

COUNCIL OF THE CITY OF COVENTRY

16th September, 2008

PRESENT

Lord Mayor (Councillor Matchet)

Deputy Lord Mayor (Councillor Harrison)

Councillor Adalat	Councillor Lapsa
Councillor Andrews	Councillor Lee
Councillor Arrowsmith	Councillor Mrs. Lucas
Councillor Asif	Councillor Maton
Councillor Auluck	Councillor McNicholas
Councillor Bailey	Councillor Mulhall
Councillor Bains	Councillor J. Mutton
Councillor Mrs. Bigham	Councillor Mrs. Mutton
Councillor Blundell	Councillor Nellist
Councillor Charley	Councillor Noonan
Councillor Chater	Councillor O'Boyle
Councillor Cliffe	Councillor O'Neill
Councillor Clifford	Councillor Miss. Reece
Councillor Crookes	Councillor Ridge
Councillor Mrs. Dixon	Councillor Ridley
Councillor Duggins	Councillor Ruane
Councillor Foster	Councillor Sawdon
Councillor Gazey	Councillor Skinner
Councillor Harvard	Councillor Skipper
Councillor Mrs. Johnson	Councillor Smith
Councillor Kelly	Councillor Taylor
Councillor Kelsey	Councillor Townshend
Councillor Khan	Councillor Mrs Waters
Councillor Lakha	Councillor Williams
Councillor Mrs. Lancaster	Councillor Windsor

Apologies:- Councillor Field
Councillor Sweet

41. Minutes

The Minutes of the meeting held on 30th June, 2008, were signed as a true record.

42. **Illuminated Address**

The Lord Mayor presented Dave Batten, Lord Mayor for 2007/08, with his Illuminated Address.

43. **Coventry Good Citizen Award – Bill McDonald**

On behalf of the Council, the Lord Mayor and His Honour Richard Cole D.L, presented Bill McDonald with the Citizen of the Month Award for September 2008. His citation read:-

"Bill has been raising money for people who were less fortunate than himself for many years. He is always willing to help in which ever way he could, using his shop as a collection point so that the community could help worthy causes. His fundraising efforts over the years have exceeded £200,000. He has organised walkathons, dances and concerts, involving local talent and also raffled a football signed by Celtic players and officials. The money he has collected has been given to cancer sufferers to enhance the quality of their lives. Bill lived by the philosophy that there is always someone worse off than himself and his aim is to help as much as he could."

44. **Tom McClatchie**

The Lord Mayor referred to the death of former Councillor Tom McClatchie at the end of July this year.

Tom was first voted on to the Council in 1954, representing St. Michael's Ward and overall had served for 34 years before retiring as a Councillor in 1991. Tom had been Lord Mayor in 1980 to 1981.

Members noted that a letter had been sent to Tom's family expressing the Council's sincere condolences.

45. **Kuldeep Singh Dhami**

The Lord Mayor referred to the recent death of Kuldeep Singh Dhami, known to many as Deep.

Deep had played a huge part in making the former Jaguar Engineering Works at Jaguar a great success in terms of community engagement and the recent opening of the community centre was mostly down to his tireless engagement.

Members noted that a letter had been sent to Deep's family expressing the Council's sincere condolences.

46. **Invitation to an Event on Dementia**

The Lord Mayor indicated that Councillor Clifford, on behalf of Scrutiny Board (4) invited all Members to an event on Dementia to be held on Thursday 2nd October 2008 in the HMS Diamond Suite Rooms 1 and 2 from 1.00 p.m. to 3.00 p.m.

47. **Notices Without Motion – Resolution to Exclude Public and Re-ordering of an Agenda**

It was moved by Councillor Taylor, seconded by Councillor Foster and carried that:-

"In accordance with Paragraphs 4.1.35.3 and 4.1.35.18 of the Constitution, the Council exclude the public in accordance with the Access to Information Rules for Item 8.3 on the agenda relating to the "Chief Executive's Salary" and that the Council's agenda be reordered so that this item is considered after Item 12 in private."

RESOLVED:-

- (1) That under Section 100A(4) of the Local Government Act 1972, the public be excluded from the meeting for the item of business contained in Minute 60 below relating to "Chief Executive's Salary" on the grounds that that item involves the likely disclosure of exempt information as defined in Schedule 12A of that Act, in particular Paragraph 3 of Part I of that Schedule.
- (2) That the Council's agenda be re-ordered so that Item 8.3 is considered after Item 12 in private.

48. **Petitions**

RESOLVED that the following petitions be referred to the appropriate Council body or external organisation:-

- (a) Opposition to Planning Application to Build Apartments Opposite 117 to 139 Saddler Road – 14 signatures presented by Councillor Gazey.
- (b) Tile Hill North Residents Association's Petition for Completing Resurfacing in Jardine Crescent – 630 signatures presented by Councillor Mrs. Johnson.
- (c) Request for a Playground/Park on a Piece of Ground That Used to be Cardinal Wiseman School Running Track – 342 signatures, presented by Councillor Maton.

- (d) **Request to Take Appropriate Action to Prevent the Blocking and Obstruction of an Entry Way in Molesworth Avenue by any Motor Vehicles** – 25 signatures presented by Councillor Townshend.
- (e) **Request to Preserve Hearsall Common as a Green Space** – 1,292 signatures, presented by Councillor Bailey.

49. **Declarations of Interest**

Councillor Foster declared a prejudicial interest in Minute 48 above relating to "Petitions" insofar as it related to the petition regarding Hearsall Common. Councillor Foster left the meeting during consideration of this item.

Councillor Ridley declared a personal interest in Minute 56 below relating to "Question Time" insofar as one of the questions related to the City Centre BID and he was a Council appointed Director of CVOne Ltd. He remained in the meeting for consideration of this item and took part in the discussion.

50. **Corporate Plan 2008-2011**

The Council considered a report of the Acting Chief Executive, which sought approval for the Corporate Plan 2008/09 to 2010/11, which was appended to the report submitted.

The Council's Performance Management Framework was based upon four levels of plans, these being the Coventry Sustainable Community Strategy; the Corporate Plan; the Cabinet Portfolio Plans (previously the Cabinet Member Strategic Plans); and the Operational Plans.

Coventry's Sustainable Community Strategy (SCS) set out the long term vision and aspirations for Coventry and provided strategic direction for the Council and other organisations in the City.

The Corporate Plan set out how the Council would deliver the City's visions over the next three years, both to deliver the outcomes for the City set out in the Sustainable Community Strategy and the Local Area Agreement and to improve the Council's performance as an organisation.

The Cabinet Portfolio Plans set out how individual Cabinet Members would deliver the Corporate Plan, as well as showing which Local Area Agreement priorities were included within their Portfolio.

The Operational Plan set out the actions that Directorates would take to put Council policy into effect. These were working documents, which were used to allocate staff and other resources and to manage performance at officer level. Each employee was allocated personal duties and targets to ensure that Team and Council objectives were achieved. These were reviewed annually through the formal appraisal system.

Following the adoption of the new SCS and the Local Area Agreement (LAA) work had been undertaken to review and revise the Council's Performance

Management Framework in order to ensure that it was able to deliver the priorities of the SCS and the LAA.

As part of this work, the Corporate Plan had been revised to ensure that it would help deliver the City's vision for the next 20 years, as set out in the SCS, and the short term priorities in the LAA.

As the Council no longer needed to follow the specific requirements of the Best Value Performance Plan, the main Corporate Plan document no longer had to include tables of indicator benchmarking data. It was therefore decided to organise the Corporate Plan in two parts:-

Part 1 – "Our Priorities" covered the three years 2008/09 to 2010/11 and set out the visions, values and objectives along with information about the Council's performance management system.

Part 2 – "Measuring Progress" set out in detail how the Council planned to measure its progress against its objectives, including performance indicators. This would be reviewed annually and would need to effect changes to the new National Performance Management Framework.

The City's vision was for Coventry to be a "growing accessible city where people choose to live, work and be educated and businesses choose to invest". To achieve this vision, the Council has identified a number of aims and objectives that it needed to deliver. These were the outcomes for the City that were needed to achieve the City's vision (the themes of the SCS) and, the Council's Management Objectives, which aimed to improve the Council as an organisation so that it was able to deliver the aims of the City.

The Corporate Plan used a balanced score card to help the Council measure progress and showed how the Council contributed to the delivery of the SCS and the LAA.

The new National Performance Management Framework was based on a national indicator set of 198 indicators, which replaced the previous Best Value Performance Indicators. In particular, the Council, along with its partners, would be responsible for delivering Coventry's new LAA, which contained 51 indicators taken from the national indicator set, with targets that it had agreed through a negotiated process with Central Government.

To ensure delivery against the targets included in the LAA and the national indicator set, the Corporate Plan was being developed to indicate the new National Performance Management Framework and indicators. This meant that some of the indicators and targets in the Corporate Plan were still under development.

The Council noted that this was a transitional year for assessment, as the new national indicator set was effective from April 2008 but the Council's performance would be assessed under the final year of the Comprehensive Performance Assessment Framework. From April 2009, the Council and its partnerships would be assessed under the new Comprehensive Area Assessment (CAA) process, which was still under

development. The new Corporate Plan had been developed to reflect the move towards the CAA but that the performance measures would need to be reviewed when further information about the details of the CAA were available.

The Council further noted that, as the key strategic performance document for the Council, the Corporate Plan, would have implications for most areas of the Council's work. The detailed strategies and plans that supported and delivered the Plan would also be taken through the Council's decision making process.

RESOLVED that the City Council adopt the Corporate Plan 2008/09 – 2010/11 as appended to the report submitted.

51. Coventry City Council's Response to the Ministry of Justice's Consultation on "Weekend Voting"

The Council considered a report of the Director of Customer and Workforce Services, which contained a proposed response to the Ministry of Justice's consultation paper on Weekend Voting.

The Cabinet noted that the report had also been considered by the Scrutiny Co-ordination Committee at their meeting on 10th September, 2008 and that the Committee had supported the response.

The report indicated that one of the Government's strategic aims was that people should be able to exercise their right to vote with ease and without unnecessary barriers. Its objective was to ensure that voting processes were accessible, convenient and easy to use without compromising security.

The consultation aimed to promote debate on the merits of moving the election day from a Thursday to a weekend and on the best way to do this.

The Government was also keen to hear views on the advance voting at polling stations and the use of advance and remote voting on the internet/telephone, and whether these would be acceptable alternatives to election days being held on Thursday or may usefully support election days at weekends.

The Cabinet noted that current legislation required local elections in England to be held on the first Thursday in May. There was no statutory requirement for Parliamentary Elections to be on a Thursday, but they could not be held on "dies-non" i.e. weekends, bank holidays etc. Any move of local or Parliamentary elections in England and Wales would mean elections being held on different days in different parts of the U.K. Under his current powers, the Secretary of State could set weekend voting for European parliamentary elections, but the rules for the conduct of the election would need to be amended to allow weekend voting. The consultation was in the format of a series of questions and the report submitted contained the detailed responses proposed.

RESOLVED that the City Council approve the response for submission to the Ministry of Justice by the deadline of 26th September, 2008.

52. Appointment of Chief Executive

In accordance with Paragraph 4.8.4 of the City Council's Constitution, the Appointments Panel had interviewed applicants for the above post.

RESOLVED that the City Council appoint Dr. Martin Reeves, currently Interim Chief Executive at Bedfordshire County Council, to the post of Chief Executive from a date to be agreed.

53. Adjustments to Appointments to Outside Bodies

The City Council considered a report of the Director of Customer and Workforce Services seeking approval to remove Councillor Sawdon from the Coventry Sports Trust and replace him with Councillor Lapsa.

RESOLVED that Councillor Sawdon be removed from the Coventry Sports Trust and replaced with Councillor Lapsa.

54. Annual Meeting of the City Council 2009

The City Council considered a report of the Director of Customer and Workforce Services which sought approval to change the time and date of the next Annual Meeting of the City Council to 11.00 a.m. on Wednesday 20th May, 2009 so that it could be held at Coventry Cathedral.

RESOLVED that the Council approve the change of date of the next Annual Meeting of the City Council to 11.00 a.m. on Wednesday 20th May, 2009.

55. Appointment to Grace Academy Governing Body

The City Council considered a report of the Director of Children, Learning and Young People seeking approval to nominate a Local Authority representative to the Governing Body of the Grace Academy, Coventry.

RESOLVED that the City Council appoint Councillor Lynnette Kelly as the City Council's representative on the Governing Body of the Grace Academy.

56. Question Time

The appropriate Members provided a written response to all the questions set out in the question booklets together with an oral response to supplementary questions put to them at the meeting.

The following Members answered oral questions put to them by other Members as set out below, together with supplementary questions on the same matters:-

Number	Question Asked By	Question Put To	Subject Matter

1	Councillor O'Boyle	Councillor Williams	Bus stop outside 54 Corporation Street
2	Councillor Mutton	Councillor Taylor	Strength of partnership working
3	Councillor McNicholas	Councillors Lee and Councillor Ridley	Provision of turning head in Coombe Abbey Country Park for buses
4	Councillor Kelly	Councillor Noonan	Expansion of hospital parking scheme
5	Councillor Kelly	Councillor Lee	Action taken when private tenants become homeless because landlords' houses are repossessed
6	Councillor Skipper	Councillor Noonan	Disability access in Jubilee Crescent
7	Councillor Townshend	Councillor Foster	Projected savings arising out of the Value For Money work and amount paid to PricewaterhouseCoopers for their services
8	Councillor Townshend	Councillor Mrs. Dixon	Money spent on external legal fees for employment tribunals and appeals tribunals in respect of Single Status, to include spend in the current year: and issues surrounding the governance of decisions taken
9	Councillor Andrews	Councillor Noonan	Britain in Bloom competition
10	Councillor O'Boyle	Councillor Ridley	A business in City Arcade and BID invoices
11	Councillors Lakha, Chater and Mutton	Councillor Noonan	Pedestrian crossing on Willenhall Lane
12	Councillor Duggins	Councillor Taylor	City Council providing Post Office services
13	Councillor Chater	Councillor Foster	Delivery of the Capital Programme

14	Councillor Windsor	Councillor Lee	Petition – Safer Routes to School – Blue Coat School

RESOLVED that in relation to Questions 5, 7, 8 and 14 above, a written response be submitted to all members of the Council in accordance with Paragraph 4.1.24 of the City Council's Constitution.

57. Statement by the Leader of the Council

There was no Statement by the Leader.

58. Debate – Team G.B. at the Olympics and Paralympics Games

Councillor Taylor moved the following motion, which was seconded by Councillor Sawdon:-

"This Council congratulates Team G.B. on the outstanding performance of our competitors in the Olympic Games and looks forward to working with all our partners in Coventry and Warwickshire to promote sporting, cultural, tourism, education and business opportunities in the years leading up to 2012 and beyond"

The following amendment was moved by Councillor Mutton, seconded by Councillor Skipper and, in accordance with Paragraph 4.1.62, accepted by Councillor Taylor that:-

After the word "Games" insert a full stop and insert the following new sentence "we also congratulate the superb performance of our competitors in the Paralympics games". This gave rise to the following amended Motion:-

"This Council congratulates Team G.B. on the outstanding performance of our competitors in the Olympic Games. We also congratulate the superb performance of our competitors in the Paralympics Games and look forward to working with all our partners in Coventry and Warwickshire to promote sporting, cultural, tourism, education and business opportunities in the years leading up to 2012 and beyond."

RESOLVED that the amended Motion, as set out above, be adopted.

59. Debate – Housing Crisis

Councillor Nellist moved the following motion, which was seconded by Councillor Windsor:-

"This Council believes the recent measures announced by the Government to address the housing crisis to be woefully inadequate, and calls for urgent talks between central and local government to assess the real level of housing need and sufficient funds to be provided to allow local authorities such as Coventry to

again build housing at a level capable of providing for every family that needs one, a decent home at an affordable rent"

The following amendment was moved by Councillor Lee and seconded by Councillor Ridley:-

Delete "to assess the real level of housing need and".

Delete "to again build housing at a level capable of providing for every family that needs one a decent home at an affordable rent".

Insert after "Coventry" "to facilitate the building or purchase of suitable properties to increase the supply of affordable rented housing".

The above amendment was carried giving rise to the following Substantive Motion:-

"This Council believes the recent measures announced by the Government to address the housing crisis to be woefully inadequate, and calls for urgent talks between central and local government for sufficient funds to be provided to allow local authorities such as Coventry to facilitate the building or purchase of suitable properties to increase the supply of affordable rented housing"

RESOLVED that the Substantive Motion, as set out above be adopted.

60. **Chief Executive's Salary**

The Council considered a report of the Director of Customer and Workforce Services recommending a new salary scale for the post of Chief Executive to the City Council.

The report detailed the recruitment programme, taken in conjunction with Solace Enterprises, to appoint a successor to the previous Chief Executive, Stella Manzie, who left the authority on 10th August, 2008. This included a short listing process consisting of a panel of residents; stakeholders; children and young people; and an elected Member Panel, interviews with the Leader of the Council and the Leader of the Main Opposition Group and a media exercise.

The salary of the Chief Executive post had not been reviewed since 2000, when the salary was revised and increased as part of the search for the last Chief Executive. At that time the salary was increased by 27% to reflect the prevailing market value of the post. The salary approved was a spot salary, i.e. single point with no incremental progression within a grade for the post. The main disadvantages off a spot salary was that it gave the post holder no capacity for progression which could be a barrier to motivation and retention.

There was a market review built into the Chief Executive's contract which was due in 2003. However, in 2003 the then Chief Executive declined to have a review of their salary and therefore it had remained at the same for eight years, with the exception of the annual pay award. The previous Chief Executive's final salary was

£145,770. The 2008/09 pay award for Chief Executives had just been approved by the Joint Negotiation Committee for Chief Executives which took the current spot salary for the post to £149,3041.

During the last eight years, there had been an upward trend in senior local government salaries, particularly at Chief Executive level. Prior to going out to advertise the post, market intelligence was gathered on salaries of existing Chief Executives and currently advertised posts. This information was sourced in confidence from West Midlands LGA; Tribal Resourcing, a leading recruitment agency specialising in local government, Solace Enterprises and also from national media (although advertisements did not always indicate what salary was actually negotiated).

As part of their contract, Solace Enterprises were asked to review the current salary of the post of Chief Executive. Based on marketing information, they concluded that the current salary was less and not in alignment with other local authorities of a similar size and that to stipulate a salary in the advertisement, would restrict the potential pool of applicants. Therefore, Solace Enterprises recommended to the Council that it should advertise the salary as negotiable and see what candidates it attracted.

It was proposed that the Chief Executive's salary was no longer based on a spot salary and that it was put into line with the rest of the senior management salary scales of the Council and became a three point scale. Progression through the grade would be determined by Elected Members based on performance which was assessed through the annual Member appraisal process. This provided the post holder with scope for salary progression and also maintained the differential with Director posts which, through the spot salary, had been eroded.

It was also proposed that the salary range be finalised once the preferred candidate was appointed and following negotiations of a starting salary. It was therefore recommended that the Acting Chief Executive and Director of Customer and Workforce Services, in consultation with the Leader of the Council, be delegated authority to negotiate the new salary range up to a limit as identified in the report and that the scale be reported to Members.

Annual pay awards made by the Joint Negotiating Committee for Chief Executives would be applied annually to the grade of the post.

RESOLVED that the City Council:-

- (1) Approve the principle of a three point salary scale for the post of Chief Executive.**
- (2) Approve an upper limit of the scale as identified in the report.**
- (3) Delegate authority to the Acting Chief Executive and Director of Customer and Workforce Services, in consultation with the Leader of the Council, to negotiate a starting salary up to the maximum as identified in the report.**

(NOTE: The meeting closed at 7.30 p.m.)