
HUMAN RESOURCES COMMITTEE

26 JANUARY 2016

Present:- Councillor R Callender (Chairman), Councillor J B Chapman (Vice-Chairman), Councillor C D Amos, Councillor J Chittock, Councillor T M Ferguson, Councillor A Massey, Councillor A Pemberton, Councillor G G I Scott

Also Present:- Councillors McWilliams, Miles and Turner

In Attendance:- Chief Executive (Ian Davidson), Human Resources and Business Manager (Anastasia Simpson), Organisational Development Manager (Carol Magnus), Community Safety Manager (Leanne Thornton), Senior Democratic Services Officer (Ian Ford) and Democratic Services Officer (Katie Sullivan)

Also in Attendance:- Dave Abdul (Lead Assessor - Investors in People)

(7.30 p.m. - 8.45 p.m.)

9.. APOLOGIES FOR ABSENCE AND SUBSTITUTIONS

Apologies for absence were submitted on behalf of Councillors Calver and G V Guglielmi, the Portfolio Holder for Asset Management and Corporate Services. There were no substitutions.

In submitting his apologies Councillor Calver had requested that his personal congratulations be passed on to everyone who had played a part in the Council's amazing achievement in being awarded Investors In People Gold status.

10. MINUTES OF THE LAST MEETING

The minutes of the last meeting of the Committee, held on 29 September 2015 were approved as a correct record and signed by the Chairman.

11. DECLARATIONS OF INTEREST

There were no declarations of interest made by Members at this time.

The Chief Executive, Ian Davidson, declared a pecuniary interest in respect of item A.2 of the Report of the Corporate Director (Corporate Services) – Pay Policy Statement 2016/2017 – and informed the Committee that he would withdraw from the meeting during the consideration thereof and the voting thereon.

12. IIP FEEDBACK

The Committee received feedback on the Council's recent Investment in People (IIP) assessment from Dave Abdul, the Lead Assessor. Mr Abdul was delighted to announce that the Council had been awarded the IIP Gold Award.

Mr Abdul informed Members that his first association with the Council had been in 1999 when the then Head of Benefits and Revenues, Jill Coleshaw, had invited him in to help that Section work towards IIP status. This work had gradually spread across the Council until the whole Council had achieved IIP status in 2005. This had then led to a Bronze Award in 2013 and a Gold Award in December 2015. This latest award had followed in-depth interviews with 50 members of staff across the Council and with the Leader of the

Council (Councillor Stock), the Portfolio Holder for Asset Management and Corporate Services (Councillor G V Guglielmi) and the Chairman of this Committee (Councillor Callender). Mr Abdul reiterated that this was a massive achievement for the Council.

Mr Abdul informed the Committee that his full report and the resulting action plan for the Council would be presented to the next meeting of the Committee but, in the meantime, he orally reported some of the highlights and feedback from staff which included:

- An impressive focus on community leadership in the Council's emerging Corporate Plan;
- Positive feedback from staff on the 'top level' restructuring of the Council which had led to visible, dynamic and sound leadership from the Chief Executive and the Corporate Directors and a feeling that the Council was 'much improved';
- Clear and linked performance plans that threaded through the Council from the Management Team down to the individual member of staff;
- Integrated services across the Council with joined up processes;
- An emphasis on exciting transformational projects and partnership working with other Local Authorities/Public Sector organisations;
- Staff felt empowered/trusted to make decisions with a 'no blame' culture that had helped produce a 'can do' attitude and an encouragement to take a 'leadership approach';
- Staff felt that they had regular opportunities and were encouraged to provide feedback to management and to share knowledge and input and also on a personal level to pursue 'continuous learning' opportunities to develop skills and knowledge;
- Staff felt valued through initiatives such as 'Tendring Stars' and the long-service award; and a
- Growing sense that the Council was being recognised nationally as a good Authority.

Going forward, Mr Abdul informed Members that there would be a revised set of standards in 2018 when the Council would next be inspected and also a new Platinum Award focused on developing high performance within organisations. There were nine indicators that the Council would need to focus on, namely:

- (1) Leading and Inspiring People – role models and developing future leaders;
- (2) Corporate Values and Behaviours – to be at the heart of everything the organisation did;
- (3) Empowering and Involving People – allow staff to use their initiative; work as a team and to challenge the 'status quo';
- (4) Managing Performance – encourage staff to take the lead in setting challenging performance targets;
- (5) Recognise and reward high performance – culture of appreciation and reward at both a financial and non-financial level;
- (6) Work Structure – flexible, regularly reviewed policies and practices in order to speed up decision making;
- (7) Building Capability – to meet the Council's objectives;
- (8) Delivering Continuous Improvement – at all levels through innovation and new ideas; and
- (9) Creating Sustainable Success – awareness of future challenges and a timely strategy in place to meet these.

The Chief Executive, Ian Davidson, thanked Mr Abdul for his rigorous assessment of the Council. He stated that he was proud of his staff and their achievement which had been fully supported by Members. He felt that this was the result of a cultural change within the organisation. Mr Davidson noted that the Council's work was becoming recognised at a national level though he acknowledged there was more to do and more improvements to come to help the Council meet its future challenges especially its financial challenges.

With the permission of the Chairman, Councillor Miles addressed the Committee and congratulated the Council on its magnificent achievement. She commended the

management and leadership of Ian Davidson and said that the staff were a credit to him.

With the permission of the Chairman, Councillor Turner addressed the Committee and agreed that there had been a phenomenal change for the better within the Council since he had first been elected as a Councillor in 1999 and especially since 2009.

The Chairman and Members of the Committee echoed the sentiments expressed above.

The Committee placed on record its thanks to Dave Abdul, Ian Davidson, Anastasia Simpson and Carol Magnus and further marked its thanks with a round of applause.

13. NEW PREVENT DUTY ON LOCAL AUTHORITIES

There was submitted a report by the Management and Members' Support Manager, which made the Committee aware of the new PREVENT duty and the Council's policy.

Members were informed that The Counter Terrorism and Security Act 2015 required Local Authorities from 1 July 2015, in the exercise of their functions, to have due regard to the need to prevent people being drawn into terrorism. Government Guidance had subsequently been published setting out details of the actions needed to fulfil the statutory responsibilities under that duty.

Local Authorities were considered vital to PREVENT work and would be required to fulfil a range of responsibilities under the following categories:-

- a) Partnership;
- b) Risk Assessment;
- c) Action Plan;
- d) Staff Training; and
- e) Use of Resources.

The Council's draft PREVENT Policy had been considered by the Community Leadership and Partnerships Committee on 7 December 2015 and approved by Cabinet on 22 January 2016. A copy of the Policy was attached at Appendix A to the Report of the Management and Members' Support Manager.

Locally, a single point of contact for PREVENT and a Safeguarding Lead Officer had been identified, namely the Council's Community Safety Manager (Leanne Thornton) and the Council's Corporate Director (Life Opportunities) (Paul Price) respectively. Further briefings and training for staff, Members and Community Safety Partners would be undertaken.

Following discussion, it was moved by Councillor Scott, seconded by Councillor Ferguson and RESOLVED that the Council's new PREVENT duty and policy be noted.

14. PAY POLICY STATEMENT 2016/2017

Further to Minute 11 above, the Chief Executive, Ian Davidson, declared a pecuniary interest in the subject matter of this item and withdrew from the meeting during the consideration thereof and the voting thereon.

There was submitted a report by the Corporate Director (Corporate Services), which presented to the Committee the proposed Pay Policy statement for 2016/2017.

The Committee was reminded that Section 38(1) of the Localism Act 2011 required local authorities to produce a pay policy statement and that those matters which were required to be included in the statutory Pay Policy Statement were as follows:

- A local authority's policy on the level and elements of remuneration for each Chief Officer;
- A local authority's policy on the remuneration of its lowest-paid employees (together with its definition of "lowest-paid employees" and its reasons for adopting that definition);
- A local authority's policy on the relationship between the remuneration of its Chief Officers and other Officers; and
- A local authority's policy on other aspects of Chief Officers' remuneration: remuneration on recruitment increases and additions to remuneration, use of performance related pay and bonuses, termination payments and transparency.

It was reported that the Pay Policy Statement 2016/17 had been designed to give an overview of the Council's framework regarding pay and rewards for staff within the Council. The framework was based on the principle of fairness and that rewards should be proportional to the weight of each role and each individual's performance. The framework aimed to ensure the ability of the Council to recruit talented individuals whilst reassuring the citizens of Tendring that their money was being used efficiently.

Members were made aware that since the Pay Policy Statement had been adopted for 2015/16, the Government had introduced a new National Living Wage. With effect from 1 April 2016, employees over the age of 25, would receive £7.20 per hour. Employees under that age would continue to receive the national minimum wage of £6.70 per hour.

The Committee was advised that, although it was recognised that the National Living Wage should be the benchmark for the lowest salaries within the Authority, it was proposed that the Council continued to pay £7.85 per hour (which equated to £15,145 per annum). This was an additional 65p per hour, above the National Living Wage. This payment would be paid as a non-consolidated lump sum payment so that there was no impact on the Council's pay line or job evaluation. Employees that would benefit from this additional payment included Cleaners, Theatre Staff and Leisure Attendants.

Members were informed that UNISON had been consulted in relation to the changes within the Pay Policy Statement and that it supported the actions of the Council in relation to increased pay for staff on the lower pay bands. UNISON had also asked the Council whether it was possible to request that all Council contractors applied the enhanced rate of pay for their employees and that the Council considered using the AA rates of reimbursement for mileage, rather than the Inland Revenue rates. The Human Resources and Business Manager informed the Committee that the Council through its Procurement Procedure Rules ensured that enhanced rates of pay were applied by its contractors. In respect of the AA rates for mileage these were complex to administer and were also taxed so the Council proposed to continue with the Inland Revenue rates.

It was moved by Councillor Scott, seconded by Councillor Ferguson and RESOLVED that:

(a) the Pay Policy Statement 2016/2017, as set out in Appendix A to item A.2 of the Report of Corporate Director (Corporate Services), be approved and forwarded to Council for its consideration, at its meeting to be held on 5 April 2016; and

(b) the costs of applying the enhanced salary payments be met from existing salary/vacancy provision within budgets.

15. OFFICERS' CODE OF CONDUCT

There was submitted a report by the Corporate Director (Corporate Services), which sought the Committee's approval to adopt a new Officers' Code of Conduct, which would apply to all employees of the Council and other authorised third parties.

The Committee was informed that the Code of Conduct for a Council employee was currently included in paragraph 46 of the Staff Handbook. That section provided a succinct statement of the conduct required of a Council Officer and provided a general reference to high standards of “integrity, ability and commitment to the ethics of public service and the interests of all members of the community.” However, there was a need for staff to have a clearer, more detailed understanding of those standards, including subjects such as disclosure of information and political neutrality. The new Code had therefore been prepared to provide Officers and their Managers with greater clarity, to ensure that the Council did not breach legislation (for example, the Working Time Directive) and to ensure that the Council’s interests were protected.

Members were informed that UNISON had been consulted in relation to the new Code and had raised some very useful points which had been incorporated into the proposed Code.

The Chief Executive informed the Committee that the IIP Gold Award together with a strong, clear code of conduct would be an aid to recruitment to the Council and help overcome the recruitment difficulties caused by the Council’s geographical location.

It was moved by Councillor Scott, seconded by Councillor Ferguson and RESOLVED that:

(a) the new Officers’ Code of Conduct, as detailed at Appendix A to item A.3 of the Report of Corporate Director (Corporate Services), be approved and adopted; and

(b) the Corporate Director (Corporate Services) be authorised to update the guidance note with any future legislative and/or best practice changes.

16. STAFF STATISTICS

There was submitted a report by the Corporate Director (Corporate Services), which provided the Committee with updated and current staffing statistics including:

- (1) Number of Staff Employed – Full-Time and Part-Time;
- (2) Gender Profile;
- (3) Age Profile;
- (4) Disability Profile;
- (5) Ethnicity Profile; and
- (6) Sickness Absence.

It was moved by Councillor Scott, seconded by Councillor Amos and RESOLVED that the contents of the report be noted.

17. HEALTH AND WELLBEING UPDATE

There was submitted a report by the Corporate Director (Corporate Services), which provided the Committee with an analysis for 2015/2016 of health and wellbeing trends within the Council and updated it regarding the work and priorities of the Workplace Health Champions for the next twelve months.

It was moved by Councillor Ferguson, seconded by Councillor Scott and RESOLVED that the contents of the report be noted and the actions contained therein endorsed.

18. NO SMOKING POLICY

There was submitted a report by the Corporate Director (Corporate Services), which presented to the Committee a proposed updated No Smoking Policy.

The Committee was advised that:

- The Health Act 2006 had required that all work places be smoke free by 1 July 2007, however, the legislation had not included electronic cigarettes;
- This Council had introduced a No Smoking policy in June 2007;
- The use of electronic cigarettes had increased since the mid- 2000s through increased marketing and online sales as an aid to reducing or quitting smoking;
- Guidance from the British Medical Association (BMA) stated that there was no evidence that electronic cigarettes were safe or effective and they had advised prohibiting them in the workplace as second hand exposure to the vapour exhaled by the user undermined smoking preventions and cessation; and
- The revised policy therefore included a ban on electronic cigarettes being used in this Council's workplaces.

RESOLVED that:

(a) the revised No Smoking Policy, as detailed at Appendix A to item A.5 of the Report of Corporate Director (Corporate Services), be adopted with immediate effect; and

(b) the Corporate Director (Corporate Services) be authorised to update the Policy with any future legislative and/or best practice changes.

19. ANY OTHER ITEMS THE CHAIRMAN DECIDES ARE URGENT

There were none.

20. THE LATE COUNCILLOR M J BRAGG

The Chief Executive formally reported with sadness the death of Councillor Mary Bragg. Notice of the vacancy in the St Bartholomew's Ward would be given shortly.

The Chief Executive reminded Members that the cortege for Mary Bragg's funeral would be leaving her house at 1.30 p.m. on Friday 10 February and would pass by the front of the Town Hall in Clacton-on-Sea shortly thereafter. He requested of anyone who wished to pay their respects that they should be outside the front of the Town Hall shortly after 1.30 p.m. Councillor Bragg's funeral would then take place at 2.00 p.m. at Weeley Crematorium.

Council noted the foregoing.

21. PETITIONS

In accordance with the provisions of Council Procedure Rule 35 the Chief Executive formally reported the receipt of petitions in respect of the following:-

- (i) Review of the Council's Cash Collection Service
- (ii) Land Exchange and Disposal at The Hangings, Dovercourt

Council noted the foregoing.

22. URGENT NEED FOR ROAD SAFETY MEASURES ON THE ENTIRE LENGTH OF THE A120 FROM HARE GREEN TO RAMSEY

The Council had before it for its consideration the following motion, notice of which had been given by Councillors Nicholls and Heaney pursuant to Council Procedure Rule 16:-

“That this Council

- is appalled that another serious accident has occurred on the A120, this time involving a double decker bus full of school children,
- recognises that plans are currently being drawn up by the Highways Agency to improve safety on the A120 and calls on the Highways Agency to urgently review safety on the entire length of the A120 from Hare Green to Ramsey and to publish its plans for improvements as soon as possible,
- demands that the Highways Agency take urgent action to immediately reduce the speed limit and introduce such other safety measures as are possible to reduce the risk of further such incidents,
- calls on the County Council and local Members of Parliament to support this motion and to do everything possible to ensure that the A120 is made safe for all road users, especially children travelling home from school.”

Councillor Candy declared a personal interest in the subject matter of this item insofar as she was also a County Councillor for the Tendring Rural West division.

Councillor Nicholls moved the motion and Councillor Heaney seconded the motion.

The Chairman informed Members that it was his intention to allow the motion to be dealt with at this meeting.

Councillor Nicholls’ motion on being put to the vote was declared unanimously CARRIED.

23. MEMBERS' PERSONAL AND PREJUDICIAL INTERESTS

At the beginning of this new Municipal Year, Members were reminded of their obligations regarding “personal” and “prejudicial” interests. Those were contained in the Members’ Code of Conduct which had been adopted by the Council on 26 June 2007 and which were set out in the Council’s Constitution. Members were also reminded of the need to ensure that their Register of Interest forms were kept up-to-date.

It was moved by Councillor Stock, seconded by Councillor Talbot and:-

RESOLVED – That Members note the obligations contained in the Members’ Code of Conduct and act accordingly.

24. ANNUAL REVIEW OF THE SCHEME OF MEMBERS' ALLOWANCES BY THE INDEPENDENT REMUNERATION PANEL

The Council had before them a report that submitted for their approval a scheme of Members’ Allowances based on the recommendations of the Independent Remuneration Panel.

The Chairman of the Independent Remuneration Panel (Mr Frederick Abbott) attended the meeting and answered Members’ questions.

Attached as Appendix ‘A’ to item A.3 of the Report of the Head of Financial Services for the Council’s consideration was the Independent Remuneration Panel’s report on their review of Members’ Allowances.

Members had circulated to them the Conservative Group's amendment to the recommendations contained in Appendix 'A' to item A.3 of the Report of the Head of Financial Services.

Having had regard to the report and the recommendations of the Independent Remuneration Panel, together with the amended recommendations which had been circulated, it was moved by Councillor Halliday, seconded by Councillor Stock and:-

RESOLVED - (a) That the allowances recommended by the Independent Remuneration Panel, as set out in its report to the Council be approved except that:-

- i. The Special Responsibility Allowance for the Chairman of the Scrutiny Committee be deleted following the removal of that Committee.
- ii. The Special Responsibility Allowance for the Deputy Leader of the Council (both with and without Portfolio) be deleted as it is not considered appropriate to add this additional allowance in a period of financial austerity.
- iii. The allowances for the Chairman and Vice-Chairman of the Council be set at £6,070 and £2,140 respectively and are not increased by inflation to bring them in line with the other member allowances.
- iv. The Chairman and Vice-Chairman of the Council are not able to claim both the Chairman or Vice-Chairman allowance and a Special Responsibility Allowance. If any member is entitled to claim both the Chairman or Vice-Chairman of the Council allowance and Special Responsibility Allowance(s) only the higher allowance will be payable.

(b) That the Council adopts a principle of indexing of allowances for the following three years, and that Tendring District Council Members' Allowances commencing in May 2012, May 2013 and May 2014 be increased in each of those years in accordance with the officers' agreed pay award commencing in April of each of those respective years and that the same principle of indexation be recommended to the Tendring Parish Councils in each of those years. In the event that the officers' pay award is settled after 1st April in any year, the subsequent Members Allowances be calculated and paid backdated to 1st of May in that municipal year.

(c) That subsequent to (b) above Council does not wish the Independent Remuneration Panel to meet prior to the Annual Council Meetings in 2012, 2013 and 2014 but requests that a full review is undertaken and report prepared in relation to the district and parish schemes of allowances to commence on 1 May 2015.

(d) That Officers bring forward to a future Council meeting a report on the options for the provision of an Independent Remuneration Panel following the expiry of the term of appointment of the current members of the Tendring District Council Independent Remuneration Panel.

(e) That the separate Broadband Allowance ceases to be paid with effect from 1 May 2011.

(f) That the Council's Scheme of Members' Allowances incorporated in Part 7 of the Constitution be amended accordingly and to reflect Council's decisions and that the approved amended Scheme Allowances be advertised as required by the Regulations.

(g) That in accordance with the approval given for the last three years, the Chairman and Vice-Chairman of the Council continue to be allowed to claim reimbursement in respect of in-district mileage when attending functions and duties in accordance with the remit set out in the Constitution, the mileage rate to be the same as that paid for general approved duties.

25. OVERVIEW AND SCRUTINY COMMITTEES: PROPOSED WORK PROGRAMME FOR 2011/2012 AND A REVIEW OF THE WORK CARRIED OUT DURING THE PERIOD APRIL 2010 TO MARCH 2011

The Council considered a report which sought their approval to a proposed work programme for the Community Leadership and Partnerships Committee, the Corporate Management Committee and the Service Development and Delivery Committee for the 2011/2012 Municipal Year and which reviewed the work carried out by those Committees and the Scrutiny Committee during the period April 2010 to March 2011.

RESOLVED - That the proposed work programmes for the Community Leadership and Partnerships Committee, the Corporate Management Committee and the Service Development and Delivery Committee for the 2011/2012 Municipal Year and the review of the work carried out by those three committees and the Scrutiny Committee in the period April 2010 to March 2011, as set out in Appendices "A4A" and "A4B" to item A.4 of the Reference from Committees, be approved.

26. PROGRAMME OF MEETINGS: 2011/2012 MUNICIPAL YEAR

The Council gave consideration to a proposed timetable of meetings of the Council, the Audit Committee, the Community Leadership and Partnerships Committee, the Corporate Management Committee, the Council Tax Committee, the Planning Committee and the Service Development and Delivery Committee for the 2011/2012 Municipal Year.

RESOLVED - That the programme of meetings for the Council, the Audit Committee, the Community Leadership and Partnerships Committee, the Corporate Management Committee, the Council Tax Committee, the Planning Committee and the Service Development and Delivery Committee, as set out in the Appendix to item A.5 of the Reference from Cabinet, be approved.

27. SUB-COMMITTEES OF THE LICENSING AND REGULATORY COMMITTEES AND THEIR CHAIRMEN AND VICE-CHAIRMEN

To avoid the need for formal meetings of the Licensing and Regulatory Committees to be held to appoint their Sub-Committees and the Chairmen and Vice-Chairmen of those Sub-Committees:-

It was moved by Councillor Stock, duly seconded and:-

RESOLVED – (a) That the Appeals Sub-Committee be, and is, hereby appointed and that the members thereof for the 2011/2012 Municipal Year be as follows:-

Councillor Aldis
Councillor Bragg
Councillor S A Honeywood
Councillor Nicholls
Councillor Platt
Councillor Simons

(b) That Councillor S A Honeywood be elected Chairman of the Appeals Sub-Committee for the 2011/2012 Municipal Year.

(c) That Councillor Platt be appointed Vice-Chairman of the Appeals Sub-Committee for the 2011/2012 Municipal Year.

(d) That the Licensing (General Purposes) Sub-Committee be, and is, hereby appointed and that the members thereof for the 2011/2012 Municipal Year be as follows:-

Councillor Casey
Councillor De-Vaux Balbirnie
Councillor Downing
Councillor Fawcett
Councillor V E Guglielmi
Councillor Powell
Councillor Pugh
Councillor Skeels

(e) That Councillor Downing be elected Chairman of the Licensing (General Purposes) Sub-Committee for the 2011/2012 Municipal Year.

(f) That Councillor Fawcett be appointed Vice-Chairman of the Licensing (General Purposes) Sub-Committee for the 2011/2012 Municipal Year.

(g) That Premises/Personal Licences Sub-Committee 'A' be, and is, hereby appointed and that the members thereof for the 2011/2012 Municipal Year be as follows, with the appointment of a third member from the Labour Group, which appointment to be dealt with by the Chief Executive in accordance with the authority delegated to him to appoint a member at the request of the Group Leader:-

Councillor Downing
Councillor Powell

(h) That Councillor Downing be elected Chairman of the Premises/Personal Licences Sub-Committee 'A' for the 2011/2012 Municipal Year.

(i) That Premises/Personal Licences Sub-Committee 'B' be, and is, hereby appointed and that the members thereof for the 2011/2012 Municipal Year be as follows:-

Councillor V E Guglielmi
Councillor G L Mitchell
Councillor Shearing

(j) That Councillor V E Guglielmi be elected Chairman of the Premises/Personal Licences Sub-Committee 'B' for the 2011/2012 Municipal Year.

(k) That Premises/Personal Licences Sub-Committee 'C' be, and is, hereby appointed and that the members thereof for the 2011/2012 Municipal Year be as follows:-

Councillor De Vaux-Balbirnie
Councillor Fawcett
Councillor Platt

(l) That Councillor Platt be elected Chairman of the Premises/Personal Licences Sub-Committee 'C' for the 2011/2012 Municipal Year.

28. TENDRING DISTRICT LOCAL PLAN PREFERRED OPTIONS CONSULTATION

Council's approval was sought in respect of the Tendring District Local Plan Preferred Options Consultation.

The Local Plan Committee had considered the consultation document at its meeting held

on 9 June 2016 and Council had before it the Committee's recommendations.

Council also had before it a report of the Head of Planning Services which informed Members of major as well as minor changes to the consultation documents in order to make the Plan up-to-date prior to public consultation and to be consistent in not allocating sites for housing which had been refused permission. Some of those changes were a result of decisions made by the Planning Committee at its meeting held on 14 June 2016. The changes had been made to the Plan attached as Appendix A to the report of the Head of Planning Services and a schedule of those changes was provided in Appendix C thereto.

Members had had circulated to them prior to the commencement of the meeting amended maps in relation to Great Bentley and Frinton, Walton, Kirby-le-Soken, Kirby Cross and Great Holland. Those maps had been altered as a result of the recent refusal of related planning applications.

Councillor Stock, Chairman of the Local Plan Committee, thanked the Members of that Committee and the Officers, particularly the Head of Planning Services (Cath Bicknell) and the Planning & Regulation Manager (Simon Meecham), for their hard work and dedicated effort in getting the Local Plan to its current position. He also thanked the members of the public and representatives of parish councils who had participated in the public speaking scheme at meetings of the Local Plan Committee.

Councillors Stock, Turner, Scott, Winfield, Parsons, Stephenson, Calver, Bray, V E Guglielmi, Howard, G V Guglielmi, Coley, Broderick and M Brown participated in the debate.

It was moved by Councillor Stock, seconded by Councillor Turner and RESOLVED that Council:

(a) approves the content of the Tendring District Local Plan Preferred Options consultation document, attached as Appendix A to the Report of the Head of Planning Services, which incorporates the changes set out in Appendix C thereto and including the amended maps for Great Bentley and Frinton, Walton, Kirby-le-Soken, Kirby Cross and Great Holland, as circulated, for public consultation for a period of eight weeks;

(b) delegates authority to the Head of Planning Services, in consultation with the Chairman of the Local Plan Committee, to make minor amendments to the text of the Local Plan consultation documents up to the point of publication for consultation purposes. Such amendments are to be circulated to all Members of the Council prior to the commencement of the public consultation; and

(c) delegates authority to the Head of Planning Services, in consultation with the Chairman of the Local Plan Committee, to agree the content of the Sustainability Appraisals for the Local Plan Consultation Documents for public consultation for a period of six weeks. The content of the Sustainability Appraisals are to be circulated to all Members of the Council prior to the commencement of the public consultation.

NOTES: (1) in accordance with the provisions of Council Procedure Rule 18.5, Councillors Bray, Broderick, Parsons and Whitmore each requested that they be recorded in the minutes as having voted against the above decisions; and

(2) in addition, Councillor G V Guglielmi requested that he be recorded in the minutes as having abstained from voting on the above decisions.

29. URGENT MATTERS FOR DEBATE

There were none on this occasion.

30. URGENT MATTERS FOR DEBATE

There were none on this occasion.

Chairman