



meeting **COUNTY COUNCIL MEETING**

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REPORT OF THE CABINET MEMBER FOR PEOPLE & PERFORMANCE

1. PURPOSE OF THE REPORT

This report seeks to update Members on various issues relating to the People and Performance portfolio since my last report to Council.

2. PERSONNEL AND EMPLOYMENT RELATED MATTERS

2.1 HR Integration

As reported previously, we have completed the enabling process for a new HR structure, seen the appointment of service heads and service managers and consulted with staffs as the revised structure was finalised.

Changes to the HR structure will be in place and 'live' from September. Next steps will be to enter the final phase of integration which will see managers becoming empowered and supported to undertake more of the basic HR work around recruitment/selection, grievance/disciplinary cases, etc., through training and electronic support mechanisms.

2.2 Job Evaluation & Revised Pay Structures

I am delighted that after a prolonged job evaluation exercise and extensive negotiations between management and trade unions locally, we have managed to put together a revised pay and rewards package which will be taken to trade union members by their relevant unions in early October.

Personnel Committee will be receiving a report at its September meeting and briefing sessions have been arranged, linked to the package being sent out for formal consultation by the trade unions. I am extremely grateful for the hard work, dedication and determination to succeed displayed by both negotiating teams that has resulted in the proposed package for consultation. Developing a joint proposal is a major achievement and I believe we are the largest council to date to be able to do this.

3. BEST VALUE AND PERFORMANCE

3.1 Peer Review

As reported previously, in preparation for a Corporate Assessment and Joint Area Review of Children's services expected next May, the Council has invited the IDeA to arrange a corporate peer review to assess how well we measure up to the standards that will be applied. The Review will take place during the week of 15 October.

4. TRADING SERVICES

4.1 Performance Report for Direct Services

I was delighted to receive the final accounts for the direct services. Once again an excellent set of results was achieved with both cumulative turnover and profit ahead of target. All the direct services operate in a tough, competitive environment and these results are testament to the hard work and commitment of everyone involved. I would like to formally record my thanks to all those who contributed to another successful year.

4.2 Award for Schools Catering

I am proud to report that the school meals service has won a national marketing award for its "Good Food = Good Mood" campaign launched last summer. Judges praised the work of the service for their joint work with Healthy Schools, Primary Care Trusts and Trading Standards in delivering improvements in the food served across the County and more importantly communicating these changes to pupils, parents and head teachers.

Adding to the success achieved by the service at the Local Authority Caterers Association conference were three awards for Nottinghamshire school cooks. Linda Chapman, from the Sutton Centre won 'Best in Class' for her demonstration of skills in garnishing, Alison Rodgers, Mobile Cook from Bassetlaw won 'Silver' for her cold canapés and Bonny Pollard from the John Hunt School won 'Bronze' for decorating cakes, all proving that, in spite of negative national media attention, Nottinghamshire school cooks can cook!

5. ENERGY & SUSTAINABILITY

5.1 Climate Change Market Place

I was delighted to see that the Climate Change Market Place was so well attended again this year. The event which is organised by the County Council took place in June as part of Greenweeks 2007 and it aims to raise awareness amongst staff and county residents of how they can make a difference to global warming. There were over 40 exhibitors including suppliers of 'green' products such as wood turbines, solar panels, energy efficient lighting, organic vegetable boxes, hybrid cars, along with displays on public transport, wildlife, cycling and walking.

5.2 Ashden Awards for Sustainable Energy

I reported previously that the County Council had been selected as one of only eight green energy pioneers from across the UK to enter the final stage of the competition for the world's leading green energy prize, the Ashden Award for Sustainable Energy. The awards reward outstanding and innovative projects which tackle climate change and provide renewable energy and energy efficiency at a local level.

The County Council was nominated for its Woodheat project which has been running now for a number of years and heats local schools with sustainable wood pellets instead of coal. To date 17 schools have benefited from the installation of new, cleaner boilers and a further 27 will be included by the end of 2008. Carbon dioxide emissions have been reduced by an impressive 2,400 tonnes a year. The use of only locally manufactured boilers and wood pellets has also created new jobs in this ex-coal mining area.

I am delighted to report that the Council has been awarded second place for the Renewable Energy accolade. The award ceremony took place at the Royal Geographical Society in June and prizes were presented by the former US Vice President Al Gore. The County Council received a £10,000 prize towards our sustainable energy programmes.

5.3 Sustainable Energy Toolkit

I was pleased to see the launch of the Sustainable Energy Toolkit which has been developed by Nottinghamshire County Council in partnership with the six other local authorities who were awarded Beacon Council status for sustainable energy, along with the Department for Environment, Food and Rural Affairs, the Department of Trade and Industry and the Improvement and Development Agency (IDeA). The toolkit provides a benchmark against which councils can evaluate their current performance across a breadth of energy practice and contains a wealth of guidance on action to improve performance. The toolkit and benchmark has been trialled in each local authority area to ensure its versatility and the results have proved very successful. A copy of the toolkit will be sent to all local authority chief executives and this should ensure that the good work carried out in the beacon councils can be replicated throughout the UK.

Cllr John Stocks
Cabinet Member for Resources