



IMPLEMENTATION EXECUTIVE (Special Meeting)

Minutes of the meeting held on 6 October 2008

In Attendance

Wiltshire County Council

Mrs Jane Scott – Leader – in the Chair
Mr John Thomson – Deputy Leader
Mr Mark Baker
Mrs NS Bryant
Miss Fleur de Rhe Philipe
Mrs Mary Douglas
Mr John Noeken
Mr Toby Sturgis
Mrs Bridget Wayman

Kennet District Council

Mr Lionel Grundy – Leader
Mr Philip Brown – Deputy Leader

North Wiltshire District Council

Mr Dick Tonge – Leader
Mrs Allison Bucknell – Deputy Leader

Salisbury District Council

Mr Steven Fear – Deputy Leader

West Wiltshire District Council

Mr Tony Phillips – Deputy Leader
Mr Rod Eaton

Also in attendance: Mr P Clegg, Mr J Osborn, and Mr M Hewitt

103. Apologies

Apologies were received from Mr Sample.

104. Members' Interests

No interests were declared.

105. Leader's Announcements

(a) IE Future Dates The Leader announced that following the last meeting of the IE, dates for additional meetings of the IE had been prepared. These would be circulated to Members after the meeting.

(b) Appointments Procedure The Leader announced that subject to the consent of the IE she intended to take Item No. 7 on the agenda within Part 1 of the agenda – the public part. Members of the IE fully supported this stance.

106. Public Participation

Gavin Brooks, UNISON Regional Officer attended in respect of Minute No. 108 below.

107. Communications of the New Authority

The Implementation Executive considered the report of the Service Director, Policy, Research & Communications which emphasised that the implementation of a robust communications plan to cover the next six months was vital for the move towards the new council.

The Leader confirmed that the outcome of the road shows was that public awareness levels of the new Council were good and that most concerns were about access to services.

In relation to the feedback from road shows on public perception, it was pointed out that this represented only a small sample of 1000 people and that therefore this perception could change. The Leader accepted that this was the start of the process and she suggested that this should be reflected in an amended recommendation.

District Council IE members reported that there was still considerable ongoing communications work within their authorities and therefore the suggestion to publish one council wide magazine would require further consideration.

On the branding for the new Council the Service Director, Policy, Research & Communications reported that this was currently in the drafting stage and that a style guide would be published by the end of October. The implementation of the branding would be the subject of a report to the next IE. The Leader asked that all IE members be kept informed of progress in this area.

Resolved:

a) To note the current public perception based on the feedback received at recent road show events and to recognise that ongoing work would be required in this area.

b) To approve the communications plan and the proposed actions to increase awareness of the new council and to deliver targeted communication to respond to public feedback.

c) To request that further consideration be given to the suggestion for the publication of one Wiltshire-wide magazine from 1 January 2009 and the use of district council vehicles, facilities and reception areas to promote information on one council.

d) To note the strap line for the new council.

e) To approve the proposed organisational arrangements to manage communication during the vital period of transition to one council.

Reason for Proposal

In April 2008, the Implementation Executive agreed a Transitional Communications Strategy. This strategy has been revised to reflect recent feedback from local people and to deliver a targeted communications action plan which seeks to increase the understanding of the new council and to provide factual, consistent and co-ordinated information to dispel concerns and misleading information affecting how people can access the new council and services.

In July 2008, the Implementation Executive agreed an audit of external signs and livery, and a procurement process. The Implementation Executive also agreed that the new council will be known as Wiltshire Council and that a new strap line is developed by engaging local people and staff from the five authorities.

108. Appointments Procedure

The Implementation Executive considered a report on the outcome of the consultation with Trade Unions.

The Assistant Director, LGR Staffing, reported that broad agreement had been reached over the appointments procedure but that agreement could not be reached over the timing of the implementation. He outlined the various options within the report with the associated risks of each option.

Gavin Brooks Unison's regional officer addressed the IE and outlined the union's case against implementation of the procedure before 1 April 2009.

A detailed discussion ensued on the report based around the risks associated with the various options.

Mark Baker, the County Council's Cabinet Member for Staffing and Customer Care, emphasised that doing nothing was not an option. In his opinion Option1 within the report was the option with the least risk attached to it and he therefore moved that proposal which was seconded by Allison Bucknell, Deputy Leader North Wiltshire District Council. Mr Baker also called upon the trade unions to continue to be part of the job evaluation process.

The Leader supported the proposal and the call to the trade unions to continue their involvement in the job evaluation process. The Leader was adamant that staff needed as much certainty around job security as soon as possible. The only way to do that was to start appointing to posts within the structure as soon as possible.

Resolved

(a) To approve Option 1 contained within the report that is to adopt unilaterally the appointments procedure and to authorise its early application and that this should be the subject of an immediate notification to staff and trade unions.

(b) To ask the trade unions to continue to work with Officers and in particular on the job evaluation process, but that if such engagement in the job evaluation process is not forthcoming then external accreditation of the outcomes of the process be sought.

(NB. Mr Fear, Mr Phillips and Mr Eaton all requested that their dissent be recorded from the decision at (a) above)

The meeting closed at 5.20 pm.