

## **RESOURCES OVERVIEW AND SCRUTINY PANEL**

**TUESDAY 4 DECEMBER 2012 AT 10.00AM**

**PRESENT:** Councillor Watson (Chairman) Councillors Betton, Bowditch, Craig, Forrester, Layden (as substitute for Councillor Mrs Parsons), Mrs Prest (as substitute for Councillor S Bowman) and Whalen (from 10.15am).

**ALSO PRESENT** Councillor Dr Tickner – Finance, Governance and Resources Portfolio Holder

**OFFICERS** Scrutiny Officer  
Town Clerk and Chief Executive  
Director of Resources  
Policy and Performance Officer  
Organisational Development Manager

### **ROSP.78/12 APOLOGIES FOR ABSENCE**

Apologies for absence were submitted on behalf of Councillors S Bowman and Mrs Parsons.

### **ROSP.79/12 DECLARATIONS OF INTEREST**

There were no declarations of interest submitted.

### **ROSP.80/12 MINUTES OF PREVIOUS MEETINGS**

RESOLVED – That the minutes of the meeting held on 30 August 2012 be agreed as a correct record of the meeting and signed by the Chairman

### **ROSP.81/12 CALL-IN OF DECISIONS**

There were no items which had been the subject of call-in.

### **ROSP.82/12 OVERVIEW REPORT AND WORK PROGRAMME**

The Scrutiny Officer presented report OS.34/12 which provided an overview of matters that related to the work of the Resources Overview and Scrutiny Panel's work.

The Scrutiny Officer reported:

- The Notice of Key Executive Decisions had been published on 16 November 2012 and the following issues fell within the remit of the Panel:
- KD.029/12 – Tullie House Museum and Art Gallery Trust Business Plan 2013/14 – the Community O&S Panel had considered the Plan at their meeting on 22 November 2012. Members of this Panel had been invited to attend.

KD.033/12 – Budget Process 2012/13 and KD.042/12 – Proposals for Implementation of Council Tax Technical Reforms to discounts and exemption were on the agenda for consideration at this meeting.

KD.043/12 – Polling Station Review 2012/13

KD.044/12 – Asset Review Disposal Programme – Land Morton

Both items would be considered by the Executive on 17 December 2012.

Members did not raise any questions or comments on the items contained within the Notice of Key Decisions.

- Minute Excerpt EX.144/12 Local Support for Council Tax had been received from the Executive.

RESOLVED – 1) That the Overview Report incorporating the Work Programme and Key Decision items relevant to this Panel OS.27/12 be noted.

2) That Key Decision items:

KD.029/12 – Tullie House Museum and Art Gallery Trust Business Plan 2013/14 – the Community O&S Panel had considered the Plan at their meeting on 22 November 2012. Members of this Panel had been invited to attend.

KD.033/12 – Budget Process 2012/13 and KD.042/12 – Proposals for Implementation of Council Tax Technical Reforms to discounts and exemption were on the agenda for consideration at this meeting.

KD.043/12 – Polling Station Review 2012/13

KD.044/12 – Asset Review Disposal Programme – Land Morton

Both items would be considered by the Executive on 17 December 2012 and would not be considered by this Panel.

3) That Minute Excerpt EX.144/12 Local Support for Council Tax be noted.

## **ROSP.83/12      SAVING PAPER TASK AND FINISH GROUP**

The Saving Paper Task and Finish Group submitted their final report and recommendations.

The Lead Member explained that detailed work had been undertaken to ensure that the figures outlined in the report were accurate and the Group was looking for support to move the recommendations forward.

The Finance, Governance and Resources Portfolio Holder thanked the Panel for giving him the opportunity to contribute to the work of the Task Group. He felt that the potential savings would come from a reduction in paper, printing, postage costs and a reduction in technology.

A Member felt that new Councillors should be given tablet devices immediately following their election to access committee reports and not be issued with hard copies.

The Town Clerk and Chief Executive supported the recommendations of the Task and Group and felt that officers within the Council could do more to ensure reports are produced in a format and manner that would make paperless meetings work better and be more productive.

RESOLVED – That the recommendations of the Saving Paper Task and Finish Group be agreed and referred to the Executive for their formal response to the recommendations.

#### **ROSP.84/12     BUDGET 2013/14 – 2017/18**

The Director of Resources gave a presentation to the Panel to assist Members in their consideration of the Budget 2013/14 – 2014/18

The Director outlined the Budget policy context, revenue projections, the main revenue assumptions which had been made, new spending pressures, savings proposals and income projections, potential revised revenue projections, proposed capital programme, capital resource projections and key Budget dates.

RESOLVED – That the budget overview be welcomed.

#### **ROSP.85/12     MINUTES OF THE COMMUNITY AND ENVIRONMENT AND ECONOMY OVERVIEW AND SCRUTINY PANELS**

The excerpts of the minutes of the meetings of the Community and Environment and Economy Overview and Scrutiny Panels held on 22 and 29 November 2012 respectively were submitted for consideration.

RESOLVED – That the Minutes be noted.

#### **ROSP.86/12     2012/13 REVISED REVENUE BASE ESTIMATES AND UPDATED MEDIUM TERM FINANCIAL PLAN PROJECTIONS: 2013/14 TO 2017/18**

The Director of Resources submitted report RD.43/12 providing a summary of the Council's revised revenue base estimates for 2012/13, together with base estimates for 2013/14 and updated reserve projections to 2017/18. The base estimates had been prepared in accordance with the guiding principles for the formulation of the budget over the next five year planning period as set out in the Medium Term Financial Plan (MTFP) and Charging Policy; Capital Strategy; and Asset Management Plan agreed by Council on 11 September 2012. The report set out known revisions to the Medium Term Financial Plan projections, although there were a number of significant factors affecting the budget that were currently unresolved, and he reported in some detail on those key issues which included:

- (a) Government Finance Settlement - RSG and NNDR
- (b) Welfare Reform Act
- (c) Local Government Resource Review regarding the localisation of Business Rates
- (d) Fundamental Review of Local Environment Budgets
- (e) Transformation

The Director of Resources informed Members that the potential impact of any new spending pressures and new savings identified was not reflected within the report, as there were a number of options for Member consideration. Decisions would need to be made to limit budget increases to unavoidable and high priority issues, together with maximising

savings and efficiencies (and probable use of reserves) to enable a balanced budget position to be recommended to Council in February 2013.

He summarised the movements in base budgets and highlighted for Members the updated MTFP projections; the projected impact on revenue reserves; together with a summary of the financial outlook and budget discipline 2013/14 to 2017/18.

The Executive had on 19 November 2012 (EX.132/12) considered the report and decided:

- “1. That the revised base estimates for 2012/13 and base estimates for 2013/14 be noted.
2. That the current Medium Term Financial Plan projections, which would continue to be updated throughout the budget process as key issues became clearer and decisions were taken, be noted.”

RESOLVED – That report RD.43/12 be noted.

### **ROSP.87/12 SUMMARY OF NEW REVENUE SPENDING PRESSURES**

The Director of Resources submitted report RD.44/12 summarising the new revenue spending pressures and reduced income projections which would need to be considered as part of the 2013/14 budget process. He reminded Members that the issues had to be considered in the light of the Council's corporate priorities.

The Director then outlined the pressures identified in the report. He added that clearly all of the pressures could not be accommodated within existing resources (including the use of reserves) and decisions would need to be made throughout the budget process to limit pressures to high priority and unavoidable issues to ensure that a balanced budget position was recommended to Council in February 2013.

The Executive had on 19 November 2012 (EX.138/12) considered the report and agreed that the new revenue spending pressures be received and forwarded to the relevant Overview and Scrutiny Panels for consideration as part of the 2013/14 budget consultation process.

In response to Members questions the Director of Resources explained that

- the Highways Claimed Rights had been transferred back to Cumbria County Council and the budget in the report was to cover the residual services that were left with the City Council.
- the Car Parking Income was based on the increase in use of the car parks and not an increase in the charges for car parking.
- the City Council owned approximately 20% of the Lanes, the operators of the Lanes set and collected rent and took the cost of running the Lanes. The Council then received 20% of the profits.

RESOLVED – That report RD.44/12 be noted.

### **ROSP.88/12 SUMMARY OF NEW SAVING PROPOSALS AND ADDITIONAL INCOME**

The Director of Resources submitted report RD.45/12 summarising proposals for savings and additional income generation to be considered as part of the 2013/14 budget process.

He reminded Members that the Savings Strategy approved by Council on 11 September 2012 focussed on the following areas to deliver the savings required to produce a balanced longer term budget:

- (a) Asset Review;
- (b) Service Delivery Models; and
- (c) Transformation Programme.

The Director reported that, at this stage, the Executive and Overview and Scrutiny were being asked to give initial consideration to the new proposals for further permanent reductions in base expenditure budgets and also increases to income budgets from 2013/14 onwards. The requests needed to be considered in the light of the projected budget shortfall outlined in Report RD.43/12 and also the spending pressures in RD.44/12.

He summarised the proposed savings, and also highlighted the new savings proposals and additional income projections.

The Executive had on 19 November 2012 (EX.139/12) considered the report and decided:

“1. That the proposed reductions to the base budget from 2013/14 onwards, as set out in Report RD.45/12, be received and forwarded to the relevant Overview and Scrutiny Panels for consideration as part of the budget consultation process.

2. That it be noted that the Senior Management Team would continue to investigate efficiencies and savings in accordance with the Transformational Savings Strategy.”

In considering the report Members raised the following comments and questions:

- The summary of savings proposed table within the report had a saving of £250,000 against the Leisure Contract, was the Council confident they could achieve the savings and had there been any feedback from Carlisle Leisure Limited?

The Director of Resources responded that the savings were part of the considerations to relocate the swimming pool at the Sands and the resulting administrative savings that such an initiative should achieve. A Business Case for the proposals had not yet been prepared

The Town Clerk and Chief Executive explained that if some investment was made so that the leisure services were provided on one site it may be that they would run more efficiently and produce savings. The Finance, Governance and Portfolio Holder added that the scheme would require a detailed Business Case before any consideration was given to the project.

A Member reminded the Panel that financial information had previously been requested from both Carlisle Leisure Limited and Tullie House. The Panel asked for the information to be submitted to them as soon as possible.

The Director of Resources agreed to submit the information to the Panel at their next meeting on 3 January 2013.

RESOLVED – 1) That report RD.45/12 be noted.

2) That a report detailing the budgets and expenditure of both Carlisle Leisure Ltd and Tullie House Trust be submitted to the Panel on 3 January 2013.

## **ROSP.89/12    REVIEW OF CHARGES 2012/13**

### **a) Local Environment**

Report LE.34/12 setting out the proposed fees and charges for 2013/14 relative to those services falling within the responsibility of the Local Environment Directorate was submitted.

The Director of Resources reminded Members that a new charging structure for off-street parking had been introduced in 2012/13 and, despite the structure having only been in place since 1 April 2012; officers were starting to build a picture of its impact.

Measures put in place following recommendations by Buchanan Consultants last year included the revised charging structure and the introduction of Pay By Phone facilities. Table 3 of the report showed that such measures had enabled the Council to prevent the decline in income for Category 1 and Category 2 car parks. Although the income from category 3 and Category 4 car parks continued to decline, car park sales had increased in Devonshire Walk car park showing that customers were beginning to return.

The uptake of Pay By Phone at the Sands Centre car park was unexpectedly low but, with increased marketing and awareness activity, there was potential to substantially increase the income within Category 3. Furthermore, there was evidence to suggest that increasing charges would trigger a fall in car park use and sales.

In light of the above, it was proposed that off street parking charges should remain unchanged as per Table 2, whilst the measures recommended by Buchanan were further evaluated and uptake of the Pay By Phone facility was encouraged.

Details of the proposed charges in relation to City Centre usage by external organisations; Allotments; Parks and Green Spaces; Sports Pitches; Environmental Health; Food Safety; Waste Services and Street Cleaning; and Bereavement Services were also provided.

The Executive had on 19 November 2012 (EX.133/12) considered the report and agreed:

“That the Executive agreed for consultation the proposed charges (including the amended charges for Talkin Tarn car park), as set out in Report LE.34/12 and relevant appendices with effect from 1 April 2013; noting the impact of those charges on income generation, as detailed within the report.”

In considering the report Members raised the following comments and questions:

- A Member felt that the use of a consultant for the review of the Car Parking service had been unnecessary and could have been carried out in house.  
The Town Clerk and Chief Executive reminded the Panel that a Use of Consultants Task and Finish Group had been carried out previously and assured Members that consultants were only used when needed.
- A Member highlighted the increase in charges for allotments and bereavement services which he felt were unfair and asked that further consideration be given to them.

The Finance, Governance and Resources Portfolio Holder responded that the increase in allotments charges equated to 1p per square metre and covered the increase in the cost of maintenance. The increase in bereavement services charges was to help cover the deficit within the service and would also be put towards the cost of a new cremator which the Council would require to meet legislation.

- A Member commented that the increase in charges to car parking at Talkin Tarn went against the Council's Comprehensive Equality Scheme version 2.
- Could the fine for dog fouling be increased?

The Director of Resources explained that the Government had set a maximum amount which the Council could put on a Fixed Penalty Notice.

RESOLVED – That report LE.34/12 be noted.

### **b) Community Engagement**

The Director of Resources submitted report CD.53/12 setting out the proposed fees and charges for the Hostel services and Disabled Facilities Grants (DFGs) falling within the responsibility of the Community Engagement Directorate.

The Director gave an overview of the current position with regard to the provision of housing related support within the Hostel Services and outlined proposed charges for 2013/14. Pending Executive approval for the revised rent charges, the Portfolio Holder considered it prudent to flag up a projected £14,000 deficit on the proposed 2013/14 revenue budget for the Hostels. She added that a further review of hostel expenditure would be undertaken to bridge the shortfall and ensure that expenditure was in line with the budget.

He further outlined details of the proposed DFG fees for 2013/14, highlighting the need to review the MTFP for DFGs to accurately reflect the spend as part of a review in 2013/14.

The introduction of the hostel charges and DFG proposed fee charges were forecast to generate income of £516,500 and £123,800.

The Executive on 19 November 2012 (EX.134/12) had considered the report and agreed for consultation the increase in charges, as set out in Report CD.53/12, with effect from 1 January 2013; and noted the impact thereof on income generation as detailed within the report.

RESOLVED – That report CD.53/12 be noted.

### **c) Economic Development**

The Director of Resources submitted joint report (ED.35/12) setting out the proposed fees and charges for areas falling within the responsibility of the Economic Development Directorate. The proposed charges related to Economic Development and Tourism; and Planning Services.

He informed Members that acceptance of the charges highlighted within the report, with the exception of Building Control which was self financing, would result in an anticipated level of income of £575,000 against the Medium Term Financial Plan target of £579,100. That represented a shortfall of £4,100 which could be accommodated within base budgets.

The Executive had on 19 November 2012 (EX.35/12) considered the report and agreed for consultation the proposed charges, as set out in the relevant Appendices to Report ED.35/12, with effect from 1 April 2013; noting the impact those would have on income generation as detailed within the report.

RESOLVED – That report ED.35/12 be noted.

#### **d) Governance**

The Director of Resources submitted report GD.64/12 setting out the proposed fees and charges for areas falling within the remit of the Governance Directorate.

He outlined the proposed charges in respect of Electoral Registers; Minute Books, Room Bookings and Access to Information Requests; Local Land Searches; and MOT charges, the introduction of which was forecast to generate income of £170,200 in 2013/14.

The Executive had on 19 November (EX.136/12) considered the report and agreed for consultation the proposed charges, as set out in Appendix A to Report GD.64/12, with effect from 1 April 2013; and noted the impact thereof on income generation as detailed within the report.

RESOLVED – That report GD.64/12 be noted.

#### **e) Licensing**

Report GD.61/12 was submitted for information setting out the fees and charges for areas falling within the responsibility of the Licensing Section of the Governance Directorate. He advised Members that the Regulatory Panel had responsibility for determining the licence fees and the approved fees reflected in the attached report would be considered by the Panel on 21 November 2012.

The Executive on 19 November 2012 (EX.137/12) had considered the report and noted the Charges which would be submitted for approval by the Regulatory Panel on 21 November 2012.

RESOLVED – That report GD.61/12 be noted.

#### **ROSP.90/12      REVISED CAPITAL PROGRAMME 2012/13 AND PROVISIONAL CAPITAL PROGRAMME 2013/14 TO 2017/18**

The Director of Resources submitted report RD.46/12 detailing the revised Capital Programme for 2012/13, together with the proposed method of financing. The report summarised the proposed programme for 2013/14 to 2017/18 in the light of the new capital pressures identified, and summarised the estimated and much reduced capital resources available to fund the programme.

Details of the current commitments and five new spending proposals were provided.



The Director highlighted for Members the summary of the estimated revised resources available to finance the capital programme for 2013/14 to 2017/18 based on the announcements by Government in the spending review. A summary of the estimated resources compared to the proposed programme year on year was also provided. The Executive had on 19 November 2012 (EX.140/12) considered the report and decided:

“That the Executive :

1. Noted the revised capital programme and relevant financing for 2012/13 as set out in Appendices A and B of Report RD.46/12;
2. Recommended that the City Council approve reprofiling of £3,000,000 and savings of £2,080,300 from 2012/13 identified in the review;
3. Made recommendations to Council to approve virements from underspends from Kingstown Industrial Estate (£150,100) and Families Accommodation Replacement (£100,000) to fund additional expenditure at the Resource Centre;
4. Had given initial consideration to the capital spending requests for 2013/14 to 2017/18 contained in Report RD.46/12 in the light of the estimated available resources; and
5. Noted that any capital scheme for which funding had been approved by the Council may only proceed after a full report, including business case and financial appraisal, had been approved.”

Members asked for clarity with regard to the Town Hall/Greenmarket scheme budget.

The Director of Resources explained that the work that was currently being undertaken was to repair the roof. Planning for internal refurbishments would begin in 2013/14 with work starting in 2015/16. The finances for the work had been included in the budget and it was hoped that some match funding could be achieved.

The Finance, Governance and Resources Portfolio Holder added that there was a maintenance budget available if the Tourist Information Centre required any immediate repairs.

RESOLVED – That report RD.46/12 be noted.

## **ROSP.91/12                    CORPORATE ASSETS 3 YEAR REPAIR AND MAINTENANCE PROGRAMME**

The Director of Resources submitted report RD.53/12 setting out the maintenance programme and budget proposals for the Council’s Corporate Property assets for the three year period 2013/14 to 2016/17.

He reminded Members that local authorities had a duty to manage their property assets, particularly operational assets, in a safe and efficient manner which contributed to the quality of service delivery. The maintenance strategy was fully integrated with the Asset Management Plan and Environmental Policy. In addition, the Council followed good practice by, where practical, allocating its budget 70% planned maintenance and 30% reactive maintenance.

The Director further reported that the Council had a capitalised major repairs and improvement programme with a provision of £300,000 included in the capital programme. That sum was allocated according to need, with priority being given to those projects with health and safety; legal compliance and preservation of assets arising from the five year plan.

He then drew Members' attention to the suggested prioritisation, based on the above criteria, set out in Table 1; together with the current position regarding asbestos re-surveys and status analysis.

The Executive had on 19 November 2012 (EX.142/12) considered the report and decided that:

- “1. That the three year revenue maintenance programme set out in Appendix A to Report RD.53/12 be approved with the budget of £656,200 for 2013/14 and considered as part of the budget process.
2. That the 2013/14 capital budget allocation of £300,000 be approved for consideration as part of the budget process.
3. That the list of capital projects be approved as detailed in Table 1 of the report.”

RESOLVED – That report RD.53/12 be noted.

#### **ROSP.92/12 TREASURY MANAGEMENT JULY – SEPTEMBER 2012 AND FORECASTS FOR 2013/14 TO 2017/18**

The Director of Resources submitted report RD.47/12 providing the regular quarterly report on Treasury Transactions, together with an interim report on Treasury Management as required under the Financial Procedure Rules. The report also discussed the City Council's Treasury Management estimates for 2013/14 with projections to 2017/18, and set out information regarding the requirements of the Prudential Code on local authority capital finance.

He stated that the report clearly demonstrated the high quality work undertaken by Officers, together with the Executive's intention to carry out capital projects thus creating employment in the City.

The Executive had on 19 November 2012 (EX.142/12) considered and received the report.

RESOLVED – That report RD.47/12 be noted.

#### **ROSP.93/12 BACKGROUND FINANCIAL REPORTS**

The following reports had been circulated to the Committee by way of background information:

- RD.51/12 – Revenue Budget Overview and Monitoring Report: April to September 2012;
- RD.50/12 – Capital Budget Overview and Monitoring Report: April to September 2012.

RESOLVED – That reports RD.51/12 and RD.50/12 be received.

## **ROSP.94/12 PROPOSALS FOR IMPLEMENTATION OF COUNCIL TECHNICAL REFORMS TO DISCOUNTS AND EXEMPTION**

The Director of Resources reported (RD.48/12) that the Local Government Finance Bill contained a number of 'technical' changes giving Councils greater freedom to vary existing discounts and exemptions. The Government considered that to be a suitable means of helping to offset the cost of a Local Support for Council Tax Scheme (LSCT) as the additional income would be shared between the precepting authorities in the same proportions they were funding the LSCT.

The report set out the current position in terms of the Council's Localised Support for Council Tax Scheme (LSCT); Council Tax Technical Reforms; together with details of the considerations and proposals relating to detailed Council Tax Technical Reforms.

The Director of Resources informed Members that the Council Tax Technical reforms were due to take effect on 1 April 2013 and, under the new proposals, local authorities would have limited discretion to reduce the exemption / discounts (increase the Council Tax liability) on empty dwellings and second homes. He added that, based on 2012/13 figures, the estimated shortfall for Carlisle was estimated at £120,000 - £190,000. Details of the anticipated savings that might be made from the changes to Council Tax discounts were summarised at paragraph 5.1 of the report.

The decisions to be made around setting levels of discount and premium for the wider Council Tax Technical Reforms required careful consideration, particularly as regards the financial, economic and wider community impact. The changes to discount suggested in the report took the 'middle road' between making full use of the technical changes to maximise income and minimise the impact on Council Tax payers. It should be noted however that the owners of empty homes were unlikely to welcome any reduction in their current discounts.

The Executive had on 19 November 2012 (EX.145/12) considered the report and decided:

- “1. That the Executive had considered the proposals set out in Report RD.48/12 and summarised in paragraph 5.1 as a means to fund in part the grant reductions to be introduced from 1 April 2013 in funding the cost of the localisation of Council Tax Benefits (discounts).
2. That the recommendation of the Executive be progressed to Council as part of the 2013/14 budget considerations.
3. That the Executive wished to place on record their recognition of the remarkable work undertaken by Officers on this matter.”

RESOLVED – That report RD.48/12 be received.

## **ROSP.95/12    PERFORMANCE MONITORING**

### **(a) Corporate Plan**

The Policy and Performance Officer presented report PPP.15/12 which updated the Panel on the latest position regarding the Service Standards that measured the Council's performance and customer satisfaction.

He reported that following the first quarter presentation to Overview and Scrutiny, comparisons with other authorities had been increased to include Nearest Neighbour authorities.

Some Members commented that they had some difficulty reading and understanding the report and asked that officers inform Members of areas of concern and potential resolutions.

The Town Clerk and Chief Executive reminded the Panel that they had been involved in setting the Service Standards. He added that it would be helpful to officers if Members were clear what information they required to make decisions.

In response to a question the Policy and Performance Officer told the Panel that he had been informed that staffing changes within the Planning Section should not affect their performance.

RESOLVED – That report PPP.15/12 be noted.

### **(b) Organisational Development Plan**

The Organisational Development Manager submitted the second quarter report on progress made against the Organisational Development Plan 2011-2013 (CE.18/12).

The Organisational Manager reminded the Panel of the background to the Plan and outlined the progress made against each of the five priorities.

She highlighted the recent achievements within the Plan:

- The recruitment of the third apprentice within the Communities, Housing and Health Team
- The launch of the Cycle to Work Scheme
- The Administrators Development Programme which was a result of the Employee Survey
- The launch of the Health and Wellbeing Intranet site
- Over 90 staff had received a flu vaccination
- Work was ongoing in the ILM Award 3 and a First Line Managers Programme was being developed
- The 6<sup>th</sup> annual celebration of learning event would take place on 4 December 2012 – this included 2 members of staff who had made the Dean's list at Northumbria University and 2 members of staff who had received student of the year at Carlisle College and Newtown Rigg.

The Organisational Development Manager informed the Panel of the plans for the next three months which included looking at flexible working policies.

The Finance, Governance and Resources Portfolio Holder updated the Panel on the shared training that Carlisle had undertaken with Allerdale Borough Council and the savings which had been achieved.

In considering the report Members raised the following comments and questions:

- The Panel thanked the Organisational Development Manager and her team for their enthusiasm and work.
- A Member asked for more details with regard to the apprentice scheme and flexible working.

In response the Organisational Development Manager outlined the background to the apprentice scheme and reminded the Panel that it was up to individual managers to identify funding for apprentices if they wanted them. The City Council used Carlisle College and Focus Training as apprentice providers as the Council was not an approved provider.

The flexible working review would consider how to balance the needs of the organisation with employees getting a good work life balance and work would begin in the new year.

RESOLVED – That Report CE.18/12 be welcomed.

(The meeting ended at 12.25pm)