

## CABINET


---

MINUTES of a MEETING held in KENNET ROOM - COUNTY HALL, TROWBRIDGE BA14 8JN on Tuesday, 7 October 2014.

Cllr Keith Humphries	Cabinet Member for Public Health, Protection Services, Adult Care and Housing (exc strategic housing)
Cllr Laura Mayes	Cabinet Member for Children's Services
Cllr Fleur de Rhé-Philipe	Cabinet Member for Economic Development, Skills and Strategic Transport
Cllr Jane Scott OBE	Leader of the Council
Cllr Jonathon Seed	Cabinet Member for Communities, Campuses, Area Boards, Leisure, Libraries and Flooding
Cllr Toby Sturgis	Cabinet Member for Strategic Planning, Development Management, Strategic Housing, Property, Waste
Cllr John Thomson	Deputy Leader and Cabinet Member for Highways and Streetscene and Broadband
Cllr Dick Tonge	Cabinet Member for Finance, Performance, Risk, Procurement and Welfare Reform
Cllr Stuart Wheeler	Cabinet Member for Hubs, Heritage & Arts, Governance (including information management), Support Services (HR, Legal, ICT, Business Services, Democratic Services)

Also in Attendance: Cllr Simon Killane, Cllr Magnus Macdonald, Cllr Alan MacRae  
Cllr Bill Moss and Cllr Philip Whitehead

---

Key Decisions Matters defined as 'Key' Decisions and included in the Council's Forward Work Plan are shown as 

### 95 **Apologies**

All Cabinet members were present.

### 96 **Minutes of the Previous Meeting**

The minutes of the last Cabinet meeting held on 16 September 2014 were presented.

**Resolved:**

**That the minutes of Cabinet held on 16 September 2014 be approved as a correct record and signed by the Leader.**

**97 Leader's announcements**

**Wiltshire Core Strategy**

The Leader announced that the last hearing session for the Wiltshire Core Strategy Examination in Public was held on 30 September.

She was very pleased to say that the Council had received the 18<sup>th</sup> procedural letter from the Planning Inspector, which explained the procedure for the completion of his report and the closure of the Examination.

The Council expected to receive a copy of the report to 'fact check' with the Inspector's proposed modifications, this month. Whilst full details were awaited, it was noted that the fact check and modifications were a clear indication that there was movement towards delivering a sound Wiltshire Core Strategy. This important step would enable plan-led housing and employment growth which would promote the resilience of and the sustainability of our communities.

The Leader expressly thanked officers, Councillors and the community for their hard work over many years to bring this strategy together. Following its consideration by Cabinet, the Strategy would hopefully be presented to Council for adoption in February 2015. This would allow the Council to work to develop the community led model of planning and move forward with neighbourhood plans.

**98 Declarations of interest**

No declarations of interest were made.

**99 Public participation and Questions from Councillors**

There were no questions from Councillors or Members of the Public. The Leader reminded those present that she would as usual, be happy for them to express their views on any items on the agenda by indicating they wished to speak.

**100 Minutes - Cabinet Committees**

**Resolved:**

That the minutes of the Cabinet Capital Assets Committee and the minutes of the Cabinet Transformation Committee dated 16 September 2014 be received and noted.

## 101 **Actions to recruit and retain social workers**

Cabinet Member Councillor Stuart Wheeler presented the report which provided Cabinet with an update on all of the actions being taken, and planned, to improve the recruitment and retention of social workers across the Council following the agreement of the Corporate Leadership Team on 23 June to pay market supplements to specific social worker roles.

Councillor Wheeler commended the report and drew the meeting's attention to some of the issues highlighted in the report: that Human Resources had been looking carefully as to how to best identify and recruit social workers and then how to retain them; that work had been undertaken that sought to improve the perception of Wiltshire within the Social Work profession; and that the Council was seeking to address the specific pressures faced by social workers working with children.

It was noted that the Council was exploring new avenues of recruitment, using social/web media and targeted advertising in print media. The report also emphasised the importance of retaining staff; making staff feel valued and getting them to enhance their expertise and standing; the use training/education to enhance workforce skills and progression; and how technology could be used to get workers away from their desks and into the Community. Addressing these areas could improve staff motivation and satisfaction in their roles which could have a significant effect on the ability of the Council to retain staff.

Cabinet Member Councillor Laura Mayes noted that the Council was quite successful in recruiting newly qualified social worker, but there was an identified need to support and retain more qualified staff. Early indications were that the new approach appeared to be working, with 225 applications and 20 offers made in a recent recruitment round. She would be looking to reduce the number, currently at 38, of agency staff over the next year, and hopefully sooner, as the recruitment process progressed.

Cabinet Member Councillor Keith Humphries also commended the report, and informed the meeting that there were currently 12 vacancies within adult social work teams and these were in the more qualified positions. He welcomed the idea of an academy and would like to explore opportunities to extend this, in the future, to train other staff such as those in public health. The Leader mentioned the need to consider how the integration of Health and Social Care and the needs for a different type of workforce would be taken into account.

### **Resolved:**

**That cabinet note and support the actions being taken and planned to recruit and retain social workers in operational children's services and adult social care with an update to Cabinet in 6 months.**

Reason for decision: To improve the recruitment and retention of experienced social workers and social work managers.

## 102 **Wiltshire Air Quality Action Plan**

Cabinet member Councillor Keith Humphries presented the Wiltshire Air Quality Action Plan which the Cabinet was asked to consider and agree for it to be published for consultation.


Councillor Humphries, in presenting report, noted that the wider community had become better informed about the issue of air quality, and that six community groups were working to develop their own solutions including: in Bradford with some exciting nanotechnology solution; in Devizes with the promotion of cycling and walking; and in Salisbury with some planting options. These local plans were independent of but sat alongside the draft Council wide Action Plan. He also mentioned that it was important to note that the EU could fine the UK for not meeting its air quality councils, and that Councils should develop their own robust plans to mitigate the risk of these fines being passed down by central government.

### **Resolved:**

- 1. To approve the draft the Wiltshire Air Quality Action Plan (WAQAP) for wider public consultation; and**
- 2. To delegate authority to the Corporate Director with responsibility for Public Health following consultation with the Cabinet member for Public Health, Protection Services, Adult Care and Housing to approve the final version of the Action Plan for subsequent submission to Defra, in the event that no significant comments are received during the consultation process.**

Reason for decision: Under the Environment Act 1995 it is a legal requirement to prepare and consult on the Air Quality Action Plan.

## 103 **Porton Science Park**

 Cabinet member Councillor Fleur de Rhé-Philippe presented the report which updated Cabinet regarding the allocation of £4 million through the Swindon and Wiltshire Local Enterprise Partnership Growth Deal to contribute towards the construction of Phase 1 of Porton Science Park. It was noted that with this commitment in place, the Council and its partners (Tetricus, and Dstl that owned the land upon which the science park would be constructed) were now able to take action to ensure that the benefit of this funding was realised. The report recommended that approval be given to the allocation of contributory funding to the project on the capital programme for 2015/16; and that be delegated to the Associate Director for Economic Development and Planning, in

consultation with the Cabinet Member for Economy, Skills and Transport, to deliver the project within the parameters set out in the report.

In presenting the report, Councillor Fleur de Rhé-Philippe noted that the proposals aimed to protect important jobs in the area and to enhance the position of life sciences in Wiltshire. The Council did not want to lose jobs and companies that wished to stay on site. The Council had met with Central Government representatives who had been impressed with the plans. A new incubation building would be built to protect 120 jobs and would put in infrastructure for expansion of the science park. It was hoped that up to 1800 jobs could be created should private investment follow the funding from the public purse. A huge amount of work had gone into developing this plan.

Councillor Dick Tonge stated that, after having considered the report in great detail, he was satisfied that the proposals were financially sound.

The Leader commended the scheme which was an exciting opportunity and would enable Wiltshire to be the third major life sciences base in the country.

Councillor Toby Sturgis stated that he was delighted to see conditions included that the buildings should meet BREEAM excellences standards.

In response to a question, Councillor Fleur de Rhé-Philippe stated that work was ongoing to address transport issues with the site.

## **Resolved**

- 1. To approve the allocation of contributory funding to the project on the capital programme for 2015/16.**
- 2. To delegate authority to the Associate Director for Economic Development and Planning, in consultation with the Cabinet Member for Economy, Skills and Transport, to deliver the project within the parameters set out in this report.**

Reason for decision:

Porton Science Park is prioritised in the Council's Business Plan and the construction of the first phase will be significant to the development of the life sciences sector in the county and nationally. It will ensure the retention of businesses currently housed in the current Tetricus facility (soon to close), and in addition create up to 2,000 new, high value jobs, as well as providing a focal point and platform for innovation, research and development in the health and life sciences in Wiltshire and the wider Wessex area.

104 **Urgent Items**

There were no urgent items.

105 **Exclusion of the Press and Public**

**Resolved:**


**To agree that in accordance with Section 100A(4) of the Local Government Act 1972 to exclude the public from the meeting for the business specified in minute number 106 below because it was likely that if members of the public were present there would be disclosure to them of exempt information as defined in paragraph 3 of Part I of Schedule 12A to the Act and the public interest in withholding the information outweighs the public interest in disclosing the information to the public.**

Reason for taking item in private:

Paragraph 3 - information relating to the financial or business affairs of any particular person (including the authority holding that information).

No representations had been received as to why this item should not be taken in private.

106 **Porton Science Park**

 Cabinet considered a report which gave detailed financial and legal implications of the proposals as contained in the report considered under minute no. 103 above which contained exempt information.

**Resolved:**

**That Cabinet note the information contained in the report presented and confirms its decisions made at minute no. 103 above.**

(Duration of meeting: 10:30 – 11:10)

These decisions were published on the 10 October 2014 and will come into force on 20 October 2014
---

The Officer who has produced these minutes is Yamina Rhouati, of Democratic Services, direct line 01225 718024 or e-mail [yamina.rhouati@wiltshire.gov.uk](mailto:yamina.rhouati@wiltshire.gov.uk)  
Press enquiries to Communications, direct line (01225) 713114/713115