

**PRESENT:** Councillor Scullion

Councillors: Courtney, Dacre, Fenton-Glynn, Lynn and Patient

**33 APOLOGIES FOR ABSENCE**

Apologies were received from Councillors Swift MBE and Wilkinson.

Councillor Scullion, Deputy Leader and Cabinet Member with responsibility for Regeneration and Strategy, in the Chair.

*(The meeting closed at 18:58.)*

**34 ADMISSION OF THE PUBLIC**

This meeting is open to the public except that under Section 100A(4) of the Local Government Act 1972, it is recommended that the public be excluded for the following items of business on the grounds that they involve the likely disclosure of exempt information as defined in the stated paragraph of Part 1 of Schedule 12A of the Act, namely:-

ISCAL: Business Planning Progress and Options – Paragraph 4 – Labour Relations, Consultations or Negotiations

North Halifax Transformation Programme- Contract Award – Paragraph 3 – Financial and Business Affairs

Centre at Threeways – Paragraph 3 – Financial and Business Affairs

**35 MINUTES OF THE MEETING HELD ON 8TH AUGUST TO BE AGREED AS A CORRECT RECORD AND SIGNED BY THE CHAIR.**

**RESOLVED** that the Minutes of the meeting held on 8<sup>th</sup> August 2022 be approved as a correct record and signed by the Chair.

**36 QUESTION TIME - CABINET**

The Deputy Leader, Councillor Scullion, invited members of the public and Councillors to ask questions of the Deputy Leader and of the other Cabinet Members. An oral response would, if possible, be provided at the meeting, but if this was not possible a written response would be provided to the questioner within 7 working days. The full details of questions asked, and answers provided would also be published on the Council's website.

(a) A question was asked by P Hunt.

Councillor Scullion, Cabinet Member with responsibility for Regeneration and Strategy, responded and advised that a written response would be provided to the question.

(b) A question was asked by A Tagg.

Councillor Scullion, Cabinet Member with responsibility for Regeneration and Strategy, responded and advised that a written response would be provided to the question.

- (c) A question was asked by E Greenwood.

Councillor Lynn, Cabinet Member with responsibility for Public Services and Communities, responded and advised that a written response would be provided to the question.

- (d) A question was asked by Councillor Leigh MBE.

Councillor Scullion, Cabinet Member with responsibility for Regeneration and Strategy, responded and advised that a written response would be provided to the question.

### **37 CALDERDALE COUNCIL CORPORATE PLAN 2022-2024**

Councillor Scullion, Deputy Leader and Cabinet Member with responsibility for Regeneration and Strategy, presented a written report of the Chief Executive which set out a new Corporate Plan 2022-2024 for Calderdale Council. The Corporate Plan 2022-2024 was a key statement of intent to deliver change over this period, with reference to longer term transformation and outcomes which would improve the lives of Calderdale's residents and businesses.

The Plan outlined how Vision 2024 and the three strategic priorities of the Council, to Reduce Inequalities, develop Thriving Towns, and tackle the Climate Emergency, would be delivered. This provided transparency, focus and prioritisation to deliver change, meet current and future challenges and improve the lives of residents, businesses, and visitors at a time of significant challenge as Calderdale recovered from the pandemic, responded to the cost-of-living crisis, delivered a major investment programme for the borough and dealt with unprecedented demand for services.

Vision 2024 sought to raise aspirations, instil hope, and enable the Council to work to support the people of Calderdale to reach their potential, and was aligned to and supported the corporate priorities of the Council.

The report outlined background information, options considered, consultations, and financial, environmental, health, economic, equality, and diversity implications.

Councillor Scullion advised that Vision 2024 and its key priorities had not changed, however this report laid out how plans would be reformed and refreshed in the present climate of construction inflation, financial constraints, and unprecedented demand for services. She advised that working with partners was a key factor in this update of the Corporate Plan and reminded Members that this item would be brought to Scrutiny for detailed study.

During discussions, Members commented on the importance of working with partners and the benefits of sharing and networking with other organisations. Members commented on equality, diversity, and inclusion; what the Council was doing to reach

out to all communities in workforce planning, to ensure the Council was seen as an employer of choice and could benefit from all available talents; and the inclusion of Active Calderdale and the Drug Strategy, helping the most disadvantaged people in the borough. Members commented on the work being done by the Reablement Team and Assisted Living, working towards being an Age Friendly Community by keeping people in their own homes. Actions and commitments which were already being put in place were now formalised in the report. Members discussed the Climate Emergency, which impacted the Cost-of-Living Crisis, and urged residents to take part in the consultation for the Climate Action Plan.

**RESOLVED** that the Corporate Plan 2022-2024 be approved to ensure that strategy and services be targeted within resources, and ambitions for Calderdale defined by Vision 2024 be realised.

### **38 PROCUREMENT OF THE STRATEGIC HR & PAYROLL SYSTEM**

Councillor Dacre, Cabinet Member with responsibility for Resources, presented a written report of the Head of Human Resources and Organisational Development (HR&OD) which presented the rationale for extending the current arrangement for a fully hosted strategic HR & Payroll System or for agreeing a new contract through the existing framework agreement.

HR&OD completed a full procurement exercise in 2015 for a fully hosted strategic HR & Payroll System. MHR (formerly Midland HR) were awarded the contract and iTrent was implemented across the organisation, for schools and Academies and other traded service customers with a Go Live date of 1st April 2016. The contract was due to terminate in March 2023 and a solution was being sought which would enhance the Council's employee and customer experience.

The Council required a contractor to provide a 3<sup>rd</sup> party hosted strategic HR & Payroll system to be in place when the current contract ended to ensure that it could continue to effectively manage and pay employees in compliance with relevant legislation, and to meet its obligations in respect of statutory reporting. Due to the investment in the use of iTrent at the Council since 2016 and its integral position in processes, it was proposed that the Council retain the iTrent system for a further period and in line with the procurement framework agreement. The report outlined how the contract would support the achievement of the Council's Vision and strategic objectives.

The report outlined background information, options considered, consultation, and financial, legal, human resources and organisational development, environmental, health, economic, equality, and diversity implications.

Councillor Leigh MBE attended the meeting and addressed Cabinet. He requested a full definition of the essential criteria and asked whether the pool of possibilities could have been broadened, with a view to finding a more cost-effective provider. He further asked whether Cabinet felt enough time and effort had been taken to find the best provider.

Councillor Dacre responded to Councillor Leigh MBE and advised that the essential criteria had been assessed by a cross-directorate project board; Cabinet were satisfied that all people involved could identify necessary criteria and did not add or

delete elements inappropriately. She added that the appropriate amount of time and effort was spent to identify the requirements Council had of the strategic HR & Payroll system, including informal discussions with other councils for comparison purposes. She advised that a written definition of essential criteria would be provided.

The Chief Executive responded to Councillor Leigh MBE and advised that the scope for criteria was contained within the report, the report outlined the input of Legal Services and Financial Services into the decision making, and that Cabinet were satisfied that the scope was reasonable. He further advised that the contract agreed in 2016 was to a new provider; Cabinet had shown willingness to deliver an entirely new project which included a significant migration of HR to a new delivery model.

**RESOLVED that:**

- (a) the award of a new contract to the Council's existing supplier, MHR, by way of direct award call-off pursuant to Crown Commercial Services G-Cloud 12 framework to maximise the efficiency and ensure the HR & Payroll system was fit for future requirements be approved; and
- (b) the Head of Human Resources and Organisational Development, in consultation with the Head of Legal and Democratic Services, be given delegated authority to negotiate and finalise all appropriate call-off documentation.

**39 ISCAL: BUSINESS PLANNING PROGRESS AND OPTIONS**

Councillor Dacre, Cabinet Member with responsibility for Resources, presented a written report of the Director, Regeneration and Strategy and the Director, Adult Services and Wellbeing. The report provided Cabinet with the results of the work commissioned from external consultants around the business planning for Industrial Services Calderdale (ISCAL) and provided options for a decision regarding the potential to put ISCAL on a sustained footing, to ensure it delivered effective services for people with Learning Disabilities and other vulnerable adults who had been left behind in accessing the world of work.

Calderdale Council priorities included a commitment to reducing inequalities in all their forms. ISCAL had the potential to play an increasingly important role to address the barriers that people with learning disabilities experienced when trying to access paid employment.

The report outlined background information, options considered, consultation, and financial, legal, human resources and organisational development, environmental, health, economic, equality, and diversity implications.

During discussions, Members commented that they were proud of the work which had been done, and it was a good example of the adaptability of the Council.

Councillor Leigh MBE attended the meeting and addressed Cabinet. He asked whether a more adventurous approach and fundamental consideration of the procedure was appropriate. He advised that a better case for the chosen approach could be shown by fully demonstrating other options.

Councillor Scullion, Deputy Leader and Cabinet Member with responsibility for Regeneration and Strategy responded to Councillor Leigh MBE and advised that external consultants had been employed and had impressed Cabinet with their quality of work.

**RESOLVED** that Consultants' recommendations be acknowledged and the remodelling of Industrial Services Calderdale outlined in Option 1 be approved, supporting an approach that embedded Industrial Services Calderdale in wider support services for vulnerable people, diversified the products and employment experience it offered, and permitted Industrial Services Calderdale to establish a sustained financial position over the next three years.

**40 NORTH HALIFAX TRANSFORMATION PROGRAMME- CONTRACT AWARD**

Councillor Patient, Cabinet Member with responsibility for Climate Change and Resilience, presented a written report of the Director, Regeneration and Strategy. The report advised on the outcome of the North Halifax Transformation Programme tender evaluation and made recommendations to Members with respect to the appointment of the Preferred Bidder and subsequent contract award to facilitate housing led regeneration in North Halifax.

The Programme sought to bring forward innovative and sustainable proposals for residential development on 3 sites in North Halifax to meet local need and demand, on land that was underutilised. The Programme would utilise private sector investment to result in much needed quality sustainable housing, an extra care facility and wider environmental improvements.

The Programme would directly support the Council's corporate priorities in contributing to strong and resilient places and reducing inequalities whilst the development of new homes on brownfield sites would positively contribute to having homes that were energy efficient.

The report outlined background information, options considered, consultation, and financial, legal, environmental, health, economic, equality, and diversity implications.

Councillor Scullion, Deputy Leader and Cabinet Member with responsibility for Regeneration and Strategy, commented that she was pleased to see these sites being brought into beneficial use.

Councillor Leigh MBE attended the meeting, addressed Cabinet and enquired around the tendering process.

**\*RESOLVED** that:

(a) the appointment of Bidder A as Preferred Bidder for the developer partner of the North Halifax Transformation Programme be approved;

(b) the Director of Regeneration and Strategy, in consultation with the Cabinet Member for Climate Change and Resilience and the Head of Legal and Democratic Services, be given delegated authority to finalise the legal documentation with the Preferred Bidder;

(c) the disposal of the three surplus Council owned sites: Clough Lane, Mixenden; Furness Avenue, Ovenden; and Turner Avenue, South Ovenden to Bidder A, as outlined in the legal agreements, for the purposes of delivering investment in housing and environment in North Halifax be approved;

(d) the Director of Regeneration and Strategy, in consultation with the Cabinet Member for Climate Change and Resilience and the Head of Legal and Democratic Services, be given delegated authority to dispose of the three sites at a price to be determined by the Residual Land Valuation (best value);

(e) the use of capital funding retained in the Council's overall budget as described at paragraph 5.3 to contribute to the delivery of the extra care scheme in North Halifax be noted; and

**(f) it be recommended to Council that 50% of any capital receipt received from the three surplus sites be ringfenced towards delivering on the actions in the Council's Housing Delivery Test Action Plan.**

**41 CENTRE AT THREEWAYS**

Councillor Scullion, Deputy Leader and Cabinet Member with responsibility for Regeneration and Strategy, advised that this item had been withdrawn and would be discussed at a future meeting of Cabinet.