

SUMMONS TO COUNCIL

date Thursday, 21 March 2024
commencing at 10:30

venue County Hall, West Bridgford,
Nottingham

You are hereby requested to attend the above Meeting to be held at the time/place and on the date mentioned above for the purpose of transacting the business on the Agenda as under.



Chief Executive

- | | | |
|----|--|---------|
| 1 | Minutes of the meeting held on 22 February 2024 | 5 - 12 |
| 2 | Apologies for Absence | |
| 3 | Declarations of Interests by Members and Officers:- (see note below) | |
| 4 | Chairman's Business | |
| | a) Presentation of Awards/Certificates (if any) | |
| 5 | Constituency Issues (see note 4) | |
| 6a | Presentation of Petitions (if any) (see note 5) | |
| 6b | Responses to Petitions Presented to the Chairman of the County Council | 13 - 20 |
| 7 | Nottinghamshire County Council's Pay Policy Statement 2023-24 | 21 - 54 |

8	Executive Report - Key Issues and Activities	55 - 60
9	Questions (see note below)	
	(a) Questions to Leader of the Council on the Executive Report	
	(b) Questions to the Leader, Cabinet Members and Committee Chairmen	
10	Notice of Motions	
	Motion 1 - Response to Autumn Statement - Altered (carried over from December 2023 meeting)	61 - 62
	Motion 2 - Nottingham Forest Football Club	63 - 64

NOTES:-

(A) For Councillors

- (1) Members will be informed of the date and time of their Group meeting for Council by their Group Researcher.
- (2) Lunch will usually be taken at approximately 12.30pm.
- (3)
 - (a) Persons making a declaration of interest should have regard to the Code of Conduct and the Procedure Rules for Meetings of the Full Council. Those declaring must indicate whether their interest is a disclosable pecuniary interest or a private interest and the reasons for the declaration.
 - (b) Any member or officer who declares a disclosable pecuniary interest in an item must withdraw from the meeting during discussion and voting upon it, unless a dispensation has been granted. Members or officers requiring clarification on whether to make a declaration of interest are invited to contact the Monitoring Officer or Democratic Services prior to the meeting.
 - (c) Declarations of interest will be recorded and included in the minutes of this meeting and it is therefore important that clear details are given by members and others in turn, to enable Democratic Services to record accurate information.

- (4) At any Full Council meeting except the budget meeting and an extraordinary meeting Members are given an opportunity to speak for up to three minutes on any issue which specifically relates to their division and is relevant to the services provided by the County Council. These speeches must relate specifically to the area the Member represents and should not be of a general nature. They are constituency speeches and therefore must relate to constituency issues only. This is an opportunity simply to air these issues in a Council meeting. It will not give rise to a debate on the issues or a question or answer session. There is a maximum time limit of 15 minutes for this item.
- (5) At any Full Council meeting except the budget meeting and an extraordinary meeting Members may present a petition to the Chairman of the County Council on any matter affecting the residents of their division, and in relation to which the County Council has powers or duties. The Member presenting the petition can introduce and speak about the petition for up to one minute. Members are reminded that there is a time limit of 15 minutes for the presentation of petitions, after which any petitions not yet presented will be received en bloc by the Chairman.
- (6) In relation to questions to the Leader, Cabinet Members and Committee Chairmen including questions to the Leader on the Executive Report; after receiving an answer to their question, the Councillor asking the original question may ask one supplementary question on the same matter. There will be no additional supplementary questions.
- (7) Members are reminded that these papers may be recycled. Appropriate containers are located in the respective secretariats.
- (8) Commonly used points of order
- 26 – Constituency issues must be about issues which specifically relate to the Member's division and is relevant to the services provided by the County Council
- 54 – Only 1 supplementary question per question is allowed from the Councillor who asked the original question and supplementary questions must be on the same matter
- 65 – The Mover or Seconder has spoken for more than 10 minutes when moving the motion
- 68 – The Member has spoken for more than 5 minutes
- 70 – The Member is not speaking to the subject under discussion
- 71 – The Member has already spoken on the motion
- 76 – The mover of the motion has spoken for more than 10 minutes when using their right of reply to the debate
- 91 – Points of Order and Personal Explanations

100 – Disorderly conduct

(9) Time limit of speeches

Motions

68 – no longer than 5 minutes (subject to any exceptions set out in the Constitution)

Constituency Issues

26 – up to 3 minutes per speech allowed

29 – up to 15 minutes for this item allowed

Petitions

33 – up to one minute per petition allowed

37 – up to 15 minutes for this item allowed

Questions

49 – up to 60 minutes for this item allowed

(B) For Members of the Public

- (1) Members of the public wishing to inspect "Background Papers" referred to in the reports on the agenda or Schedule 12A of the Local Government Act should contact:

Customer Services Centre 0300 500 80 80.

- (2) The papers enclosed with this agenda are available in large print if required. Copies can be requested by contacting the Customer Services Centre on 0300 500 80 80. Certain documents (for example appendices and plans to reports) may not be available electronically. Hard copies can be requested from the above contact.
- (3) This agenda and its associated reports are available to view online via an online calendar –
<http://www.nottinghamshire.gov.uk/dms/Meetings.aspx>



Meeting COUNTY COUNCIL

Date Thursday, 22 February 2024 (10.30 am – 5.43 pm)

Membership

COUNCILLORS

John Ogle (Chairman)
Richard Butler (Vice-Chairman)

Reg Adair
Mike Adams
Pauline Allan
Sinead Anderson - apologies
Callum Bailey
Matt Barney
Chris Barnfather
Ben Bradley MP
Anne Callaghan BEM
André Camilleri
Scott Carlton
Steve Carr
John Clarke MBE
Neil Clarke MBE
Robert Corden
John Cottee
Jim Creamer
Debbie Darby
Sam Deakin
Dr John Doddy - apologies
Bethan Eddy
Boyd Elliott
Sybil Fielding
Kate Foale
Stephen Garner - apologies
Glynn Gilfoyle
Keith Girling
Penny Gowland
Errol Henry JP
Paul Henshaw
Tom Hollis
Mike Introna

Richard Jackson
Roger Jackson
Eric Kerry
Bruce Laughton
Johnno Lee
Rachel Madden
David Martin
John 'Maggie' McGrath
Andy Meakin
Nigel Moxon
Kane Oliver
Philip Owen
Michael Payne
Sheila Place
Mike Pringle
Francis Purdue-Horan
Mike Quigley MBE
Mrs Sue Saddington
Dave Shaw - apologies
Helen-Ann Smith
Sam Smith
Tom Smith
Tracey Taylor
Nigel Turner
Roger Upton
Lee Waters
Michelle Welsh
Gordon Wheeler
Jonathan Wheeler
Elizabeth Williamson
John Wilmott
Jason Zadrozny

OFFICERS IN ATTENDANCE

Adrian Smith	(Chief Executive)
Marjorie Toward	(Chief Executives)
Sara Allmond	(Chief Executives)
Sarah Ashton	(Chief Executives)
Glen Bicknell	(Chief Executives)
Carl Bilbey	(Chief Executives)
Isobel Fleming	(Chief Executives)
Katherine Harclerode	(Chief Executives)
David Hennigan	(Chief Executives)
James Lavender	(Chief Executives)
James McDonnell	(Chief Executives)
Phil Rostance	(Chief Executives)
Nigel Stevenson	(Chief Executives)
Phil Smith	(Chief Executives)
Vivienne Robbins	(Adult Social Care and Health)
Melanie Williams	(Adult Social Care and Health)
Colin Pettigrew	(Children and Families)
Derek Higton	(Place)

OPENING PRAYER

Upon the Council convening, prayers were led by the Chairman.

MINUTE SILENCE

A minute silence was held in memory of former County Councillors LB Cooper and John Hemsall and former Democratic Services Officer Martin Gately.

1. MINUTES

RESOLVED: 2024/001

That the minutes of the previous meeting held on 27 December 2023 be agreed as a true record and signed by the Chairman.

2. APOLOGIES FOR ABSENCE

Apologies for absence were received from:-

- Councillor Sinead Anderson (medical/illness)
- Councillor Dr John Doddy (medical/illness)
- Councillor Stephen Garner (medical/illness)
- Councillor Dave Shaw (other reasons)

3. DECLARATIONS OF INTEREST

None

4. CHAIRMAN'S BUSINESS

PRESENTATION OF AWARDS

Best Collaboration and Best Creative in the 2023 "Unawards"

Councillor Tracey Taylor introduced the awards which were won for the 'Any of Us' fostering film produced in collaboration with more than 80 local authorities and children's trusts.

The Chairman received the presentation certificate from Councillor Tracey Taylor and presented it to Jenny Whiston, Group Manager Fostering, Residential & Secure Accommodation.

FORMER COUNTY COUNCILLORS LB COOPER AND JOHN HEMPSALL AND FORMER DEMOCRATIC SERVICES OFFICER MARTIN GATELY

The Chairman spoke in memory of former County Councillors LB Cooper and John Hemsall and former Democratic Services Officer Martin Gately.

Councillors Sybil Fielding, Sue Saddington, Kate Foale, Gordon Wheeler, Bruce Laughton, Keith Girling, Jason Zadrozny, Jonathan Wheeler, Reg Adair and Steve Carr also spoke in memory of former County Councillors LB Cooper and John Hemsall and former Democratic Services Officer Martin Gately.

LORD-LIEUTENANT SIR JOHN PEACE

On behalf of the Chamber, the Chairman thanked the Lord-Lieutenant Sir John Peace for his dedication to the role and offered their well wishes.

CHAIRMAN'S BUSINESS SINCE THE LAST MEETING

The Chairman updated Members on the business he had carried out since the last meeting.

Councillor Mike Adams left the Chamber at 10.52am during consideration of this item and returned later in the agenda.

5. ANNUAL BUDGET REPORT 2024-25

Councillor Richard Jackson introduced the report and moved a motion in terms of resolution 2024/002 below, which was seconded by Councillor Ben Bradley MP.

Councillor Jason Zadrozny moved the Independent Alliance Group amendment, as printed in the Council agenda, which was seconded by Councillor Francis Purdue-Horan.

Councillor Richard Jackson, the Mover of the Motion, confirmed that he would not accept the amendment. The Motion and amendment were then debated.

The Council adjourned from 12.29pm to 1.32pm for lunch.

The following Members left the Chamber for more than 10 minutes during consideration of this item:-

Having left the Chamber earlier in the meeting, Councillor Mike Adams returned to the Chamber at 12.06pm

Councillor Sue Saddington left the Chamber at 11.54am and returned at 12.05pm

Councillor John Lee left the Chamber at 12.02pm and returned at 12.15pm

Councillor Helen-Ann Smith left the Chamber at 12.13pm and returned at 12.26pm

Councillor Samantha Deakin left the Chamber at 12.13pm and returned after lunch

Councillor Tom Hollis left the Chamber at 12.15pm and returned at 12.27pm

Councillor Helen-Ann Smith did not return to the meeting after the lunch break

Councillor Tom Smith left the Chamber at 2.08pm and returned at 2.26pm

Councillor Samantha Deakin left the Chamber at 2.10pm and returned at 5.13pm

Councillor Sheila Place left the Chamber at 2.40pm and returned at 3.13pm

Councillor Boyd Elliott left the Chamber at 2.49pm and returned at 3.01pm

Councillor Tom Smith left the Chamber at 2.49pm and returned at 3.15pm

Councillor John Lee left the Chamber at 2.51pm and returned at 3.15pm

Councillor Pauline Allan left the Chamber at 2.53pm and returned at 3.17pm

Councillor Francis Purdue-Horan left the Chamber at 2.53pm and returned at 3.05pm

Councillor Paul Henshaw left the Chamber at 2.53pm and returned at 3.04pm

Councillor Errol Henry JP left the Chamber at 2.58pm and returned at 3.47pm

Councillor Jason Zadrozny left the Chamber at 3.03pm and returned at 3.43pm

Councillor Sue Saddington left the Chamber at 3.03pm and returned at 3.34pm

Councillor Penny Gowland left the Chamber at 3.05pm and returned at 3.20pm

Councillor Ben Bradley MP left the Chamber at 3.08pm and returned at 3.28pm

Councillor Matt Barney left the Chamber at 3.10pm and returned at 3.30pm

Councillor John Clarke MBE left the Chamber at 3.15pm and returned at 3.49pm

Councillor Jonathan Wheeler left the Chamber at 3.19pm and returned at 3.32pm

Councillor Mike Inirona left the Chamber at 3.22pm and returned at 3.34pm

Councillor Sam Smith left the Chamber at 3.22pm and returned at 3.32pm

Councillor Kate Foale left the Chamber at 3.27pm and returned at 3.43pm

Councillor Neil Clarke MBE left the Chamber at 3.32pm and returned at 3.49pm

Councillor Michael Payne left the Chamber at 4.01pm and returned at 4.17pm

Councillor Jonathan Wheeler left the Chamber at 4.04pm and returned at 4.16pm

Councillor Tom Hollis left the Chamber at 4.04pm and returned at 4.16pm

Councillor Lee Waters left the Chamber at 4.07pm and returned at 4.18pm

Councillor Andy Meakin left the Chamber at 4.07pm and returned at 4.22pm

Councillor Debbie Darby left the Chamber at 4.31pm and returned at 4.44pm

Councillor Rachel Madden left the Chamber at 4.35pm and returned at 4.47pm

Councillor Michelle Welsh left the Chamber at 4.37pm and returned at 7.18pm

Councillor Michael Payne left the Chamber at 4.37pm and returned at 7.17pm

Councillor Tom Hollis left the Chamber at 5.18pm and returned at 5.34pm
Councillor Kane Oliver left the Chamber at 5.18pm and returned at 5.32pm

Following the debate, the amendment and motion were put to the meeting. A recorded vote was legally required for the amendment and the motion.

A recorded vote was taken on the Independent Alliance Group amendment and it was ascertained that the following 13 Members voted '**For**' the amendment:-

Steve Carr	Kane Oliver
Debbie Darby	Francis Purdue-Horan
Samantha Deakin	Lee Waters
Tom Hollis	Elizabeth Williamson
Rachel Madden	John Wilmott
David Martin	Jason Zadrozny
Andy Meakin	

The following 48 Members voted '**Against**' the amendment:-

Reg Adair	Paul Henshaw
Mike Adams	Mike Introna
Pauline Allan	Richard Jackson
Callum Bailey	Roger Jackson
Matt Barney	Eric Kerry
Chris Barnfather	Bruce Laughton
Ben Bradley MP	Johnno Lee
Richard Butler	John 'Maggie' McGrath
Anne Callaghan BEM	Nigel Moxon
André Camilleri	John Ogle
Scott Carlton	Philip Owen
John Clarke MBE	Michael Payne
Neil Clarke MBE	Sheila Place
Robert Cordon	Mike Pringle
John Cottee	Mike Quigley MBE
Jim Creamer	Sue Saddington
Bethan Eddy	Sam Smith
Boyd Elliott	Tom Smith
Sybil Fielding	Tracey Taylor
Kate Foale	Nigel Turner
Glynn Gilfoyle	Roger Upton
Keith Girling	Michelle Welsh
Penny Gowland	Gordon Wheeler
Errol Henry JP	Jonathan Wheeler

No Members '**Abstained**'.

The Chairman declared that the Independent Alliance Group amendment was lost.

A recorded vote was then taken on the original motion and it was ascertained that the following 46 Members voted '**For**' the motion:-

Reg Adair
Mike Adams
Callum Bailey
Matt Barney
Chris Barnfather
Ben Bradley MP
Richard Butler
André Camilleri
Scott Carlton
Steve Carr
Neil Clarke MBE
Robert Cordon
John Cottee
Debbie Darby
Samantha Deakin
Bethan Eddy
Boyd Elliott
Keith Girling
Tom Hollis
Mike Introna
Richard Jackson
Roger Jackson
Eric Kerry

Bruce Laughton
Johnno Lee
Rachel Madden
David Martin
Andy Meakin
Nigel Moxon
John Ogle
Kane Oliver
Philip Owen
Francis Purdue-Horan
Mike Quigley MBE
Sue Saddington
Sam Smith
Tom Smith
Tracey Taylor
Nigel Turner
Roger Upton
Lee Waters
Gordon Wheeler
Jonathan Wheeler
Elizabeth Williamson
John Wilmott
Jason Zadrozny

The following 15 Members voted '**Against**' the motion:-

Pauline Allan
Anne Callaghan BEM
John Clarke MBE
Jim Creamer
Sybil Fielding
Kate Foale
Glynn Gilfoyle
Penny Gowland

Errol Henry JP
Paul Henshaw
John "Maggie" McGrath
Michael Payne
Sheila Place
Mike Pringle
Michelle Welsh

No Members '**Abstained**'.

The Chairman declared the motion was carried and it was:-

RESOLVED: 2024/002

- 1) That the Annual Revenue Budget for Nottinghamshire County Council be set at £638.835 million for 2024/25, as set out in table 1 of the report, be approved
- 2) That the principles underlying the amended Medium-Term Financial Strategy as set out in table 3 of the report, be approved
- 3) That the Cabinet be authorised to make allocations from General Contingency for 2024/25 as set out in paragraph 73 in appendix 2 of the report.

- 4) That the 2.00% Adult Social Care Precept be levied in 2024/25 to part fund increasing adult social care costs as set out in paragraph 87 in appendix 2 of the report.
- 5) That the County Council element of the Council Tax be increased by 2.84% in 2024/25. That the overall Band D tax rate be set at £1,807.08 with the various bands of property as set out in paragraph 88 in appendix 2 of the report.
- 6) That the County Precept for the year ending 31 March 2025 shall be £482,559,408 and shall be applicable to the whole of the District Council areas as General Expenses as set out in paragraph 12 of the report.
- 7) That the County Precept for 2024/25 shall be collected from the District and Borough Councils in the proportions set out in Table 5 of the report on the dates set out in Table 8 of appendix 2 of the report.
- 8) That the Capital Programme for 2024/25 to 2027/28 be approved at the total amounts below and be financed as set out in table 11 in appendix 2 of the report:

Year	Capital Programme
2024/25	£161.296m
2025/26	£69.711m
2026/27	£47.467m
2027/28	£48.601m

- 9) That the variations to the Capital Programme, as set out in paragraphs 118 – 122 in appendix 2 of the report, be approved.
- 10) That the Minimum Revenue Provision policy for 2024/25, as set out in appendix D of the report, be approved.
- 11) That the Capital Strategy including the 2024/25 Prudential Indicators and Treasury Management Strategy, as set out in appendix E of the report, be approved.
- 12) That the Service Director – Finance, Infrastructure and Improvement be authorised to raise loans in 2024/25 within the limits of total external borrowings, as set out in paragraph 132 in appendix 2 of the report, be approved.
- 13) That the Treasury Management Policy for 2024/25, as set out in appendix F of the report, be approved.
- 14) That the Council delegates responsibility for the setting of Treasury Management Policies and Practices relating to Pension Fund cash to the Pension Fund Committee, as set out in paragraph 131 in appendix 2 of the report.
- 15) That the implementation of the savings options set out in appendix B of the report be approved.

16) That the undertaking of future consultations on savings options where required, as set out in paragraph 59 of appendix 2 of the report, be approved.

17) That the report be approved and adopted.

The Chairman declared the meeting closed at 5.43 pm.

CHAIRMAN

REPORT OF THE CABINET MEMBERS FOR EDUCATION AND SPECIAL EDUCATIONAL NEEDS & DISABILITIES AND TRANSPORT AND ENVIRONMENT

RESPONSES TO PETITIONS PRESENTED TO THE CHAIRMAN OF THE COUNTY COUNCIL

Purpose of the Report

1. The purpose of this report is to inform Council of the decisions made by the Cabinet Member for Education and Special Educational Needs & Disabilities and the Cabinet Member for Transport and Environment concerning issues raised in petitions presented to the County Council at its 13 July, 28 September and 7 December 2023 meetings.

Information

Decision by the Cabinet Member for Education and Special Needs & Disabilities

A. Pupil Place Sufficiency in Ruddington (Ref:2023/12)

2. A 802-signature petition was presented to the 13 July 2023 meeting of the County Council by Councillor Reg Adair. The petitioners requested that the Council address concerns raised in respect of pupil place sufficiency for Ruddington families.
3. The Cabinet Member considered a report which set out the measures taken to ensure pupil place sufficiency within Ruddington and the wider West Bridgford area.
4. The full report is published as delegated decision reference 502 on the Council website - [Decision Details: Response to Petition Presented to the Chairman of the County Council - Pupil Place Sufficiency in Ruddington \(nottinghamshire.gov.uk\)](https://www.nottinghamshire.gov.uk/decisions/502)
5. It was agreed that the lead petitioner be informed accordingly.

Decisions by the Cabinet Member for Transport and Environment

B. Request to resurface Old Graham Road, Whatton (Ref:2023/18)

6. A petition containing 313 signatures was presented to the 28 September 2023 meeting of the County Council by Councillor Francis Purdue-Horan.
7. Nottinghamshire County Council, working in partnership with Via East Midlands Limited, have invested significantly in improving the condition of the roads in Nottinghamshire and have moved towards a 'right first time' approach with a focus on large scale road surface repairs, following the Highways Services Review.

8. Old Grantham Road is a C road that leads from the A52 (Grantham Road) into the village of Whatton in the Vale; linking with roads to the villages beyond.
9. The road is routinely inspected on a quarterly basis, with ad hoc inspections being undertaken between these scheduled visits to assess any enquiries that are submitted.
10. This stretch of highway has been recommended for resurfacing and as a result, it features on the carriageway candidate list for inclusion in a future financial year's resurfacing programme.
11. In the meantime, the condition of the carriageway will continue to be monitored by the routine highway inspections; with any safety defects being appropriately addressed.
12. It was agreed that the lead petitioner be informed accordingly.

C. Request to resurface White Lion Crossroads, Bingham (Ref:2023/21)

13. A 72-signature petition was presented to the 7 December 2023 meeting of the County Council by Councillor Francis Purdue-Horan.
14. Nottinghamshire County Council, working in partnership with Via East Midlands Limited, have invested significantly in improving the condition of the roads in Nottinghamshire and have moved towards a 'right first time' approach with a focus on large scale road surface repairs, following the Highways Services Review.
15. The crossroads at the junction of Long Acre, Tithby Road, Nottingham Road and Fairfield Street are routinely inspected on a monthly basis, with ad hoc inspections being undertaken between these scheduled visits to assess any enquiries that are submitted.
16. On 17 and 18 November 2023, Via East Midlands undertook patching works at this location as an interim measure to improve surface conditions and address local concerns that had been raised.
17. The crossroads have been recommended for resurfacing and as a result, the site features on the carriageway candidate list for inclusion in a future financial year's resurfacing programme.
18. In the meantime, the condition of the carriageway will continue to be monitored by the routine highway inspections; with any safety defects being appropriately addressed and currently investigations are taking place to assess the possibility of including the site in further improvement works using Via East Midlands' Machine Lay Gang in the coming financial year (2024/2025).
19. It was agreed that the lead petitioner be informed accordingly.

D. Make our roads safer, Orston (Ref:2023/20)

20. An 180 signature petition was presented to the 7 December 2023 meeting of the County Council by Councillor Francis Purdue-Horan.
21. The petition was submitted to the Councillor by Orston Parish Council with the main focuses of the petition being for the County Council to make amendments to existing speed limits at the entries into the village, a mandatory 20mph speed limit through the village, a new footway and other various new traffic management features.

22. Laura Trusler (Senior District Manager – Rushcliffe) attended a meeting with Councillor Francis Purdue-Horan and Orston Parish Council in the village on 03 January 2024 to review and discuss each of the items raised in the petition and the findings of the subsequent investigations are detailed in the items below.
23. The County Council is obliged to assess speed limits using national guidance, in order to maintain consistency both locally and nationally. The Parish Council's speed limit amendment requests have been assessed in line with this guidance and the County Council can confirm that:
- A bid to reduce the existing derestricted speed limit between Elton and Orston to 50mph has been issued and will be assessed and considered for inclusion in a future financial year's programme.
 - An extension of the 30mph speed limit on Spa Lane is not appropriate due to the lack of adjacent roadside development and therefore cannot be taken forward.
 - An extension of the 30mph speed limit on Smite Lane is not appropriate due to the lack of adjacent roadside development. However, a bid to reduce the derestricted speed limit on the Lane to 50mph was made in 2021 and will be considered in a future financial year's programme.
 - Due to the presence of the equestrian centre and the existing positioning of the current 30mph signage on Mill Lane, a bid for an extension of the 30mph zone on this approach to the village has also been made. Again, this will be assessed and considered for inclusion in a future financial year's programme.
 - 20mph speed limits are currently only introduced as part of casualty reduction schemes where they are identified as the best method to address a history of reported road traffic collisions; or as part of improvements to our strategic cycle networks. The Council is therefore not currently able to consider the provision of a 20mph speed limit in the village. A review of whether 20mph speed limits should be introduced more widely in the county is currently taking place and this request will be revisited following the outcome of this work.
24. The installation of a new footway from The Green, out of the village on Smite Lane, to join the existing footway just after the Northing Drain Bridge, has been considered. There is insufficient verge width along most of the length requested and therefore the costs associated with such a scheme would be substantial and prohibitive. 'Pedestrian in the Road' warning signage has been previously installed and also a bid to lower the existing speed limit.
25. The concerns raised with Smite Bridge have been thoroughly investigated previously. The site has been subject to one reported injury accident, of a slight nature, in the last 25 years; with no reports of conflict with vehicles from opposing traffic directions. A priority system and crash barriers are therefore not appropriate features. As a result of the aforementioned injury accident, in 2022/2023, the old centre line markings on the bridge and its approaches were removed, a white carriageway edge marking 20m either side of the bridge and over the bridge itself was installed; in addition to reflective marker posts either side of the bridge and 'Road Ahead Narrows' warning signage.
26. The crossroads of Hill Road, Station Road, Lordship Lane and Bottesford Lane is noted to be staggered and on two bends. The site is street lit, within the 30mph zone, the white 'give way' lining and SLOW markings are in a good condition; and there are 'Staggered Junction' warning signs on the Lordship Lane and Station Road approaches to the crossroads, with 'Give Way' signs on the Hill Road and Bottesford Lane approaches. The site has been subject to one slight injury accident in the last three years, and this involved behavioural factors that were

beyond the control of the Authority. On this basis, the site does not meet criteria for vehicle activated warning signs and would not warrant formal reconstruction or configuration of the crossroads. It is noted that the 'Staggered Junction' warning sign on the Station Road approach is faded and will therefore be replaced as part of Via's routine highway maintenance works. In addition, white thermoplastic carriageway edge lining will be installed in 2024/2025 to further delineate the bends for approaching traffic and will be funded through the District Management Revenue budget (subject to future Cabinet Member approvals as part of the 24/25 Highways programme).

27. Hill Road is a gradual incline into the centre of the village. It benefits from street lighting, 'It's 30 for a Reason' signage and a SLOW marking on the carriageway just down from the Station Road, Bottesford Lane and Lordship Lane junction. In 2024/2025, a further SLOW marking will be installed on the downward approach to the village, just before 'Barn End'. This will be funded using the District Management Revenue budget (subject to future Cabinet Member approvals as part of the 24/25 Highways programme).
28. The High Street junction onto The Green is stated as being 'blind'. However, the 'Give Way' lining on both approaches to the junction is visible within the 30mph zone. There is 30mph gateway signage, a SLOW and a roundel on the Smite Lane approach and the junction is street lit. There are no road safety concerns on the junction or its approaches and therefore no further traffic management measures are considered to be required.
29. The white lining on the Spa Lane bend with Longhedge Lane and its approaches are noted to be faded. Works to refresh the carriageway edge markings, SLOW marking and centre lining have therefore been arranged for when the Lining Renewal Programme commences in the new financial year (2024/2025). Additional chevron markings will also be installed in the new financial year to further highlight the bend using the District Management Revenue budget (subject to future Cabinet Member approvals as part of the 24/25 Highways programme).
30. The 'Give Way' lining, carriageway edge markings and centre lining on the Longhedge Lane bend outside of Woodland Lodge, are also noted to be faded and will be refreshed in line with the above item during Via's Lining Renewal Programme in 2024/2025. A previous scheme at this site saw the introduction of yellow backed 'Bend' warning and chevron signs. There are no road safety concerns on the bend since the introduction of the enhanced signage and therefore no further traffic management measures are considered to be required at this time.
31. It was recommended that the lead petitioner be informed accordingly.

E. Request for the resurfacing of Grange Crescent, Gedling (Ref:2023/19)

32. A 32-signature petition was presented to the 07 December 2023 meeting of the County Council by Councillor Boyd Elliott.
33. Grange Crescent is a cul-de-sac leading to 28 properties. The road is routinely inspected on a quarterly basis, with ad hoc inspections being undertaken when defects are reported.
34. Grange Crescent was inspected on 27 December 2023. The inspection took place by foot and no actionable defects were identified during the inspection.
35. Grange Crescent has been listed for an engineering assessment, with the potential of being included in a future financial year's maintenance programme.

36. It was agreed that the petitioners be informed accordingly.

F. Request for footpath maintenance on Rivergreen Crescent and Denewood Avenue, Bramcote (Ref:2023/22)

37. A 64-signature petition was presented to the 07 December 2023 meeting of the County Council by Councillor Steve Carr.

38. The petition was submitted to the Councillor by residents of Rivergreen Crescent and Denewood Avenue, with the main focuses of the petition being for the County Council to maintain the footpaths.

39. Rivergreen Crescent and Denewood Grange are estate roads and, like many estates built circa 1930s/40s, the footpaths were historically laid with slabs which have deteriorated over the years, leading to alternative maintenance methods.

40. Both roads are routinely inspected on an annual basis, with ad hoc inspections being undertaken.

41. The locations have been recommended for an engineering assessment, and potential inclusion in a future financial year's maintenance programme.

42. The petition requested a general cleanse of the roads due to moss build up and mud creating a slip hazard.

43. Broxtowe Borough Council's street cleansing team have been contacted with a request to sweep/cleanse these locations and prioritise weed spraying in the area during the 2024 weed spraying programme.

44. It was agreed that the lead petitioner be informed accordingly.

G. Save concessionary tram travel in Nottinghamshire (Ref:2023/24)

45. A 73-signature petition was presented to the 07 December 2023 meeting of the County Council by Councillor Kate Foale, requesting that the County Council retains free tram travel for concessionary pass holders in the county.

46. Due to the significant cost of the tram concessionary scheme, the Cabinet Member approved a public consultation of the current tram concession for elderly and disabled concessionary pass holders, which closed on 07 January 2024. This petition would therefore be considered by the Cabinet Member, along with other stakeholder feedback received as part of the consultation.

47. It was agreed that the lead petitioner be informed accordingly.

H. Request for a residents' parking permit scheme on Main Street outside Post Office Row, Coddington (Ref:2023/23)

48. The County Council has received an 11-signature petition from residents of Post Office Row on Main Street in Coddington, requesting the introduction of a residents' permit scheme.

49. Such schemes are intended to be used on roads where on-street parking is appropriate but where the presence of non-resident parking makes it difficult for residents and their visitors who rely on such on-street parking to find a space. Permit schemes are, therefore, prioritised in locations where residents do not have access to off-street parking.
50. Post Office Row is a terrace of seven properties located between Balderton Lane and Chapel Lane. None of the properties has access to off-street parking. The properties are close to the Scout and Village Halls and a little over 100 metres from an entrance to Coddington Primary School.
51. To determine the extent to which non-resident parking impacts on Post Office Row properties, a parking survey will be carried out. This will be used to determine whether a permit scheme is likely to assist residents and whether one can be prioritised.
52. It was agreed that the lead petitioner be informed accordingly.

Other Options Considered

53. There are no other options to consider as this report is for noting only.

Reason/s for Recommendation/s

54. The Constitution requires that Full Council receive a report on the outcome of consideration of the petitions.

Statutory and Policy Implications

55. This report has been compiled after consideration of implications in respect of crime and disorder, data protection and information governance, finance, human resources, human rights, the NHS Constitution (public health services), the public sector equality duty, safeguarding of children and adults at risk, service users, smarter working, sustainability and the environment and where such implications are material they are described below. Appropriate consultation has been undertaken and advice sought on these issues as required.

Financial Implications

56. There are no specific financial implications arising directly from the report.

RECOMMENDATION

It is recommended that the contents of the report be noted.

Councillor Sam Smith

Cabinet Member for Education and Special Educational Needs and Disabilities (SEND)

Councillor Neil Clarke MBE

Cabinet Member for Transport and Environment

For any enquiries about this report please contact:

Karen Hughman, Group Manager Education Access, Standards and Safeguarding
karen.hughman@nottsccl.gov.uk

Derek Highton, Interim Corporate Director Place
derek.highton@nottsccl.gov.uk

Background Papers and Published Documents

- Responses to Petition Presented to the Chairman of the County Council – (Reference 487) by Cabinet Member for Transport and Environment (published)
- Responses to Petition Presented to the Chairman of the County Council – Pupil Place Sufficiency in Ruddington Delegated Decision (Reference 502) by Cabinet Member for Education and Special Educational Needs and Disabilities (published)
- Responses to Petition Presented to the Chairman of the County Council – (Reference 5577) by Cabinet Member for Transport and Environment (published)

Electoral Division(s) and Member(s) Affected

- Beeston Central and Rylands – Councillor Kate Foale
- Bingham East – Councillor Francis Purdue-Horan
- Bramcote and Beeston North – Councillor Steve Carr
- Calverton – Councillor Boyd Elliott
- Collingham – Councillor Debbie Darby
- Leake and Ruddington – Councillors Red Adair and Matt Barney
- West Bridgford North – Councillor Penny Gowland
- West Bridgford South – Councillor Jonathan Wheeler
- West Bridgford West – Councillor Gordon Wheeler

REPORT OF THE LEADER OF THE COUNCIL**NOTTINGHAMSHIRE COUNTY COUNCIL'S PAY POLICY STATEMENT
2023/2024****Purpose of the Report**

1. To seek the approval of the County Council to the updating and publishing of the authority's Pay Policy Statement as required by the Localism Act 2011 for the financial year 2023/24, which reflects the known situation as at 1st February 2024.

Information**Background**

2. Nottinghamshire County Council is committed to good governance and openness to public scrutiny and accountability. As part of this commitment the Council wishes to demonstrate that decisions on the pay and reward packages for its Chief Executive and senior officers have been made in an open, transparent and accountable manner.
3. Under the terms of the Accounts and Audit Regulations 2015 the Council publishes on its website, and regularly updates information about its most senior officer's pay, including information relating to the Chief Executive and Corporate Directors.
4. Legislation and supporting Government guidance, identifies the statutory contents of a Pay Policy Statement and how it should be presented.
5. Section 38 of the Localism Act 2011 Act sets out the requirement for all Local Authorities in England and Wales to publish annual Pay Policy Statements with effect from the financial year 2012-13 onward.
6. Additional requirements contained in the Localism Act (Section 40), were set out in further national guidance issued in February 2013. This included a requirement relating to the approval of severance packages for senior officers of, or above, £100,000 to be approved by Full Council. There were no applicable instances in this Council in the 12 months between 1st February 2023 and the end of January 2024.

7. The core requirements of the provisions of the Localism Act are that a Pay Policy Statement (PPS) must set out the Authority's policies relating to senior salaries, remuneration and pay multiples, including the:
 - Remuneration of its lowest paid employees
 - Definition used for this group and the reason for adopting this definition.
 - Relationship between Chief Officer remuneration and that of other staff
 - Pay multiple relationship between the highest earnings and the lowest earnings and between the median earnings figure for the whole authority workforce.
8. The Act defines Chief Officer remuneration as the level and elements of remuneration for each Chief Officer, including salary, any bonuses/performance related pay, and charges/fees/allowances, benefits in kind, enhancement to pension at termination.
9. The definition of a Chief Officer adopted by the Act, as defined by the Local Government and Housing Act 1989, is any post that reports directly to the statutory Chief Officer or the Chief Executive. In the case of this Authority this currently applies to Corporate Directors and Service Directors (see top level structure chart **Appendix A1**).
10. The Transparency Code, published by the Department for Communities and Local Government (DCLG), contains legal requirements to publish specific legal, organisational and salary information as follows:
 - The Pay Multiple and median earnings information must reflect a particular date in the year (in this case the Council's annual Pay Policy Statement update as at 1st February each year), and include all elements of remuneration, not just taxable earnings. This includes base salary; variable pay allowances and any bonuses or payments in kind but excluding pension.
 - A list of the number of employees with remuneration above £50,000, presented within brackets of £5,000, with job title and the functions and the services for which they are responsible. This information is contained in the Appendix A3 to the Pay Policy Statement and is updated annually.
 - Any employees earning in excess of £150,000 must be named. In this Council this currently applies to the post of Chief Executive and the Corporate Director for Children and Families as reflected in the Council's updated Pay Policy Statement for 2023-24.
 - An organisation chart for the top 3 organisational tiers must be published. A chart reflecting the Council's current senior structure, indicating where posts are filled on a temporary rather than permanent basis and where these are vacant, is available on the public website.
11. The Pay Policy Statement must by law be approved by Full Council and must be published in the public domain on the Council's website by 1st April each year. This updated annual Statement reflects the situation as at 1st February 2024.

Pay Policy Statement

12. All mandatory requirements of the relevant legislation as set out in both the Act and the Code have been reflected in the Council's updated Pay Policy Statement. The statement does not cover employees directly engaged in a school. The information provided is in line with the guidance published by the Department for Levelling Up, Housing and Communities.

13. The key principles underpinning the Pay Policy Statement are that the Council currently:

- Has the right to determine senior officer pay locally.
- Has ensured that senior officer pay, and terms and conditions are in line with those applicable to other employees.
- Needs sufficient flexibility to cope with a variety of changing circumstances such as market factor supplements to reflect recruitment and retention issues nationally and locally.
- Is committed to openness, transparency and public accountability.
- Needs to reflect local circumstances such as shortages of particular key skills.
- Is committed to equity and fairness of treatment across the whole workforce.

14. A copy of Nottinghamshire County Council's updated annual Pay Policy Statement 2023/2024, which sets out the position as at 1st February 2024, is attached as an **Appendix** to this report.

Other Options Considered

15. The focus of the Pay Policy Statement is to ensure the Council complies with the requirement under the Localism Act to have a Pay Policy Statement; the content of which complies with all mandatory legal requirements and to publish this annually.

16. This Statement can be amended during the financial year as necessary to reflect the prevailing legislation at the time or as emerging practice or clarification of guidance necessitate.

Reason for Recommendation

17. To ensure that Nottinghamshire County Council is legally compliant in terms of the publication of a Pay Policy Statement and accountable to the public of Nottinghamshire.

Statutory and Policy Implications

18. This report has been compiled after consideration of implications in respect of crime and disorder, data protection and information governance, finance, human resources, human rights, the NHS Constitution (public health services), the public sector equality duty, safeguarding of children and adults at risk, service users, smarter working, sustainability and the environment and where such implications are material they are described below. Appropriate consultation has been undertaken and advice sought on these issues as required.

Data Protection and Information Governance

19. There is a statutory requirement for the information contained in this annual Pay Policy Statement to be published on the Council's website prior to 1st April which overrides any individual's rights to confidentiality.

Financial Implications

20. There are none arising directly as a result of the requirement to publish an annual Pay Policy Statement.

Human Resources Implications

21. The HR implications and current workforce context are contained within the body of the report. The Pay Policy Statement reflects existing policies in relation to pay and terms and conditions, which have previously been agreed by the recognised Trades Unions and Elected Members. It sets out details of the remuneration of highest and lowest paid employees and meets other legislative requirements.

Public Sector Equality Duty implications

22. The Council's pay and grading structure is based on a "points to pay" relationship determined through Job Evaluation as a mechanism to ensure the consistent evaluation of the relative value of job roles across the Council. This in turn ensures a fair, open and transparent pay and reward structure that is affordable and supports the equal treatment of all employees in respect of their pay, terms and conditions; is compliant with Equal Pay legislation and Single Status requirements. The Council's policies on pay and terms and conditions apply equally to employees at all levels of seniority across the authority.

RECOMMENDATION

It is recommended that Full Council:

- 1) Approve the Pay Policy Statement, **as appended**, for publication on the Council's website in April 2024.

Councillor Ben Bradley MP
Leader of Nottinghamshire County Council

For any enquiries about this report please contact:

Hannah Gemmill, Head of Human Resources, Workforce and Organisation Development on 01158042502 or Hannah.Gemmill@nottsccl.gov.uk

Human Resources Comments (HG 27/02/2024)

23. The Council is fulfilling its legal responsibilities in publishing a Pay Policy statement and associated policy documents. The recognised trades unions have been informed and have noted the information contained in the Pay Policy Statement. This statement includes the changes arising from the NJC National Pay Award applicable from 1 April 2023.
24. Pay continues to be an issue for recruitment and retention. A resourcing strategy and delivery plan is in place which considers local, regional and national implications and how we can continue to assure strong service delivery in a difficult labour market.

Constitutional Comments (HD 12/03/2024)

25. The recommendations within the report are within the remit of Full Council to determine. It is a legal requirement for the Council to bring the pay policy statement annually.

Financial Comments (NS 10/03/2024)

26. There are no specific financial implications arising directly from the publication of this report.

Background Papers

Except for previously published documents, which will be available elsewhere, the documents listed here will be available for inspection in accordance with Section 100D of the Local Government Act 1972:

- Openness and Accountability in Local Pay: Guidance under Section 40 of the Localism Act – DCLG 17th February 2012
- Localism Act 2011- Chapter 8 “Pay Accountability” – 15th November 2011
- Code of Recommended Practice for Local Authorities on Data Transparency (DCLG) – September 2011
- The Hutton Report on Fair Pay in the Public Sector – 2011
- Transparency Code 2014 – DCLG 1st May 2014
- Local Government Transparency Code and Guidance 2015 – DCLG February 2015. 27 February 2015.

Electoral Division(s) and Member(s) Affected

- All

Pay Policy Statement 2023 – 2024

1st February 2024

CONTENTS:

- 1. Background**
- 2. Purpose and Scope**
- 3. Organisational context**
- 4. Determination of pay and terms and conditions**
- 5. Relationship between highest and lowest paid employees**
- 6. Level and elements of remuneration of Chief Officers**
- 7. Employees with a Total Remuneration of £50,000 or more**
- 8. Appendices:**

Appendix A- Nottinghamshire County Council's Organisational and Salary Information

- A (1): Nottinghamshire County Council Top Level Structure Chart February 2024
- A (2): Chief Officer Pay at Nottinghamshire County Council February 2024
- A (3): List of NCC Employees with Total Remuneration of £50,000 or more
- A (4): List and links to relevant policies
- A (5): NJC Pay Scale as at April 2023

1. BACKGROUND

- 1.1 Section 38 (1) of the Localism Act 2011 continues to require all local authorities in England and Wales to produce and publish a Pay Policy Statement for each financial year before 1 April each year.
- 1.2 The Department for Communities and Local Government (DCLG) Transparency Code 2015 replaced all previous Codes, adding to, but not replacing the requirements of the Localism Act.
- 1.3 The requirements of the Act and the Code do not extend to schools and the scope of the Council's Pay Policy Statement does not therefore extend to school-based employees.
- 1.4 This updated Pay Policy Statement will be published on the Council's website as soon as possible following consideration by Full Council.
- 1.5 This Statement will be reviewed annually and amended as necessary to reflect the prevailing legislation at the time; with Full Council approval as required.
- 1.6 The information and data in this Statement is current as at 1st February 2024.

2. PURPOSE AND SCOPE

- 2.1 The purpose of a Pay Policy Statement is to provide accountability in relation to payments made to senior employees in the public sector, in particular those in local authorities, by enabling public scrutiny.
- 2.2 The requirements of the Localism Act in respect of transparency about senior pay, build on the Accounts and Audit (England) Regulations 2011 with which the County Council is also compliant. Published details of the remuneration of its Chief Executive and Corporate Directors can be found on the Council's public website.
- 2.3 The Localism Act requires that a Pay Policy Statement (PPS) must articulate the Council's own policies towards a range of issues relating to the pay of its workforce, in particular its Chief Officers, as defined by the Local Government and Housing Act 1989 and to its lowest paid employees.
- 2.4 The core requirements of the provisions of the Localism Act are that a Pay Policy Statement must set out the Authority's policies relating to senior salaries, remuneration and pay multiples, specifically:
 - The remuneration of its lowest paid employees.
 - The definition used for this group and the reason for adopting this definition.
 - The relationship between Chief Officer remuneration and that of other staff.
 - The Pay Multiple relationship between the highest and lowest earnings and between the highest earnings and the median earnings figure for the whole authority workforce.

- 2.5 The Act defines Chief Officer remuneration as the level and elements of remuneration for each Chief Officer (including salary, any bonuses/performance related pay, charges/fees/allowances, benefits in kind, enhancement to pension at termination).
- 2.6 The Transparency Code carries specific legal requirements to publish some organisation and salary information which include the following:
- The Pay Multiple to reflect a particular date in the year (in this case the Council's annual Pay Policy Statement update is on 1st February each year), and include all elements of remuneration including earnings, that is, base salary, variable pay allowances and any bonuses or payments in kind, excluding pension.
 - Clarification that median remuneration should be used in Pay Multiple information.
 - A list of the number of employees with remuneration above £50,000 grouped within brackets of £5,000, with job title and the functions and services for which they are responsible.
 - Any employees earning in excess of £150,000 must be named. In this Council this applies to the post of Chief Executive and the Corporate Director for Children and Families.
 - An up-to-date mandated structure chart for the top 3 organisational tiers which is published on the Council's Public website.
- 2.7 Nottinghamshire County Council's current Pay Policy Statement meets the mandatory requirements of both the Act and the Code. Specifically, it covers the Council's policy on the following points:
- The level and elements of remuneration for each Chief Officer
 - The remuneration of the Council's "lowest paid employees"
 - The relationship between the remuneration of Chief Officers and other officers.
 - Other aspects of Chief Officers' remuneration including remuneration on recruitment, increases and additions to remuneration, use of performance related pay and bonuses, termination payments.
- 2.8 This Pay Policy Statement includes all direct employees covered by the National Joint Council (NJC) for Local Government Services national agreement on pay and conditions of service and those covered by the Joint Negotiating Committee (JNC) conditions of service for Chief Executives and Chief Officers.
- 2.9 **Appendix A (1)** contains a structure chart of all senior employees (as defined by the Act) as at 1st February 2024, that is:
- Chief Executive
 - Corporate Directors
 - Service Directors
 - Any Group Managers and other senior posts reporting directly to a Corporate Director
 - Director of Public Health.

All these senior employees are directly employed by the Council.

- 2.10 Nottinghamshire County Council's Pay Policy Statement reflects the wide definition of

“remuneration” within the relevant legislation. This includes not just pay but also pay awards, increments, additional contractual payments and allowances and enhancements but excludes pensions. The Council does not pay bonuses or benefits in kind to any of its employees.

3 ORGANISATIONAL CONTEXT

- 3.1 As a major employer in Nottinghamshire, the County Council’s ambition is to contribute to building a more prosperous local community by modelling good employment practice, including ensuring fairness in the way that it pays and rewards its existing and future employees.
- 3.2 The Council also wishes to be an attractive source of potential employment to job seekers across its community and is committed to using its resources to create meaningful and fairly remunerated employment opportunities for local people.
- 3.3 The current labour market continues to be extremely challenging in some sectors, although it has recovered a little since this time last year. With the continued rise in cost of living we continue to see pay as a key factor for employees when taking a decision about whether to take up employment with or remain working for the County Council. This is affecting our ability to recruit and retain staff who provide vital services as they move to other Councils that are paying higher salaries, move away from the public sector or take on roles with agencies as they are paying a highly inflated hourly rate. Coupled with the ability to work remotely, retention is more difficult now that jobs all over the country are accessible through hybrid working.
- 3.4 Given the current context set out above, a resourcing and retention strategy has been developed with a comprehensive delivery plan. The activity that has been rolled out as part of this has seen some great improvements in our recruitment and retention since last year and goes some way to mitigate where we are not competitive for pay in the market. Pay continues to be an aspect of the work that we are continually reviewing, given the impact that staffing levels have on all areas of our service delivery.
- 3.5 The following information outlines the Council’s operating basis and general position in respect of employment, pay and conditions of service and is pertinent to the current statutory requirements of the Localism Act and the Transparency Code.
- 3.6 Nottinghamshire is the 11th largest local authority in England, with an estimated population of around 824,823 (source: ONS 2021 census).
- 3.7 The Council remains amongst the largest employers in the county with a headcount of **7,511** directly employed permanent and temporary staff, as of 1st February 2024 (excluding those in schools), a significant proportion of whom directly provide more than 400 statutory and discretionary services to the people of Nottinghamshire.
- 3.8 The Council’s Chief Executive works within the national conditions of service covered by the JNC for Chief Executives. The three posts of Corporate Director are covered by the JNC for Chief Officers.

- 3.9 Employees defined by the Localism Act as Chief Officers, including Service Directors, work within the national conditions of service covered by the JNC for Chief Officers. All other employees, other than a small number covered by national terms and conditions for Southbury staff or the JNC for Youth and Community Workers (whose pay is also determined through national bargaining), work within the national conditions of service covered by the NJC for Local Government Employees.

4 DETERMINATION OF PAY AND TERMS AND CONDITIONS

- 4.1 Nottinghamshire County Council subscribes to the national pay bargaining framework through the National Joint Council (NJC) on which the local government employers are represented by the Local Government Association (LGA).
- 4.2 The Council fully implemented "Single Status" in 2008. This term was designed by the National Employers and Trade Unions to describe the equal treatment of all employees in respect of their pay, terms and conditions. Arising from this the Council has an established pay and grading structure which is based on a "points to pay" relationship determined through a Job Evaluation process.

Job Evaluation

- 4.3 The consistent evaluation of the relative value of job roles across the Council ensures a fair, open, and transparent pay and reward structure that is affordable and compliant with Equal Pay legislation and Single Status requirements.
- 4.4 The County Council continues to use two job evaluation schemes to evaluate the work of its employees using trained in-house Job Analysts for all posts other than posts at Service Director level and above which are subject to an independent analysis by an external provider. The work of the internal analysts has been validated by the external provider, Korn Ferry Hay who have confirmed that the Hay scheme is being correctly applied.

The "Hay" scheme

- 4.5 This method of job evaluation was selected by the Council for more senior posts as it has been used extensively across the public sector and particularly in local government. It provides a coherent model to compare dissimilar jobs and the characteristics of different levels of work. There are specific criteria for determining if the post should be evaluated using this scheme.

National Job Evaluation (NJE) scheme

- 4.6 The National Job Evaluation Scheme was developed jointly by the National Joint Council for Local Government Services (NJC) to meet the requirements of Single Status legislation in an organisation delivering a wide range of services, such as a local authority. A key part of the process to achieve single status required all jobs within the scope of the Green Book to be graded on a common basis in accordance with equal pay legislation. The NJE scheme meets this requirement.

- 4.7 The evaluated job score equates to a pay band on the Council's Salary Scale. This has been updated to reflect the pay award and new pay spine from April 2019 onwards. It is correct as of 1 February 2024. The principles outlined in the policy and the schemes used have not changed.
- 4.8 The Hay Group and NJE Job Evaluation Schemes will continue to be used to establish pay grades for all jobs covered by the NJC.
- 4.9 The Council has a Competency Framework which provides a standard set of behaviours applicable to all employees against key role descriptors at a range of levels, including Chief Officers. This assessment informs individuals' learning plans and supports effective service delivery but is not related to pay.

Pay awards and increases

- 4.10 Nottinghamshire County Council adheres to national pay bargaining in respect of the national pay spine and any annual cost of living increase negotiated on the pay spine.
- 4.11 As part of the implementation of Job Evaluation, NCC's current pay grades were attached to the nationally determined pay scale from 1st April 2008. Employees progress through the pay bands within their evaluated grade by incremental annual progression.
- 4.12 The national pay award for the Chief Executive, Chief Officers and NJC employees has been agreed for the period 2023 – 2024. The pay award for the Chief Executive and Chief Officers was an increase of 3.50%. NJC employees received a flat increase of £1,925 across all pay points, or 3.88% whichever was the higher.
- 4.13 As part of its overall ambition to model good employment practice, Nottinghamshire County Council formally adopted the "Living Wage" rate determined by the Living Wage Foundation for the U.K (outside London) from 1st April 2014. The current nationally set Living Wage Foundation Living Wage rate is £12.00 per hour. This applies to all of the Council's direct employees on spinal column points 1-4 on its current pay scale. The Living Wage rate is paid as an allowance on top of existing pay rates, as the minimum basic rate of pay paid on the Council's pay spine, applied to all hours worked, including enhancements and overtime payments. The new rate applied from 1 November 2023.
- 4.14 The Chancellor confirmed in his Autumn Statement on 17 November that the National Living Wage rate on 1 April 2024 will be £11.44, from its current £10.42.
- 4.15 In addition, as part of its commitment to fair pay and stimulating local economic growth from 1st April 2014, the Council ensures that all Apprentices are paid the evaluated rate for the job. For those in supernumerary placements within the authority, they are paid the current age related national Minimum Wage rate for their age.

Incremental Salary Progression

- 4.16 The Chief Executive and Corporate Directors are on fixed salaries, which means that no incremental progression applies.

4.17 The LGA recommend that local authorities continue to pay contractual annual increments within their agreed pay bands. Nottinghamshire County Council has complied with this, and all other employees continue to receive contractual annual increments up to the maximum spinal column point of the evaluated salary band for their post.

Pensions

4.18 The directly employed staff who are the subject of this Pay Policy Statement, including Chief Officers, are covered by the Local Government Pension Scheme. Employees who are members of the Local Government Pension Scheme (LGPS) pay contributions from their salary dependent on their actual earnings on a 9-band basis as set out in the LGPS Regulations in the table below:

Local Government Pension Scheme Member Contributions - Standard pay band table 2023/2024 (applies as at 1st February 2024).

Band	Actual pensionable pay for an employment	Contribution rate for that employment	
		Main section	50/50 section
1	Up to £16,500	5.5%	2.75%
2	£16,501 to £25,900	5.8%	2.9%
3	£25,901 to £42,100	6.5%	3.25%
4	£42,101 to £53,300	6.8%	3.4%
5	£53,301 to £74,700	8.5%	4.25%
6	£74,701 to £105,900	9.9%	4.95%
7	£105,901 to £124,800	10.5%	5.25%
8	£124,801 to £187,200	11.4%	5.7%
9	£187,201 or more	12.5%	6.25%

4.19 The pay band ranges are periodically reviewed.

4.20 Under current LGPS Regulations, from 1st April 2014, the standard employee contribution rate is assessed on actual pensionable pay, including non-contractual overtime. Those employees who have taken the 50/50 option allowable under the revised LGPS regulations will pay half of the contribution rate shown in return for a proportionate reduction on benefits. These provisions apply equally to Chief Officers whose salaries place them in the top 4 of the band ranges.

4.21 By law, workplace pension provisions are required to include an employer contribution. The Council's employer's contribution rate is determined locally by the Actuary for the Nottinghamshire Pension Fund following a 3-yearly valuation. Taking deficit into account, the Council's employer contribution to the pension of all employees at all levels is 21.5% from 1st April 2023, a slight decrease from the rate of 22.2% which had been in place since 1st April 2017.

4.22 Some employees are eligible to join the Teacher's Pension and we also have a number of staff who are on the NHS pension scheme which forms part of their transfer arrangements. Both schemes can be found on the relevant scheme websites.

Professional fees

4.24 The professional fees of qualified Solicitors and Legal Executives employed by the Council are paid annually by the Council to enable them to continue to practice.

4.25 Payment of fees to cover the cost of registration with their professional body (Social Work England, formerly Health Care Professionals Council) for Social Workers and Occupational Therapists are a matter of personal responsibility.

4.26 No professional fees are paid for any other employee groups, including Chief Officers.

Acting-up Allowances and Honoraria

4.27 Nottinghamshire County Council's current policy on the payment of Acting-up Allowances and Honoraria sets out that payments are only made on an exceptional basis on the submission of a full business case, at the discretion of the appropriate Chief Officer.

Overtime and other additional payments

4.28 In line with the NJC national agreement on pay and conditions of service, employees on spinal column point 23 (£32,076) and below are entitled to additional payments when required to work:

- on Saturday or Sunday
- on public holidays
- at night
- sleeping in duty
- split shifts
- beyond the full-time equivalent hours for the week in question.

4.29 Members of the Corporate Leadership team are expected to be on call at all times as part of their duties and responsibilities and receive none of the additional payments available to other employees.

Car Leasing Scheme

4.30 The Council's scheme applies to all employees including Chief Officers. At present no Chief Officers are using vehicles leased under the provisions of the scheme as indicated in **Appendix A (2)**. The scheme is currently the subject of a review and will be reflected in next year's Pay Policy Statement.

Payment of expenses

4.31 Where claimed, expenses incurred by staff, including Chief Officers, in the course of carrying out their duties are paid in line with the Council's Travel and Accommodation

Policy. This is part of the nationally agreed terms and conditions of service supplemented by the Council's local conditions as laid down in its policies on Travelling Allowances, and Subsistence Allowance. All expenses claimed by the Chief Executive and Corporate Directors are published on the County Council's website.

Pay Protection

- 4.32 The Council's current Pay Protection Policy as at 1st February 2024 is used in circumstances where the duties of a post change and following re-evaluation the grade for the post goes down and may also be applied in some circumstances where, to protect their ongoing employment, individuals are redeployed to a lower graded post.
- 4.33 All employees currently receive salary protection for a period of one year, with salary being frozen at the point at which pay protection starts, i.e., employees will not receive any subsequent incremental increase, or future annual cost of living pay award during the period of pay protection. At the end of the protection period the employee reverts to the maximum spinal column point or spot point of the substantive grade of their post. Where a period of pay protection has commenced and an annual cost of living pay award becomes effective from a date prior to the commencement of pay protection, the employee will receive pay arrears and the ongoing protected salary will be based on the increased spinal column point.
- 4.34 Any changes to the rates of pay included in this policy are subject to national negotiations and any changes will be reflected in next year's pay policy statement.

Redundancy compensation payments

- 4.35 Contractual notice and redundancy pay in relation to a redundancy is as set out in the Council's policy on Redundancy and Early Retirement which currently applies to all employees of the Council, including Chief Officers.
- 4.36 Local Authorities can grant, at their discretion, benefits in excess of the statutory provisions for payments to employees who cease their employment prematurely on the grounds of redundancy. Under the Equality Act 2010, Local Authorities are required to develop and publish their own policy on the award of any discretionary redundancy payments for loss of employment.
- 4.37 Nottinghamshire County Council has exercised this discretion to apply to all employees a multiplier of 1.65 on the statutory redundancy formula based on age and local government service, capped at 30 years reckonable service. This is set out in Nottinghamshire County Council's current redundancy payment calculator.
- 4.38 Contractual redundancy payments are therefore calculated using the discretionary formula which already includes the statutory element. This allows up to 40 weeks actual salary (dependent on age and length of service) regardless of whether the individual is under or over 55 years of age or whether the individual concerned is in the LGPS pension scheme.
- 4.39 No other additional payments or enhancements are payable.

4.40 This policy currently applies to all direct employees, including Chief Officers. It is also the subject of negotiations with the recognised trades unions. Any further changes agreed will be reflected in the future Pay Policy Statements.

Payment on retirement

4.41 Employees may also leave the employment of the Council under the following types of termination:

- Efficiency of the Service – As set out in the Council's policy on Redundancy and Early Retirement this provision would only be used in very exceptional circumstances.
- Flexible Retirement – As set out in the Council's policy on Flexible Retirement employees may apply for employer permission to access their pension from age 55 but remain working at the Council either on reduced pay or reduced hours. Due to the associated Pension Strain costs this provision has not been applied to Chief Officers.

4.42 Under the terms of the LGPS Regulations employees may also retire on the basis of age:

- Age Retirement – Under Pension Regulations employees, including Chief Officers, may automatically access their pension benefits, currently from age 55 on an actuary reduced basis, when they leave employment. As permitted under the Employment Equality (Age) Regulations 2006, the Council does not operate a default retirement age whereby employees are dismissed at age 65.
- Early Retirement – As set out in the Council's policy on Redundancy and Early Retirement, under LGPS regulations, employees can request access to their pension from age 55 with the Council's consent. An actuarial reduction will normally apply unless the Council chooses to waive this.

Re-engagement of former employees

4.43 Nottinghamshire County Council's policy on the Re-employment and Re-engagement of Former Employees (linked in **Appendix A4**) currently applies to all employees, including Chief Officers. Where the former employee has previously received a voluntary or compulsory redundancy payment, part or all of the compensatory element of the redundancy payment may be recovered and abatement of pension could apply.

5 RELATIONSHIP BETWEEN HIGHEST AND LOWEST PAID EMPLOYEES

Highest and lowest paid employees

5.1 The Council's highest paid employee is its Chief Executive, Adrian Smith, who, following the application of the national pay award for Chief Officers from April 2023 earns a fixed annual salary of **£196,745**.

- 5.2 For the purpose of this Pay Policy Statement, the definition of “Lowest Paid Employee” at Nottinghamshire County Council are employees on Grade 1 spinal column point 2. On the national pay spine this equates to £22,366 annual basic pay (£11.59 per hour) which exceeds the age related statutory National Living Wage, currently set at a maximum of £10.42 per hour for employees aged 23 years or over. The Council's current Living Wage allowance reflects the Living Wage Foundation Living Wage Rate and brings its minimum pay rate up to £12.00 an hour for all employees.
- 5.3 As previously stated, the Council has paid a Living Wage Allowance from 1st April 2014, based on the Living Wage Foundation rate. This currently benefits 2,100 of its lowest paid direct employees living in some of the most deprived parts of the County. The subsequent implementation of nationally determined annual increases in this rate have brought the current lowest rate of pay offered for a substantive post at the Council to **£11.59 per hour**. This Living Wage Allowance paid to all substantive employees on point 4 and below on the current pay spine, bringing their annual pay to **£23,151**.

Relationship between the Pay of the Highest and Lowest Earner

- 5.4 When expressed as a multiplier of pay, the Chief Executive's salary as at 1st February 2024 is 8.5:1 times greater than that of the Council's lowest earner when the Living Wage Allowance is included.
- 5.5 This ratio has seen a reduction over the last three years, falling from 10:1 in 2021, 9.9:1 in 2022 and 9.03:1 in 2023.

Median Pay of Workforce

- 5.6 For the purpose of this Pay Policy Statement, Nottinghamshire County Council has updated this calculation to ensure it is compliant with the definition set out in the Local Government Transparency Code 2014 which includes all elements of taxable earnings inclusive of variable pay and allowances.
- 5.7 The Council does not pay bonuses or offer any benefits in kind.
- 5.8 From 1st February 2024 the Council's Full Time Equivalent basic **Median Pay**, that is the mid-point on the range of pay points, was: **£27,334** per annum (equating to spinal column point 14 on the Council's pay scale).

Pay Multiple

- 5.9 From 1st February 2024, the relationship between the Chief Executive's pay and that of the Council's median (mid-point), earner (£27,334), was a ratio of **7.2:1**.
- 5.10 This ratio has seen a reduction over the last three years, falling from 8.71:1 in 2021, 8.15:1 in 2022 and 7.48:1 in 2023.

6 LEVEL AND ELEMENTS OF REMUNERATION OF CHIEF OFFICERS

- 6.1 The definition of a Chief Officer adopted by the Act is, as defined by the Local

Government and Housing Act 1989, any post that reports directly to the statutory Chief Officer, the Chief Executive. In the case of this Authority this currently applies to Corporate Directors, and those who report to them (Service Directors).

- 6.2 Under current Constitutional arrangements, Chief Officer appointments are made by elected members on the Senior Staffing Committee. This Committee refers appointments in respect of the Chief Executive, Monitoring Officer and Section 151 Officer to Full Council as such appointments are subject to this ratification.
- 6.3 The comparative level of remuneration of each Corporate Director is decided on the basis of their particular accountabilities and responsibilities (including any statutory responsibilities) and the size of the job, taking into account the range of services provided, the number of employees and the size of the population within their remit. This is supported by information from Korn Ferry on median pay rates for comparative roles of a similar size in a range of public sector organisations across the country. Further work on pay benchmarking is being progressed.
- 6.4 The table at **Appendix A (2)** sets out a comprehensive breakdown of all pay related terms and conditions offered to the County Council's senior employees, including Chief Officers, which are in line with those which apply to other members of staff.
- 6.5 In compliance with the Accounts and Audit (England) Regulations 2011 the detail of the remuneration of all members of the Chief Officers Leadership Team is also set out in the individual profiles on the Council's public website under "Council and Democratic - Council Structure - About Senior Officers and Pay Policy Statement".
- 6.6 In compliance with the Transparency Code 2015 the **Appendix A (1)** contains an up to date, as at 1st February 2024, senior structure chart with an associated pay table at **Appendix A (3)** in bands of £5,000.
- 6.7 Statutory guidance to the Localism Act (section 40), requires that any severance packages for senior officers on, or above, £100,000 are approved by Full Council. For the period February 2023 to January 2024 no such payments have been made.

Remuneration of Chief Officers on recruitment

- 6.8 The starting salary of the Council's Service Directors falls within the pay band for their job, as set out in **Appendix A (2)** and is subject to annual incremental progression to the top point of the pay band.
- 6.9 The starting salary offered will not be more than the maximum of the pay band for the evaluated grade of the job unless another policy, such as Market Factor Supplements, is applicable.
- 6.10 On appointment, a Chief Executive or Corporate Director will be appointed to the agreed fixed spot salary for their post.

Returning / Counting Officer's Fee

- 6.11 In Nottinghamshire, the County Council's Chief Executive is the Chief Officer nominated as Returning Officer in charge of the running of Local, European,

Parliamentary Elections and National Referenda. The Council does not govern the fee payable for these elections as it is funded by central government and is therefore not related to Nottinghamshire County Council's terms and conditions. The Chief Executive receives no additional remuneration for Returning Officer duties.

Monitoring Officer's Fee

6.12 The Council's Service Director – Customers, Governance and Employees currently fulfils the statutory obligations of the Monitoring Officer to ensure Nottinghamshire County Council, its officers, and its elected Councillors maintain the highest standards in all they do. The Monitoring Officer's legal basis is found in Section 5 of the Local Government and Housing Act 1989; as amended by the Local Government Act 2000. This duty was taken into consideration in the evaluation of the salary of this Service Director post under the Hay Job Evaluation scheme. The post holder also undertakes the Monitoring Officer role to the Police and Crime Panel but receives no additional remuneration for this work. The Deputy Monitoring Officer is currently the Group Manager – Legal and Democratic Services.

Section 151 Officer

6.13 In Nottinghamshire County Council this responsibility under the local Government Act 1972 is undertaken by the Service Director Finance, Infrastructure and Improvement. This duty was taken into consideration in the evaluation of the salary of the Service Director Finance, Infrastructure and Improvement under the Hay Group Job Evaluation scheme. No separate payment is made for undertaking this function.

Payments to Chief Officers on ceasing to hold office or be employed by Nottinghamshire County Council

6.14 To ensure accountability is maintained Under section 11 of the Council's current Constitution, under delegated powers from Full Council, the Senior Staffing Committee is responsible for the appointment and dismissal of and the taking of disciplinary action against senior employees that is the Chief Executive, Corporate Directors and Service Directors.

6.15 The Council's payment to Chief Officers leaving the Council is made under the same types of termination and same rules as for other employees as set out in section 4 above and the relevant policies apply. Any such terminations are reported in the annual Statement of Accounts.

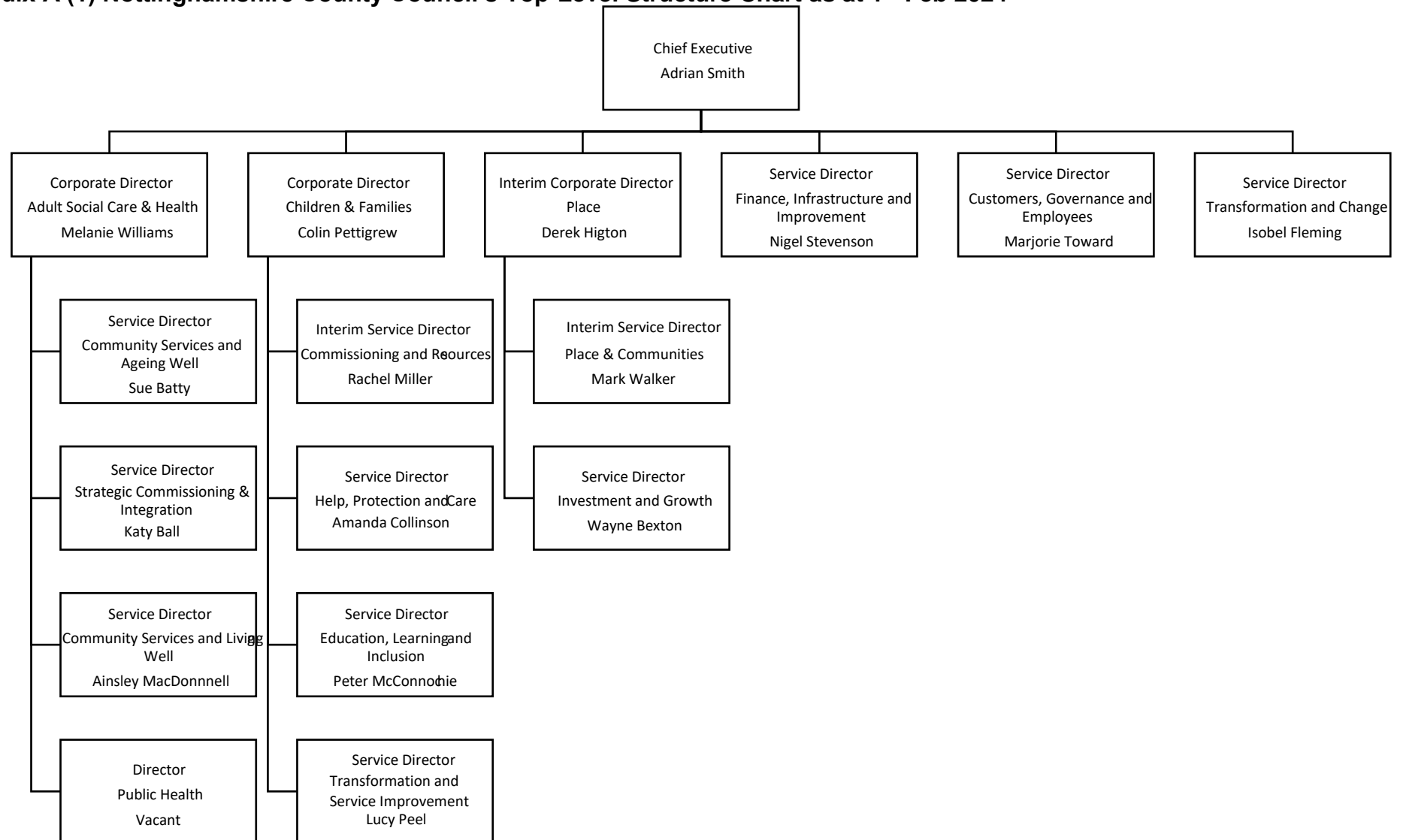
6.16 In compliance with the supplementary statutory guidance to the Localism Act (section 40), any severance packages for senior officers of £100,000 or more will be subject to approval by Full Council.

7 EMPLOYEES WHOSE REMUNERATION IS £50,000 OR ABOVE

7.1 In compliance with the requirements of the Transparency Code 2014, a list of the number of employees with a total remuneration, including salary and allowances above £50,000, along with the job title and area of responsibility, is set out in **Appendix A (3)**. On 1st February 2024 the total number of employees in scope was

244. Remuneration is expressed in brackets of £5,000, with job title and the functions and services for which they are responsible.

Appendix A (1) Nottinghamshire County Council's Top-Level Structure Chart as at 1st Feb 2024



Appendix A (2): Chief Officer pay at Nottinghamshire County Council 1st February 2024

Chief Officer post (See structure chart at Appendix 1)	Current annual basic pay	Salary scale (see Appendix 3)	Increase and additions including any Honoraria or MFS	Bonuses	Benefits in kind	Increase / enhancements to pension	Amount payable at cessation of employment
Chief Executive (Head of Paid Service)	£196,745	CHIEF EXECUTIVE	Nil	Not applicable under single status agreement	Not applicable	Not applicable- LGPS provisions apply to all NCC staff (see section 4 of PPS)	As agreed, redundancy compensation provisions applicable to all NCC staff
Corporate Director Adult Social Care and Health	£141,035	CHIEF OFFICER					
Corporate Director Children & Families	£156,544	CHIEF OFFICER					
Corporate Director Place (interim)	£141,035	CHIEF OFFICER					
Service Director Finance Infrastructure & Improvement- Chief Executive's	£110,170	HAY BAND J					
Service Director Customers, Governance & Employees- Chief Executive's	£110,170	HAY BAND J					
Service Director Community Services Ageing Well- Adult Social Care and Health	£103,700	HAY BAND I					
Service Director Community Services Living Well- Adult Social Care and Health	£103,700	HAY BAND I					
Service Director Transformation and Change	£103,700	HAY BAND I					

Service Director Strategic Commissioning and Integration-Adult Social Care and Health	£101,542	HAY BAND I					
Director of Public Health-Adult Social Care and Health	Vacant	HAY BAND J					
Service Director Commissioning and Resources-Children & Families	£93,489	HAY BAND I					
Service Director Help, Protection & Care-Children & Families (interim)	£95,504	HAY BAND I					
Service Director Education, Learning & Inclusion-Children & Families	£95,504	HAY BAND I					
Service Director Transformation & Service Improvement-Children & Families	£81,841	HAY BAND H					
Interim Service Director Place & Communities-Place	£95,504	HAY BAND I					
Service Director Investment & Growth- Place	£103,700	HAY BAND I					

Appendix A (3)

NCC Employees with a total remuneration of £50,000 p.a. or greater as at 01/02/2024 (named as indicated where this exceeds £150,000 p.a.)

Job Title and area of responsibility	FTE Salary in band of £5000	Headcount
Chief Executive - Adrian Smith	£195,000 - £199,999	1
Corporate Director- Children & Families - Colin Pettigrew	£155,000 - £159,999	1
Corporate Director- Place (interim)	£140,000 - £144,999	1
Corporate Director- Adult Social Care and Health	£140,000 - £144,999	1
Service Director Finance Infrastructure & Improvement- Chief Executive's	£110,000 - £114,999	1
Service Director Governance & Employees- Chief Executive's	£110,000 - £114,999	1
Service Director Community Services and Ageing Well - Adult Social Care and Health	£100,000 - £104,999	1
Service Director Community Services and Living Well - Adult Social Care and Health	£100,000 - £104,999	1
Service Director Transformation & Change- Chief Executive's	£100,000 - £104,999	1
Service Director Investment & Growth- Place	£100,000 - £104,999	1
Service Director Strategic Commissioning & Integration- Adult Social Care and Health	£100,000 - £104,999	1
Deputy Director of Public Health- Adult Social Care and Health	£95,000 - £99,999	1
Service Director Help, Protection & Care- Children & Families	£95,000 - £99,999	1
Service Director Place & Communities- Place	£95,000 - £99,999	1
Service Director Education, Learning & Inclusion- Children & Families	£95,000 - £99,999	1
Service Director Commissioning and Resources- Children & Families	£90,000 - £94,999	1
Consultant in Public Health- Adult Social Care and Health	£85,000 - £89,999	4
Group Manager Legal Democratic Info Governance- Chief Executive's	£85,000 - £89,999	1
Service Director Transformation Improvement- Children & Families	£80,000 - £84,999	1
Consultant in Public Health- Adult Social Care and Health	£75,000 - £79,999	1
Group Manager Place Commissioning- Place	£75,000 - £79,999	1
Group Manager Young Peoples Service- Children & Families	£75,000 - £79,999	1
Group Manager Highways & Transport- Place	£75,000 - £79,999	1
Group Manager Early Childhood Services- Children & Families	£75,000 - £79,999	1
Group Manager Mid Notts Living Well- Adult Social Care and Health	£75,000 - £79,999	1
Group Manager Education Access & Partnership- Children & Families	£75,000 - £79,999	1
Group Manager Adoption East Midlands- Children & Families	£75,000 - £79,999	1
Group Manager Youth & Families- Children & Families	£75,000 - £79,999	1
Group Manager Catering & Facilities Management- Place	£75,000 - £79,999	1
Group Manager Procurement & Contract Management- Chief Executive's	£75,000 - £79,999	1
Group Manager - Property Asset Management- Place	£75,000 - £79,999	1

Head of Technology & Digital- Chief Executive's	£75,000 - £79,999	1
Group Manager Growth Infrastructure Development- Place	£75,000 - £79,999	1
Group Manager Transformation & Change- Chief Executive's	£75,000 - £79,999	1
Group Manager North Notts Living Well- Adult Social Care and Health	£70,000 - £74,999	1
Group Manager Mid Notts Ageing Well- Adult Social Care and Health	£70,000 - £74,999	1
Group Manager South Notts (Hospitals) Ageing Well- Adult Social Care and Health	£70,000 - £74,999	1
Group Manager Looked After Children & Regulated Services- Children & Families	£70,000 - £74,999	1
Group Manager South Notts Living Well- Adult Social Care and Health	£70,000 - £74,999	1
Group Manager Communications- Chief Executive's	£70,000 - £74,999	1
Group Manager Provider Services- Adult Social Care and Health	£70,000 - £74,999	2
Group Manager Educational Psychology Inclusion- Children & Families	£70,000 - £74,999	1
Group Manager South Notts Ageing Well- Adult Social Care and Health	£70,000 - £74,999	1
Group Manager Customers- Chief Executive's	£70,000 - £74,999	1
Group Manager Partnership, Provision & Governance- Children & Families	£70,000 - £74,999	1
Group Manager Integrated Childrens Disability- Children & Families	£70,000 - £74,999	1
Team Manager Education Improvement- Children & Families	£70,000 - £74,999	1
Education Adviser- Children & Families	£70,000 - £74,999	1
Group Manager Quality Assurance & Citizen Safety- Adult Social Care and Health	£65,000 - £69,999	1
Group Manager Assessment- Children & Families	£65,000 - £69,999	1
Group Manager District Child Protection- Children & Families	£65,000 - £69,999	1
Group Manager North Notts Ageing Well- Adult Social Care and Health	£65,000 - £69,999	1
Head of Human Resources- Chief Executive's	£65,000 - £69,999	1
EIA/NQT/T&L- Children & Families	£65,000 - £69,999	1
EIA Early Years and Traded Service- Children & Families	£65,000 - £69,999	1
EIA/Closing the Gaps- Children & Families	£65,000 - £69,999	1
Group Manager Fieldwork Services- Children & Families	£65,000 - £69,999	1
Acting Group Manager Financial Services- Chief Executive's	£65,000 - £69,999	1
Group Manager North Notts Living Well- Adult Social Care and Health	£65,000 - £69,999	1
Group Manager Placements & Commissioning- Children & Families	£65,000 - £69,999	1
Group Manager Maximising Independence Service- Adult Social Care and Health	£65,000 - £69,999	1
Head Teacher- Children & Families	£65,000 - £69,999	1
EIA/Assessment/L&M- Children & Families	£65,000 - £69,999	1
Group Manager Service Improvement (Mat Cover)- Adult Social Care and Health	£65,000 - £69,999	1
Transport & Travel Services Manager- Place	£65,000 - £69,999	1
Group Manager Business Services Centre- Chief Executive's	£65,000 - £69,999	1
Team Manager Principal Solicitor Litigation- Chief Executive's	£65,000 - £69,999	1
Senior Accountant- Chief Executive's	£65,000 - £69,999	1
Team Manager Principal Solicitor C & E Law- Chief Executive's	£65,000 - £69,999	1
Group Manager Business Support- Chief Executive's	£65,000 - £69,999	1
Group Manager Strategic Safeguarding- Children & Families	£65,000 - £69,999	1
Senior Public Health & Commissioning Manager- Adult Social Care and Health	£65,000 - £69,999	5
Manager Development & Partnerships- Place	£65,000 - £69,999	1

Team Manager Learning & Skills- Place	£65,000 - £69,999	1
Group Manager Service Improvement- Children & Families	£65,000 - £69,999	1
Team Manager Schools & Family Specialist Services- Children & Families	£65,000 - £69,999	1
Senior Educational Psychologist- Children & Families	£60,000 - £64,999	8
Senior Educational Psychologist (Temp)- Children & Families	£60,000 - £64,999	1
Group Manager Trading Standards & Communities- Place	£60,000 - £64,999	1
Group Manager Service Improvement- Adult Social Care and Health	£60,000 - £64,999	1
Senior Public Health & Commissioning Manager- Adult Social Care and Health	£60,000 - £64,999	4
Team Manager- Children & Families	£60,000 - £64,999	1
Education Improvement Advisor SEND- Children & Families	£60,000 - £64,999	1
Chief Technology Officer- Chief Executive's	£60,000 - £64,999	1
Group Manager Internal Audit & Risk Management- Chief Executive's	£60,000 - £64,999	1
Educational Psychologist- Children & Families	£60,000 - £64,999	10
Specialist Educational Psychologist- Children & Families	£60,000 - £64,999	1
Group Manager for Adult Safeguarding- Adult Social Care and Health	£60,000 - £64,999	1
Technical Advisor- Chief Executive's	£55,000 - £59,999	1
Senior Public Health & Commissioning Manager- Adult Social Care and Health	£55,000 - £59,999	2
Educational Psychologist- Children & Families	£55,000 - £59,999	10
Service Manager- Children & Families	£55,000 - £59,999	2
HRET Co-ordinator- Children & Families	£55,000 - £59,999	1
HRET Co-ordinators- Children & Families	£55,000 - £59,999	1
Assistant Head of the Virtual School- Children & Families	£55,000 - £59,999	2
Consultant EAL/A&E- Children & Families	£55,000 - £59,999	2
RR Teacher Leader- Children & Families	£55,000 - £59,999	1
Senior Executive Officer- Adult Social Care and Health	£50,000 - £54,999	1
Commissioning Manager- Adult Social Care and Health	£50,000 - £54,999	4
Senior HR Business Partner- Chief Executive's	£50,000 - £54,999	4
Senior Finance Business Partner- Chief Executive's	£50,000 - £54,999	4
Service Manager Family Service- Children & Families	£50,000 - £54,999	3
Service Manager Independent Chair Service- Children & Families	£50,000 - £54,999	1
Service Manager Independent Chair Service- Children & Families	£50,000 - £54,999	2
Early Help Unit Service Manager- Children & Families	£50,000 - £54,999	1
Service Manager Safeguarding- Children & Families	£50,000 - £54,999	2
Data Protection Officer- Chief Executive's	£50,000 - £54,999	1
Head of Architecture- Chief Executive's	£50,000 - £54,999	1
Competency Centre Team Manager- Chief Executive's	£50,000 - £54,999	1
Head of Product Delivery- Chief Executive's	£50,000 - £54,999	1
Team Manager Flood Risk Management- Place	£50,000 - £54,999	1
Team Manager- Children & Families	£50,000 - £54,999	3
Team Manager Admissions- Children & Families	£50,000 - £54,999	1
Children's Service Manager- Children & Families	£50,000 - £54,999	5
Schools' Senior HR Business Partner- Chief Executive's	£50,000 - £54,999	1
Principal Child & Family Social Worker- Children & Families	£50,000 - £54,999	1
Service Manager Fostering Service- Children & Families	£50,000 - £54,999	1

Principal Social Worker- Adult Social Care and Health	£50,000 - £54,999	1
Senior Solicitor (Litigation)- Chief Executive's	£50,000 - £54,999	3
Team Manager Health & Safety- Chief Executive's	£50,000 - £54,999	1
Team Manager Transport Planning & Prog Dev- Place	£50,000 - £54,999	1
Team Manager Facilities Management- Place	£50,000 - £54,999	1
Service Manager- Children & Families	£50,000 - £54,999	1
Service Manager Notts Outdoors- Children & Families	£50,000 - £54,999	1
Quality and Assurance Lead (Temp)- Adult Social Care and Health	£50,000 - £54,999	1
Team Manager Customer Service Operational- Chief Executive's	£50,000 - £54,999	1
Acting Payroll Manager- Chief Executive's	£50,000 - £54,999	1
Team Manager - Business Services- Place	£50,000 - £54,999	1
Team Manager Property Commissioning- Place	£50,000 - £54,999	1
Team Manager- Chief Executive's	£50,000 - £54,999	1
MASH Operations Manager- Children & Families	£50,000 - £54,999	1
Head of ICT Customer Support- Chief Executive's	£50,000 - £54,999	1
Head of Service Delivery, Gov & Standards- Chief Executive's	£50,000 - £54,999	1
Team Manager Democratic Services- Chief Executive's	£50,000 - £54,999	1
Service Manager Employment- Adult Social Care and Health	£50,000 - £54,999	1
Team Manager Document Services- Chief Executive's	£50,000 - £54,999	1
Service Manager (Secure Accommodation)- Children & Families	£50,000 - £54,999	1
SEND Strategic Development Lead (Temp)- Children & Families	£50,000 - £54,999	1
Service Manager Family Service- Children & Families	£50,000 - £54,999	1
Team Manager- Place	£50,000 - £54,999	3
Childrens Service Manager LAC- Children & Families	£50,000 - £54,999	1
ICDS Service Manager- Children & Families	£50,000 - £54,999	1
Service Manager Partnerships & Planning- Children & Families	£50,000 - £54,999	1
Strategic Early Years Manager- Children & Families	£50,000 - £54,999	1
Team Manager Directorate Providers- Children & Families	£50,000 - £54,999	1
Group Manager Performance & Contracts- Adult Social Care and Health	£50,000 - £54,999	1
C&YP Mental Health & Well Being Program Lead- Adult Social Care and Health	£50,000 - £54,999	1
Pensions Manager- Chief Executive's	£50,000 - £54,999	1
Senior WOD Business Partner- Chief Executive's	£50,000 - £54,999	2
Service Manager Children with Disabilities- Children & Families	£50,000 - £54,999	1
Children Services Manager- Children & Families	£50,000 - £54,999	1
Senior Solicitor (C&EL)- Chief Executive's	£50,000 - £54,999	1
Service Manager - Adoption Support- Children & Families	£50,000 - £54,999	1
Team Manager Property Safety & Facilities- Place	£50,000 - £54,999	1
Reading Consultant- Children & Families	£50,000 - £54,999	1
Educational Psychologist- Children & Families	£50,000 - £54,999	2
NCC Traffic Manager- Place	£50,000 - £54,999	1
Team Manager Community Services- Adult Social Care and Health	£50,000 - £54,999	1
LTP Manager- Place	£50,000 - £54,999	1
Childrens Service Manager- Children & Families	£50,000 - £54,999	2
Service Manager - Recruitment- Children & Families	£50,000 - £54,999	1
Team Manager Highways Development Control- Place	£50,000 - £54,999	1

Financial Services Team Manager- Chief Executive's	£50,000 - £54,999	1
Reablement Service Lead- Adult Social Care and Health	£50,000 - £54,999	1
Senior Executive Officer- Chief Executive's	£50,000 - £54,999	1
Senior Accountant- Chief Executive's	£50,000 - £54,999	1
Service Manager Independent Chair Service- Children & Families	£50,000 - £54,999	1
Transformation Delivery Team Manager- Chief Executive's	£50,000 - £54,999	1
Team Manager Residential & Nursing Care Services- Adult Social Care and Health	£50,000 - £54,999	1
Team Manager Strategy & Info- Place	£50,000 - £54,999	1
Supporting Families Children Service Manager- Children & Families	£50,000 - £54,999	1
Team Manager Contract Manager- Place	£50,000 - £54,999	1
Service Manager - LAC Placements- Children & Families	£50,000 - £54,999	1
Practice Lead Whole Family Safeguarding- Children & Families	£50,000 - £54,999	1
Acting Strategic Insight Unit Manager- Chief Executive's	£50,000 - £54,999	1
Childrens Service Manager - Assessment South- Children & Families	£50,000 - £54,999	1
Highways Network Manager- Place	£50,000 - £54,999	1
Service Lead Digital Data System process- Adult Social Care and Health	£50,000 - £54,999	1

Appendix A (4)

- Local Government Salary Scales 2022-2023 [PDF] – I have requested comms to rename this link to “Local Government Salary Scales 2023-2024” and amend to latest salary scales (attached)
- Grading policy –[intranet version](#) (updated October 2022)
- Process for Assessment and approval of Market Factor Supplements. [intranet version](#) (updated July 2017)
- Honoraria Payment – Matches [intranet version](#) (updated May 2022)
- Redundancy and Early Retirement –[intranet version](#) (updated September 2020)
- Flexible Retirement –[intranet version](#) (updated Jan 2022)
- Re-employment or Re-engagement of Former Employees –[intranet version](#) (Updated July 2011)
- Travelling Allowance – Very minor difference from [intranet version](#) need small update to paragraph 4.2. Reference to EUHC needs updating to Global Health card. I have requested comms to amend (attached)
- Subsistence Allowance –[intranet version](#) (updated July 2022)
- Pay protection –[intranet version](#) (updated April 2019)
- Car Leasing Scheme –[intranet version](#) (updated March 2013)
- Employment Procedure Rules –[intranet version](#) (updated May 2022)

Appendix A (5) – NJC and Chief Officers’ Pay Award 2023

	SCP	Apr 23	Monthly	Hourly 37
		Annual		
NJE Grade 1	2	£22,366	1,863.84	11.59
NJE Grade 2	2	£22,366	1,863.84	11.59
	3	£22,737	1,894.75	11.79
	4	£23,114	1,926.17	11.98
NJE Grade 3	5	£23,500	1,958.34	12.18
	6	£23,893	1,991.09	12.38
	7	£24,294	2,024.50	12.59
NJE Grade 4	8	£24,702	2,058.50	12.80
	9	£25,119	2,093.25	13.02
	10	£25,545	2,128.75	13.24
	11	£25,979	2,164.92	13.47
	12	£26,421	2,201.75	13.69
	13	£26,873	2,239.42	13.93
	14	£27,334	2,277.84	14.17
NJE Grade 5	15	£27,803	2,316.92	14.41
	16	£28,282	2,356.84	14.66
	17	£28,770	2,397.50	14.91
	18	£29,269	2,439.09	15.17
	19	£29,777	2,481.42	15.43
	20	£30,296	2,524.67	15.70
	21	£30,825	2,568.75	15.98
	22	£31,364	2,613.67	16.26
Hay Band A	23	£32,076	2,673.00	16.63
	24	£33,024	2,752.00	17.12
	25	£33,945	2,828.75	17.59
	26	£34,834	2,902.84	18.06
	27	£35,745	2,978.75	18.53
	28	£36,648	3,054.00	19.00
Hay Band B	28	£36,648	3,054.00	19.00
	29	£37,336	3,111.34	19.35
	30	£38,223	3,185.25	19.81
	31	£39,186	3,265.50	20.31

	32	£40,221	3,351.75	20.85
	33	£41,418	3,451.50	21.47
Hay Band C	33	£41,418	3,451.50	21.47
	34	£42,403	3,533.59	21.98
	35	£43,421	3,618.42	22.51
	36	£44,428	3,702.34	23.03
	37	£45,441	3,786.75	23.55
	38	£46,464	3,872.00	24.08
Hay Band D	36	£44,428	3,702.34	23.03
	37	£45,441	3,786.75	23.55
	38	£46,464	3,872.00	24.08
	39	£47,420	3,951.67	24.58
	40	£48,474	4,039.50	25.13
	41	£49,498	4,124.84	25.66
Hay Band E	41	£49,498	4,124.84	25.66
	42	£50,512	4,209.34	26.18
	43	£51,515	4,292.92	26.70
	44	£52,531	4,377.59	27.23
	45	£53,586	4,465.50	27.78
	46	£54,679	4,556.59	28.34
	47	£55,731	4,644.25	28.89
	48	£56,840	4,736.67	29.46
	49	£57,947	4,828.92	30.04
Hay Band F	50	£59,057	4,921.42	30.61
	51	£60,183	5,015.25	31.19
	52	£60,898	5,074.84	31.57
	53	£62,364	5,197.00	32.32
	54	£63,831	5,319.25	33.09
	55	£65,296	5,441.34	33.84
	56	£66,756	5,563.00	34.60
Hay Band G	57	£67,737	5,644.75	35.11
	58	£69,981	5,831.75	36.27
	59	£71,588	5,965.67	37.11
	60	£73,199	6,099.92	37.94
	61	£74,815	6,234.59	38.78
	62	£76,566	6,380.50	39.69

Hay Band H	63	£78,324	6,527.00	40.60
	64	£80,079	6,673.25	41.51
	65	£81,841	6,820.09	42.42
	66	£83,596	6,966.34	43.33
	67	£85,496	7,124.67	44.31
	68	£87,399	7,283.25	45.30

	69	£89,308	7,442.34	46.29
	70	£91,211	7,600.92	47.28
	71	£93,115	7,759.59	48.26

Hay Band I	72	£93,489	7,790.75	48.46
	73	£95,504	7,958.67	49.50
	74	£97,514	8,126.17	50.54
	75	£99,526	8,293.84	51.59
	76	£101,542	8,461.84	52.63
	77	£103,700	8,641.67	53.75

Hay Band J	75	£99,526	£8,293.84	£51.59
	76	£101,542	£8,461.84	£52.63
	77	£103,700	£8,641.67	£53.75
	78	£105,857	£8,821.42	£54.87
	79	£108,008	£9,000.67	£55.98
	80	£110,170	£9,180.84	£57.10

REPORT OF THE LEADER OF THE COUNCIL**EXECUTIVE REPORT: KEY ISSUES AND ACTIVITIES****Purpose of the Report**

1. The report seeks to update Members on various matters relating to the Leader's portfolio and the work of the Executive.

Information

2. **East Midlands Combined County Authority (EMCCA) Board** – The Statutory instrument that creates the East Midlands Combined County Authority has now passed through Parliament. That means that the 'Shadow' organisation (pre-Mayor) now formally and legally exists. The first formal meeting of the Authority will take place on 20 March 2024, to agree the basics of the constitution in advance on the election on 2 May 2024.
3. This means that Nottinghamshire County Council is now formally a Constituent Member of the new body, as per our previous decision taken at Full Council before Christmas. Officers continue to work with EMCCA to manage the transition and build the organisation to deliver on its new powers and funding.
4. **STEP Celebration** – It was a pleasure to be involved in opening the first new building at the STEP Fusion project in North Nottinghamshire, which is a £20billion investment in clean energy research that will create jobs and deliver opportunities in Nottinghamshire for decades to come.
5. Since the announcement the UK Atomic Energy Agency have hired their first local staff into the workforce and are now opening their permanent space on site ahead of the decommissioning and demolition of the old power station over the next couple of years.
6. **Prime Minister Visit** – It was wonderful to welcome Prime Minister Rishi Sunak to Mansfield in January, where he visited the Mansfield MyPlace at Westfield Folkhouse Young People's Centre on Westfield Lane as we announced a £3.5m new investment in a new Youth and Community Centre for Bellamy Estate, and the roll out of the Mansfield Family Hub services.
7. This investment is possible because of the Levelling Up Partnership Funding that we've secured from Government, and where we've worked with them to deliver projects that support 'early help' and prevention services in our communities that most need it.

8. The Prime Minister spoke to local business leaders, Youth Work staff and young people, and to local Councillors, answering questions on a variety of subjects. I'm really grateful for his continued commitment to our area, both for this investment and the millions of Levelling up funding we've had across the county. This is the third time the Prime Minister has been to see us in Nottinghamshire in just a few months to hear our views and priorities, he even took the time to meet a number of charities and community groups at the Mansfield Woodhouse Library during his visit.
9. **Switch Up Youth Services in Notts** – I recently joined Councillor Tracey Taylor, Cabinet Member for Children and Families, at the Switch Up Community Hub on Barringer Road, where we've been talking to the CEO, Marcellus Baz about how we can connect up and enhance our services through closer working with the community and charitable partners across the county.
10. Over the course of this year, I want to develop a new model for important front-line services like these where the Council is working much more in partnership with community organisations, supporting the expansion and development of community provision and making sure every young person who needs it can access youth services.
11. **Ministerial Visit** – It was great to have the Department for Transport Minister Anthony Browne MP in Nottinghamshire. He made the trip especially to look at our pilot project for on street Electric Vehicle charging. We've been working alongside Kerbo Charge and are beginning the roll out of a series of neat little gullies that stop wires trailing across the pavement and keep things safe and convenient. This will enable those without off street parking to have access to electric vehicle charging points.
12. We visited one of the residents who had benefitted from the scheme who explained how it had changed her life for the better. The pilot is open for Nottinghamshire residents to apply, all of the details can be found on the Council's website.
13. **Care After Combat** – Earlier this month I spoke at Portland College for the Care After Combat Resilience and Employability Conference, which focussed on 'unlocking the hidden Labour force'. CAC are a veteran's charity, helping ex-forces personnel to adapt to civilian life, particularly where they've ended up in the criminal justice system.
14. Portland are a disability charity and education provider who support disabled people with training, qualifications and employability. Both veterans who've been in the criminal justice system and disabled people form a big part of that 'hidden' work force. This event was all about improving the support for individuals who might be further from the jobs market, and also focussed on supporting employers with the training, resources, and confidence to recruit.
15. I spoke about the work Nottinghamshire County Council does in this space, with supported employment and through our Armed Forces Champion, amongst other things.

16. **Visits to Local Businesses** – As Leader I often receive invites to visit numerous local businesses across the county both big and small. Over the last few months I have had the pleasure of visiting several sites, including, ITP Aero UK who employ hundreds of people across the county. Based on the former Rolls Royce site in Hucknall they are a major supplier to their predecessor and continue to manufacture key components for aeroplane engines. The Aerospace and advance manufacturing sector is huge, this Council will continue to support growth and inward investment into our county through the soon to be established investment zones.
17. I also visited Tom and Mike at 200 Degrees Coffee Roast House. Not only do they provide coffee to a series of smaller cafes and coffee shops across the county, but they also launch special blends of coffee to raise funds and awareness to local charities and community groups. The Council uses 200 Degrees coffee in our cafeterias and have recently switched some of our supply to a special 'Switch Up' blend with funds being donated to the group through our purchase.
18. Another business I visited is Playmania Ltd soft play on Chesterfield Road in Mansfield, where I've met Miesha and Manager Kate, to talk about small businesses, the economy, and some of the things that could be done to try and help small businesses in our county. It's always really interesting to hear direct from local businesses about the environment they work in, the challenges they face and the ideas they have that could help moving forward.

Progress Report

19. **School Admissions** – On Friday 1st March thousands of Nottinghamshire parents discovered the outcome of their child's secondary school applications for places starting in autumn 2024. Councillor Sam Smith, Cabinet Member for Education and SEND, announced earlier this month that more than 98% of the 9,446 on-time applications for September 2024 admissions in Nottinghamshire will be receiving a place at one of their preferred schools, increasing from last year.
20. Despite the large volume of applications, more than 91% of children are being offered their parents' first preference, with just under 6% offered their second preference, meaning nearly 97% have been offered either their first or second preference, also increasing from last year. The council follows the government's school admissions code, which ensures that all school places for maintained schools and academies are allocated and offered in an open and fair way.
21. **Notts Visitor Economy** - Nottinghamshire County Council and the region's official place marketing organisation, Marketing Nottingham and Nottinghamshire (MNN) have struck a landmark deal for the visitor economy division of MNN - Visit Nottinghamshire, to promote the county's tourism offer.
22. Visit Nottinghamshire, as the lead destination management organisation for the area, is in the best position to promote the county at a local, regional, and international level and attract visitors. By working in partnership, including with other councils and stakeholders in the city and county, we will continue to build momentum and create a thriving visitor economy.

23. This new partnership is a testament to our shared commitment to growing our visitor economy. We're looking forward to working with MNN to attract more visitors into the region, increasing the economic impact of tourism and showcasing the very best that Nottinghamshire has to offer.
24. **Nottsbus On Demand** - Residents in South Newark will be able to get on board a new on demand bus service from 8 April 2024. The new Nottsbus On Demand service is the next phase of Nottinghamshire County Council's demand responsive transport rollout following trials in North and South Ollerton, Mansfield and West Rushcliffe and will be operating in villages including Car Colston, Flintham and Elston between 9:30am and 2:30pm, Monday to Saturday.
25. We hope that this new service will offer residents a reliable, affordable and greener way to travel. By giving passengers the choice as to when they want to travel, we are also able to offer them greater flexibility with their travel plans.
26. **Broadband Upgrade** - Lightning-fast broadband will be delivered to tens of thousands of Nottinghamshire and West Lincolnshire homes and businesses after a £58m contract was signed under the government's national Project Gigabit rollout.
27. The upgrades will help grow the economy and create jobs by making it easier to set up a business and mean rural Nottinghamshire communities will have access to networks designed to meet people's needs for decades to come as the demand for fast connections continues to rise. Now the contract is signed, Connexin has started the planning and design works to enable the first premises to be connected to the network by early 2025.
28. **All decisions agreed at Cabinet are published online, you can find more details on the Council's Website - [Democratic Management System > Decisions](https://www.nottinghamshire.gov.uk/DEMOCRATIC%20MANAGEMENT%20SYSTEM%20>%20DECISIONS) ([nottinghamshire.gov.uk](https://www.nottinghamshire.gov.uk))**

Decisions taken under Special Urgency procedures

29. None.

Other Options Considered

30. None

Reason for Recommendation

31. This is a noting report to update the Full Council on matters relating to the Leader's portfolio and the work of the Executive since the last meeting, as required by the Constitution.

Statutory and Policy Implications

32. This report has been compiled after consideration of implications in respect of crime and disorder, data protection and information governance, finance, human resources, human rights, the NHS Constitution (public health services), the public sector equality duty, safeguarding of children and adults at risk, service users, smarter working, sustainability and the environment and where such implications are material they are described below. Appropriate consultation has been undertaken and advice sought on these issues as required.

Financial Implications

33. There are no financial implications arising from this report.

RECOMMENDATION

- 1) That the contents of the report be noted.

COUNCILLOR BEN BRADLEY MP
LEADER OF THE COUNCIL

For any enquiries about this report please contact:
Phil Rostance, Executive Officer

Constitutional Comments (HD)

34. Full Council is required to receive this report, which is to note, as set out in the Constitution.

Financial Comments (SES)

35. There are no financial implications arising from this report.

Background Papers and Published Documents

Except for previously published documents, which will be available elsewhere, the documents listed here will be available for inspection in accordance with Section 100D of the Local Government Act 1972.

- None

Electoral Division(s) and Member(s) Affected

- None

NOTICE OF MOTION FOR FULL COUNCIL

Title of Motion:	Response to Budget Statement
Date of Council meeting:	Thursday 21 March 2024
Proposer of Motion: (Name and signature)	Councillor Jim Creamer
Seconder of Motion: (Name and signature)	Councillor Kate Foale
Background/supporting information (maximum 100 words):	
<p><i>Analysis undertaken by the County Councils Network (CCN) published on 1 November 2023 stated:</i></p> <p><i>“councils are facing down the barrel of a £4bn funding black hole.”</i></p> <p><i>and:</i></p> <p><i>“The majority of the £639m of additional and unexpected spending this year is simply outside of councils’ control.” (CCN)</i></p> <p><i>The Chancellor’s Autumn Statement did not commit additional funding commensurate to the challenges facing county councils, as outlined by the CCN.</i></p> <p><i>The Office for Budget Responsibility have forecast local authority spending will fall to 4.6 per cent of GDP in 2028-29, and warned:</i></p> <p><i>“pressure on local authority finances and services will continue.” (OBR)</i></p>	
Motion to be proposed (active section):	
<p><i>Nottinghamshire County Council resolves to:</i></p> <ol style="list-style-type: none"> <i>1) Note the County Councils Network budget analysis published on 1 November 2023, and the Office for Budget Responsibility’s ‘Economic and Fiscal Outlook’, published alongside the Autumn Statement on 22 November 2023.</i> <i>2) Agree that a reduction in HM Treasury local authority spending to 4.6% of GDP by 2028 would have a detrimental impact upon this Council’s budget, which will put services under further pressure.</i> <i>3) Write to the Prime Minister and Chancellor of the Exchequer and call upon them to increase Treasury local government spending commitments to sustainable levels, including funding for unprotected spending, to ensure that this council can meet the rising demand for services without a requirement to significantly increase council tax or drawdown current reserves going forward.</i> 	
Date and time received: (for completion by Democratic Services)	

NOTICE OF MOTION FOR FULL COUNCIL

Title of Motion:	Nottingham Forest Football Club
Date of Council meeting:	21 March 2024
Proposer of Motion: (Name and signature)	Councillor David Martin
Seconder of Motion: (Name and signature)	Councillor Jason Zadrozny
Background/supporting information (maximum 100 words):	
<p>It has been widely reported that the current state of affairs at Nottingham City Council has led to uncertainty for the future of Nottingham Forest Football Club remaining at the world-famous City Ground that it has called home since 1898.</p> <p>https://www.nottinghampost.com/news/nottingham-news/nottingham-forest-fans-say-we-9139434</p> <p>Nottingham Forest Football Club is of great importance, not only in the hearts of our residents but of supporters across the globe.</p> <p>https://www.nottinghampost.com/sport/football/football-news/nottingham-forest-tom-cartledge-chairman-8746730</p> <p>The transformative power of sports to young people and our communities is well documented, as well as the enormous economic powerhouse it is for our County.</p> <p>https://www.childrenscommissioner.gov.uk/blog/football-beyond-borders-transforming-the-lives-of-young-people/</p>	
Motion to be proposed (active section):	
<p>This council resolves to explore options with stakeholders at Nottingham Forest Football Club and others to try to secure the future of the club. This may include whether there are any potentially suitable County Council sites which may be marketed for disposal in future.</p>	
Date and time received: (for completion by Democratic Services)	

