

## **The Executive – 16 November 2023**

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Minutes of the meeting of **The Executive** held on **16 November 2023** when there were present:-

Chairman: Cllr J R F Mason

Cllr J E Cripps  
Cllr A H Eves  
Cllr Mrs J R Gooding  
Cllr J E Newport

Cllr L J Newport  
Cllr C M Stanley  
Cllr A L Williams  
Cllr Mrs V A Wilson

### **APOLOGIES FOR ABSENCE**

Apologies for absence were received from Cllr M Hoy

### **NON MEMBERS ATTENDING**

Cllr S E Wootton  
Cllr J N Gooding  
Cllr I A Foster

### **OFFICERS PRESENT**

J Stephenson	- Chief Executive
E Yule	- Strategic Director
S Summers	- Strategic Director
M Hotten	- Director of Environment
G Campbell	- Director of Policy and Delivery
N Mann	- Acting Joint Director People & Governance
S Worthington	- Acting Service Manager, Democratic Services, RDC & BBC
C Cox	- Finance Manager
V Meanwell	- Democratic Services Officer

### **228 MINUTES**

The Minutes of the meeting held on 8 October 2023 were approved as a correct record and signed by the Chairman.

### **229 MATTERS REFERRED TO THE EXECUTIVE AND REPORTS FROM OTHER COMMITTEES**

#### **Report of the Overview and Scrutiny Committee – OneTeam Transformation Programme - Strategic Partnership with BBC – Q2 Update**

The Executive considered an update report on the OneTeam Transformation Programme which had been pre-scrutinised by the Overview & Scrutiny Committee.

In response to a question from the Chairman the CEO advised that when there was any change or restructuring programme there would always be a change in

morale, and that was monitored. With regard to staff accommodation, the South Street work space did not lend itself well to collaborative working and work was being undertaken to find a solution to deal with this.

The Chairman moved a Motion, seconded by Cllr J E Newport, to amend the wording of the recommendations as follows:-

- R1 That the Executive notes the progress of the OneTeam Transformation Programme.
- R2 That the Executive asks the OneTeam Programme Board to include a risk relating to staff accommodation and welfare that could impact on staff morale on the programme risk register.

In response to a Member question, the Director of Policy and Delivery advised that items on the risk register would have mitigations against them and there would be a mechanism for reporting back showing how those risks were mitigated by the work being done and how those risks would be reduced over time.

### **Resolved**

- (1) That the Executive notes the progress of the OneTeam Transformation Programme.
- (2) That the Executive asks the OneTeam Programme Board to include a risk relating to staff accommodation and welfare that could impact on staff morale on the programme risk register.

(This was agreed unanimously)

## **230 WORKFORCE OVERVIEW 2022-2023 & 2023-2024**

The Executive considered the report of the Chief Executive providing an organisational overview of workforce and data in respect of Rochford District Council

In response to a Member question, the Chief Executive advised that in the year 2022/2023 there was a high level of retirement and also a number of resignations from people moving into promotions or moving on to other organisations. Exit interviews are offered to staff that are moving on and, although voluntary, they are encouraged. RDC was monitoring the turnover rates and was looking for these to come down; the data would be collated annually and reported back to the Executive.

The Acting Joint Director, People & Governance advised that there were no trends that had been identified from the exit interviews.

In response to a further Member question the Chief Executive advised that the 22 staff vacancies that were recruited externally were directly employed members of staff. The Acting Joint Director, People & Governance advised that

the sickness figures did not currently distinguish those people that worked outside in the elements and those that worked in an office environment, but rather those that were long term or short term.

In response to a Member question, the Chief Executive advised that staff that were away from work due to long term sickness were those with underlying health conditions and there was not a necessarily a direct link to the work they did.

In response to a Member question the Chief Executive advised that he did not have data relating to the Golden Ticket award to hand but we would not restrict the numbers if there were a number of staff going above and beyond; there was a tolerance to the budget.

The Chairman asked that this data be reported annually to Members.

The Chief Executive thanked Zoe Seward, Acting Service Manager, People & OD for her work on this report.

### **231 QUARTER TWO BUDGET MONITORING REPORT**

The Executive considered the report of the Executive Lead Member for Resources, Climate Change and Economy setting out the forecast revenue and capital budget positions as at the end of quarter two 2023/2024.

### **232 INSTALLATION OF SKATEPARKS**

The Executive considered the report of the Executive Lead Member for Leisure, Tourism and Wellbeing recommending that the Council continued to deliver on its Play Space Improvement Programme.

In response to a Member question the Director of Environment advised that the footprint of the installations was not that large and the ecological impact on a playing field with short grass would be minimal. In terms of the design and build of the skatepark it was a one-off development that, once complete, would still have minimal impact.

In response to a Member question the Director of Environment advised that he could not give an exact timescale for completion of the installation until the contracts were awarded but would anticipate 12 months. There was no figure currently with regard to maintenance costs; however, they would be lower than the cost of the existing skateparks.

In response to a Member question the Director of Environment advised that when designing the skateparks pump tracks were discussed; the design tried to incorporate BMX bikes but pump tracks were a different scale and a separate design would be needed.

In response to a Member question the Director of Environment advised that the skateparks would be usable for up to 40 years but the warranty would last for 20 years.

Cllr Mrs J R Gooding moved a Motion, seconded by Cllr C M Stanley, that recommendation R1 set out on page 9.1 of the report be approved. This was agreed unanimously.

Cllr Mrs J R Gooding moved a Motion seconded by Cllr Mrs V A Wilson, that recommendation R2 set out on page 9.1 of the report be approved. This was agreed unanimously.

### **Resolved**

- (1) To award Rayleigh Leisure Centre Skatepark contract to Beton Park, at a cost of £138,034.49. (DE)
- (2) To award Pooles Lane, Hullbridge Skatepark contract to Beton Park, at a cost of £153,576.54. (DE)

The meeting closed at 8.16 pm.

Chairman .....

Date .....

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