **Adult Social Care Improvement Planning** – Cabinet noted a report on the progress to date with the Adult Social Care Improvement Plan and were advised that the Commission of Social Care Inspection (CSCI) has agreed additional support from the Department of Health, by way of a significant financial contribution, to finance external expertise to drive forward improvements. A number of proactive steps have been taken to improve service delivery and capacity within Adult Services.

## FORTHCOMING CABINET MEETING – 28th September, 2006

### Key Decisions

The following reports contain key decisions. When the decisions have been made, Members of the relevant Scrutiny Committees will be sent a copy of the decision notice and given the opportunity to call-in the decisions.

Item No	Title	Portfolio Responsibility	Scrutiny Committee	Included in the Forward Plan Yes/No
5	Building Schools for the Future	Children and Young People	Children's Services	No
9	Rotherwas Futures	Economic Development and Highways and Transportation	Community Services and Environment	Yes
11	Land at Belmont	Environment	Environment	No

- (a) **Treasury Management Activities 2005/06** - Cabinet will be asked to note the Council's Treasury Management activities for the period 1st April, 2005 to 31st March, 2006 and the outturn of prudential indicators for the year 2005/06.
- (b) **Direction of Travel** - Cabinet will be asked to consider the Council's self-assessment for the 2006 Direction of Travel Statement.
- (c) **Building Schools for the Future** – Cabinet will be asked to approve two major developments in Secondary School provision within Herefordshire.
- (d) **Employee Opinion Survey 2006** – Cabinet will be asked to note the Employee Opinion Survey 2006.
- (e) **Health and Safety Annual Report** – Cabinet will be asked to note the key activities of the Health and Safety Service, including Occupational Health, during the last twelve months.
- (f) **Local Government Pension Scheme – Response to Initial Consultation On**

- Four Options** – Cabinet will be asked to endorse the proposed response to an initial consultation exercise being undertaken by the Department for Communities and Local Government (DCLG) in respect of four options for the Local Government Pension Scheme (LGPS).
- (g) **Rotherwas Futures** – Cabinet’s approval will be sought into funding an agreement with Advantage West Midlands (AWM) in order to progress the Rotherwas Futures Project.
- (h) **Ombudsman and Complaints and Compliments Monitoring Report 2005/06** – Cabinet will be informed of the Ombudsman Annual Letter 2005/06 and the figures for complaints and compliments recorded including complaints determined by the Local Government Ombudsman and the Complaints Panel for the year ended 31st March, 2006.

#### **EXCLUSION OF THE PRESS AND PUBLIC**

- (i) **Land at Belmont** – To update Cabinet on the acquisition of land off Dorchester Way, Belmont, known as “The Pond Area” and to agree a way forward to resolve the longstanding issues concerning the adoption of the former landfill site area at Belmont.

**This item discloses information relating to the financial or business affairs of any particular person (including the authority holding that information).**

**N.M. Pringle  
Chief Executive**

**(01432) 260044**

*Copies of the agenda are available on the Council's website [www.herefordshire.gov.uk](http://www.herefordshire.gov.uk),  
at the meeting or on request from  
Mrs. Sally Cole, Committee Manager (Executive) on (01432) 260249.*