

# Agenda



Meeting: County Council  
 Time: 10.00 am  
 Date: 28 March 2019  
 Venue: Council Chamber, County Hall, Colliton Park, Dorchester, DT1 1XJ

Hilary Cox (Chairman)	David Shortell (Vice-Chairman)	Jon Andrews
Shane Bartlett	Pauline Batstone	Derek Beer
Richard Biggs	Kevin Brookes	Cherry Brooks
Ray Bryan	Steve Butler	Andy Canning
Graham Carr-Jones	Andrew Cattaway	Toni Coombs
Deborah Croney	Keith Day	Lesley Dedman
Janet Dover	Jean Dunseith	Beryl Ezzard
Tony Ferrari	Spencer Flower	Katharine Garcia
Peter Hall	David Harris	Jill Haynes
Nick Ireland	Colin Jamieson	Susan Jefferies
David Jones	Rebecca Knox	Jon Orrell
Andrew Parry	Mary Penfold	Margaret Phipps
Bill Pipe	Byron Quayle	Mark Roberts
Clare Sutton	William Trite	Daryl Turner
David Walsh	Peter Wharf	Kate Wheller

## Notes:

- The reports with this agenda are available at [www.dorsetforyou.com/countycommittees](http://www.dorsetforyou.com/countycommittees) then click on the link "minutes, agendas and reports". Reports are normally available on this website within two working days of the agenda being sent out.
- We can provide this agenda and the reports as audio tape, CD, large print, Braille, or alternative languages on request.
- **Public Participation**

Guidance on public participation at County Council meetings is available on request or at <http://www.dorsetforyou.com/374629>.

### Public Speaking

Members of the public can ask questions and make statements at the meeting. The closing date for us to receive questions is 10.00am on 25 March 2019, and statements by midday the day before the meeting.

**Mike Harries**  
 Chief Executive

Contact: Lee Gallagher, Democratic Services Manager  
 County Hall, Dorchester, DT1 1XJ  
 01305 224191 - [l.d.gallagher@dorsetcc.gov.uk](mailto:l.d.gallagher@dorsetcc.gov.uk)

Date of Publication:  
 Wednesday, 20 March  
 2019

## 1. **Apologies for Absence**

To receive any apologies for absence.

## 2. **Code of Conduct**

Councillors are required to comply with the requirements of the Localism Act 2011 regarding disclosable pecuniary interests.

- Check if there is an item of business on this agenda in which the member or other relevant person has a disclosable pecuniary interest.
- Check that the interest has been notified to the Monitoring Officer (in writing) and entered in the Register (if not this must be done on the form available from the clerk within 28 days).
- Disclose the interest at the meeting (in accordance with the County Council's Code of Conduct) and in the absence of a dispensation to speak and/or vote, withdraw from any consideration of the item.

The Register of Interests is available on Dorsetforyou.com and the list of disclosable pecuniary interests is set out on the reverse of the form.

## 3. **Minutes**

5 - 12

To confirm and sign the minutes of the meeting held on 8 November 2018.

## 4. **Public Participation**

- (a) Public Speaking
- (b) Petitions

## 5. **Chairman's Announcements**

To deal with correspondence, communications or other business brought forward by the Chairman.

- (a) Deaths of Former Members of the Council
- (b) Chairman's Announcements

## 6. **Leader's Announcements**

To deal with business raised by the Leader of the Council which is not otherwise be raised under any other item on the agenda. Questions from members will be invited on the issues raised by the Leader.

## 7. **Questions from County Councillors**

The Chairman of the Council, Leader of the Council, Cabinet Members, or chairmen of appropriate committees to answer questions on any business not covered on this agenda. The closing date for the receipt of questions is 10.00am on 25 March 2019. This item is limited to 45 minutes.

## **Cabinet**

The Chairman of the Cabinet to present and move the adoption of the following reports and to answer questions, if any, under Standing Order 19:-

8.	<b>Meeting held on 5 December 2018</b>	13 - 18
9.	<b>Meeting held on 16 January 2019</b>	19 - 24
10.	<b>Meeting held on 6 March 2019</b>	25 - 30
11.	<b>Meeting held on 27 March 2019</b>	(to follow)

### Overview and Scrutiny Committees

The Chairmen of overview and scrutiny committees to present and move the adoption of the following reports and to answer questions, if any, under Standing Order 19:-

12.	<b>People and Communities Overview and Scrutiny Committee</b>	
	a) Meeting held on 9 January 2019	31 - 36
	b) Meeting held on 14 March 2019	37 - 42
13.	<b>Economic Growth Overview and Scrutiny Committee - 20 March 2019</b>	43 - 48
14.	<b>Dorset Health Scrutiny Committee</b>	
	a) Meeting held on 29 November 2018	49 - 56
	b) Meeting held on 7 March 2019	57 - 64

### Recommendations from Committees

The Chairmen of the relevant committees to present and move the adoption of the following recommendations and to answer questions, if any, on the proceedings in respect of the recommendations below:-

15.	<b>Recommendation - Gender Policy Pay Gap 2018</b>	65 - 78
	To consider a recommendation from the Staffing Committee meeting held on 23 January 2018.	
16.	<b>Recommendation - Pay Policy Statement 2019/20</b>	79 - 104
	To consider a recommendation from the Staffing Committee meeting held on 23 January 2018.	
17.	<b>Recommendation - Temporary arrangement for covering the role of Monitoring Officer and Service Director for Organisational Development</b>	105 - 110
	To consider a recommendation from the Staffing Committee meeting held on 23 January 2018.	
18.	<b>130 Years of Dorset County Council</b>	111 - 120
	To receive a report by the Chief Executive.	

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**Notes for Members**

- Coffee/tea will be available in the Members' Room before and after the meeting.
  - A lunch will be provided for councillors and officers in the Members' Room following the meeting.
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### County Council

Minutes of the meeting held at County Hall, Colliton Park, Dorchester,  
DT1 1XJ on Thursday, 8 November 2018.

#### **Present:**

Hilary Cox (Chairman)

David Shortell (Vice-Chairman)

Jon Andrews, Shane Bartlett, Pauline Batstone, Richard Biggs, Kevin Brookes, Cherry Brooks, Steve Butler, Graham Carr-Jones, Andrew Cattaway, Deborah Croney, Keith Day, Janet Dover, Jean Dunseith, Beryl Ezzard, Tony Ferrari, Spencer Flower, Katharine Garcia, Peter Hall, David Harris, Jill Haynes, Nick Ireland, Colin Jamieson, Susan Jefferies, David Jones, Rebecca Knox, Jon Orrell, Andrew Parry, Mary Penfold, Bill Pipe, Margaret Phipps, Byron Quayle, Mark Roberts, Clare Sutton, William Trite, Daryl Turner, Peter Wharf and Kate Wheller.

Officers Attending: Debbie Ward (Chief Executive), Richard Bates (Chief Financial Officer), Helen Coombes (Transformation Programme Lead for the Adult and Community Forward Together Programme), Mike Harries (Chief Executive), Nick Jarman (Corporate Director for Children's Services), Jonathan Mair (Service Director - Organisational Development (Monitoring Officer)), Lee Gallagher (Democratic Services Manager) and David Northover (Senior Democratic Services Officer).

(Note: These minutes have been prepared by officers as a record of the meeting and of any decisions reached. They are to be considered and confirmed at the next meeting of the County Council to be held on **Thursday, 28 March 2019.**)

#### **Apologies for Absence**

62 Apologies for absence were received from Councillors Derek Beer, Ray Bryan, Andy Canning, Toni Coombs, Lesley Dedman, Mike Parkes and David Walsh.

#### **Code of Conduct**

63 There were no declarations by members of disclosable pecuniary interests under the Code of Conduct.

#### **Minutes**

64 The minutes of the meeting held on 19 July 2018 were confirmed and signed.

#### **Public Participation**

##### 65 (a) Public Speaking

A question was asked by Mr Mark White, resident of Gillingham, to the Cabinet member for Adult Social Care, in accordance with Standing Order 21(1), in relation to the proposed demolition of St. Martin's House, Gillingham. The question and answer are attached to these minutes as an annexure.

A statement was received from Mr Peter Sibthorp, Chairman of the Ridge Moors Action Group, in accordance with Standing Order 21(2), in relation to the Moors at Arne. The statement is attached to these minutes as an annexure.

##### (b) Petitions

There were no petitions received at the meeting in accordance with the County Council's Petition Scheme.

## Chairman's Announcements

### 66 (a) Deaths of Former Members of the Council

The Chairman reported on the following deaths of former members of the Council:

- Mr Steven Lugg on 20 July 2018 who served on the County Council from 2016 to 2018 representing the Ferndown division.
- Mr Michael Green on 7 August 2018 who served on the County Council from 1973 to 1985 representing the Bournemouth Boscombe East division.

Members paid tribute to the dedication and commitment of the former members to Dorset and within their divisions. The County Council then stood in silent tribute.

### (b) Chairman's Announcements

The Chairman reported that she had attended a range of events including:

- Official opening of the Blackdown Nature reserve and parking area
- Reception at the Shire Hall
- Annual Legal Service with the High Sheriff
- Opening a Concert of the Bournemouth Symphony Orchestra

It was also announced that a Children in Care fundraising range of Christmas Cards were available for purchase with proceeds being raised for charity.

In addition to the items detailed above, a tribute was made to Debbie Ward, Chief Executive, at the end of the meeting as her last meeting of the County Council.

**At this point in the proceedings, the meeting was adjourned for the Council to be able to attend the annual Remembrance Service.**

## Motions

67 In accordance with Standing Order 17, Cllr Andrew Cattaway, moved a motion which was designed to provide support for an organisation - Safe Passage UK - in arranging the safe passage of child refugees fleeing from those countries experiencing conflict, unrest, oppression and turmoil in seeking asylum in the United Kingdom and how those children could be accommodated within Dorset; the motion being:-

*'That DCC should continue to give the strongest possible support to joint working with Safe Passage (Dorset) towards pursuing the aims of the national Safe Passage campaign next April/May when the new Dorset (Unitary) Council comes into being.'*

The motion was seconded by Cllr David Jones.

Cllr Andrew Cattaway provided an introduction in celebration of the successful work already being achieved by Children's Services officers with looked-after children, and the recent introduction of the Safe Passage "Our Turn" lone child refugee campaign. How Safe Passage UK could complement the work already being done was explained to members.

During the course of the motion being moved, Cllr Cattaway took the opportunity to propose an amendment to it, in that any agreement to support what was being done should be only "in principle" and that the new Dorset Council should be persuaded to maintain that commitment, if at all practicable. He felt that it was the duty of the County Council to be seen to be setting an example in humanitarian terms and inclusiveness in providing a safe haven for those children and in providing the opportunity for them to be able to be resettled and make a life for themselves in Dorset, benefitting from the opportunities other children had across the County and in being able to access what Dorset had to offer.

He clarified that any agreement to this by the Council would not mean an obligation to any financial commitment from it to its successor authority. If Safe Passage UK was

unsuccessful in its bid to Government for 100% funding for a scheme, then this would not be taken any further forward.

The Council received a deputation from Safe Passage UK and heard from Mr Bernard Sullivan who explained the history behind the organisation and how it had built upon the inspirational work begun in 1938 of an organised humanitarian effort, Kindertransport, which had successfully assured the asylum in this country of Jewish children prior to the outbreak of the Second World War. He explained how Safe Passage UK operated, what it did and the means by which refugee children seeking asylum came to the UK.

Given that the current resettlement arrangements in place by the local authorities were due to cease in 2020, he made an impassioned plea that the Council did all it could to support the work the organisation was doing in trying to resettle those children and that the Council might play its part in accepting up to three child refugees, each year, for the next 10 years. He appreciated that the Council could not give any commitment from April 2019 as it would cease to exist, but that any example they set might persuade the successor authority to do the same. The Chairman confirmed that a short video clip complementing the deputation would be made available to members following the meeting.

Cllr Clare Sutton endorsed what was being done, feeling that the Council should play its part in this process.

Cllr Bill Pipe moved an amendment to the motion in that, whilst he appreciated what was being done and the reasons for it, he did not wish the successor Council to have any obligation towards this of any ongoing financial commitment - which he had calculated to be some £2m. His amendment was that the County Council should only be committed to supporting the ambitions and aims of Safe Passage UK and the issue should be drawn to the attention of the new Authority in April. His amendment was seconded by Councillor Pauline Batstone.

On the amendment being moved, Cllr David Harris considered the amendment to be unnecessary, and clarified that the addition of the word “until April 2019” being sufficient in achieving all that the amendment was seeking to do.

Cllr Cattaway reaffirmed what Mr Sullivan had said: in that there would be no financial commitment to this, or any successor authority, as the project would not proceed unless the ‘Our Turn’ campaign could achieve full funding from Government. On that basis, Cllr Pipe withdrew his amendment, and Cllr Cattaway confirmed that his original motion would be updated to reflect the comments received to show the decision as ‘in principle’ and that it would include the wording ‘until April 2019’.

A range of supportive statements were received from members across the chamber for the motion. Members were moved by the emotive speeches they had heard and what was being done to help in the resettlement of those children seeking asylum resonated with them. On that basis, they considered that the Council had a duty to show compassion towards what was being done and understood the importance of making a commitment, in principle, to support the efforts being made by Safe Passage UK and to play its part in helping to welcome those vulnerable children to the county.

On being put to the vote it was unanimously agreed.

**Resolved (unanimous)**

That Dorset County Council continue to give the strongest possible support, in principle, to joint working with Safe Passage (Dorset) towards pursuing the aims of the national Safe Passage campaign until next April 2019 when the new Dorset (Unitary) Council comes into being.

### Leader's Announcements

68 The Leader was pleased to announce a number of positive stories with which the Council had been recently involved.

The Friends of Durlston Country Park had been recognised at the Dorset Volunteer Awards for their contribution towards the interpretation of the Victorian landscape at Durlston Country Park so that it made the most of what it had to offer. She was proud that over 800 volunteers had given some 10,000+ hours of their own time in playing their part in this success.

She was proud to say that two projects and an individual had been shortlisted for the National LGC Awards 2019, these being:-

- an innovative ecological approach to highway verge management in Dorset,
- working in partnership to deliver social, economic and environmental benefits to the Dorset coast; and,
- that Transport Planning Team Leader, Kate Tunks, had been shortlisted for her transport planning work in the 'Rising Star' category.

The Leader considered that national recognition of what the County Council was doing and how it was doing it to be a clear justification and endorsement of the means by which the Authority was delivering its services. The nominations were highly prestigious and, on behalf of the Council, she wished those shortlisted every success.

How the County Council was delivering social care to its residents had been reflected in the achievement of Dorset being ranked first of all 150 local authorities in England in the national 2018 Adult Social Care Survey for the support it provided to residents using its social care services. The Leader was very proud of this success and in the recognition of the commitment made by staff of the Adult Services Directorate in this achievement.

The Council roundly endorsed all the announcements the Leader had drawn to their attention.

### Questions from County Councillors

69 There were no questions received at the meeting in accordance with Standing Order 20.

### Cabinet Meeting on 18 July 2018

70 **Resolved**

That the minutes of the Cabinet meeting held on 18 July 2018 be adopted.

### Cabinet Meeting on 5 September 2018

71 Homelessness in Dorset: Review of Evidence

In relation to minute 101b, clarification was sought regarding the future of Emergency Local Assistance funding to which Cllr Jill Haynes, as the Cabinet Member for Adult Social Care, explained that there was a lot more work to do in this area with district council colleagues regarding targeted funding. It was noted that discussions were taking place within the Shadow Dorset Council.

#### **Resolved**

That the minutes of the Cabinet meeting held on 5 September 2018 be adopted, and the recommendation below be approved.

#### Recommendation 101 – Approval of the Youth Justice Plan for 2018/19

*That Cabinet be asked to recommend the County Council to approve the Youth Justice Plan for 2018-19.*

#### Reason for Recommendation

*The draft Youth Justice Plan meets statutory requirements. The Plan reviewed*



*achievements in the previous year, details the structure, governance and resources of the Youth Offending Service, and sets out the priorities for 2018-19.*

### **Cabinet Meeting on 17 October 2018**

#### 72 Quarterly Asset Management Report

Questions were raised in respect of the future of Weymouth Registration Office within minute 110. Cllr Tony Ferrari, as the Cabinet member for Community and Resources, clarified that the future was not certain as this depended on what arrangements would be put in place by Weymouth and Portland Borough Council in respect of the new Weymouth Town Council from 1 April 2019.

#### Defining the New Relationship between the Local Authority, Schools and Academies

In relation to minute 112, Cllr Clare Sutton sought reassurance regarding the difference the Dorset School Improvement Board would make to local schools in the greatest need, especially in Weymouth, and in relation to the geographical clustering of peer support. Cllr Andrew Parry, as the Cabinet Member for Economy, Education, Learning and Skills highlighted the faith he had in the work being done to improve schools that were struggling in Weymouth and that there were clear statements of action that were fit for purpose. He also drew attention to the inspirational teaching staff in Dorset's schools who would benefit from peer support. £100k had already been pledged for cluster working. It was noted that this issue would also be discussed outside of the meeting.

#### Motor Neurone Disease Charter Adoption

Assurance was provided in respect of minute 114 on the application of the charter following adoption, which would include a focus on the timeliness of activities and support through a whole system joint approach which was enhanced using the Council's integrated care system.

#### **Resolved**

That the minutes of the Cabinet meeting held on 17 October 2018 be adopted.

### **People and Communities Overview and Scrutiny Committee - Meeting held on 10 October 2018**

#### 73 Update on working with schools, school improvement within Weymouth and Portland and Education Health Care Plan performance

In relation to minute 47, a request was made for further information about the increase in the number of Education Health and Care Plans (EHCPs) over the past three years, the impact on the completion of the plans, the cost of the plans to the Council and the cost to schools (especially those with high levels of Special Educational Needs and Disability). A further comment was received about the level of completion of EHCPs within the target timescale which stood at 87% and was expected to be above 90% by the end of November 2018.

It was confirmed that information would be shared with members outside of the meeting, and for the Overview and Scrutiny Management Board's Inquiry Day into Children's Services in January 2019.

#### **Resolved**

That the minutes of the People and Communities Overview and Scrutiny Committee meeting held on 10 October 2018 be adopted.

### **Safeguarding Overview and Scrutiny Committee - Meeting held on 11 October 2018**

#### 74 School Exclusions Update

In relation to minute 45, a question was asked about whether the removal of youth club provision was a contributory factor to an increase in crime. It was explained by Cllr Steve Butler that he was not convinced that youth service provision contributed, but the reduction in outreach workers funded by the Dorset Police had made a difference.

A further question was asked in relation to the trends and comparison of exclusions between maintained schools and academies which were considerably higher. The increased focus of Ofsted in relation to monitoring exclusions was explained and that in Dorset there was a process of managed movement of pupils, but this was an area to closely monitor, with information being shared with members outside of the meeting.

**Resolved**

That the minutes of the Safeguarding Overview and Scrutiny Committee meeting held on 11 October 2018 be adopted.

**Dorset Health Scrutiny Committee - Meeting held 17 October 2018**

75 Report regarding the work of the Dorset Health Scrutiny Committee Task and Finish Group Re: Clinical Services Review

A request was made for confirmation that the submission of a referral to the Secretary of State for Health in respect of the Clinical Commissioning Group's Clinical Services Review at minute 38 had now been made. Cllr Bill Pipe, as the Chairman of the Dorset Health Scrutiny Committee, explained that a letter, supporting evidence and documents had all been sent to the Secretary of State.

**Resolved**

That the minutes of the Dorset Health Scrutiny Committee meeting held on 17 October 2018 be adopted.

**Staffing Committee - Meeting held on 30 October 2018**

76 Members considered a recommendation and report by the Leader of the Council in relation to the appointment of interim roles of Chief Executive and Director for Adult and Community Services until 31 March 2019 following a decision of the Staffing Committee to agree a request for voluntary redundancy by Debbie Ward as the Chief Executive of the County Council.

A question was asked in relation to the start date of the Adult Services role for Nick Jarman on 1 December 2018, which coincided with concerns regarding the financial state of Allied Healthcare and that the Council could be liable to take on commitment for service user placements with the company from the end of November 2018. Cllr Jill Haynes, as the Cabinet Member for Adult Social Care, confirmed that there was one service user that could be affected, and options were being explored in relation to this issue.

**Resolved (unanimous)**

1. That Mr Mike Harries be appointed as Interim Chief Executive and designate him as Interim Head of Paid Service until the end of 31 March 2019.
2. That Mr Nick Jarman be designated as Interim Director of Adult Services, in addition to his role as Director for Children's Services until the end of 31 March 2019.

**Reason for Decision**

To ensure the continued delivery of the County Council's statutory responsibilities and effective management.

**Cllr Colin Jamieson - Absence from Meetings**

77 This item was withdrawn at the meeting.

**Tribute to Debbie Ward, Chief Executive**

Members paid tribute to the Chief Executive and her 38 years in Local Government. Her professionalism, leadership, approachability and commitment were lauded, and the personal help she had provided to both members and officers was recognised. She had made a huge difference to the direction the Council had taken, had provided strong leadership for her staff, was regarded and respected by them and was at the forefront of what members and the organisation were trying to achieve. Members wished her and her family well for the future.

In response the Chief Executive thanked members for their kind words and recognised that she would not have been able to achieve anything without the support of her staff.

Meeting Duration: 10.00 am - 1.05 pm

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### Cabinet

Minutes of a meeting held at County Hall, Colliton Park, Dorchester, Dorset, DT1 1XJ on Wednesday, 5 December 2018.

#### Present:

Jill Haynes	Deputy Leader and Cabinet Member for Health and Care
Steve Butler	Cabinet Member for Safeguarding
Andrew Parry	Cabinet Member for Economic Growth, Education, Learning and Skills
Tony Ferrari	Cabinet Member for Community and Resources
Daryl Turner	Cabinet Member for Natural and Built Environment
Peter Wharf	Cabinet Member for Workforce

#### Members Attending:

Jon Andrews, County Councillor for Sherborne Town  
Deborah Croney, County Councillor for Hambledon  
Nick Ireland, County Councillor for Linden Lea

#### Officers Attending:

Mike Harries (Chief Executive), Richard Bates (Chief Financial Officer), Gary Binstead (Strategy, Partnerships and Performance Service Manager), Grace Evans (Legal Services Manager), Nick Jarman (Corporate Director for Children's Services), Matthew Piles (Service Director of Environment, Infrastructure and Economy), Andy Reid (Assistant Director - Schools and Learning), Peter Scarlett (Estate and Assets Manager), Kirstie Snow (Senior Communications Officer) and Fiona King (Senior Democratic Services Officer).

- (Notes:(1) In accordance with Rule 16(b) of the Overview and Scrutiny Procedure Rules the decisions set out in these minutes will come into force and may then be implemented on the expiry of five working days after the publication date.  
Publication Date: **Tuesday, 11 December 2018.**
- (2) These minutes have been prepared by officers as a record of the meeting and of any decisions reached. They are to be considered and confirmed at the next meeting of the Cabinet to be held on **Wednesday, 16 January 2019.**

#### Apologies for Absence

119 Apologies for absence were received from Rebecca Knox and Hilary Cox.

In the absence of the Chairman, Cllr Jill Haynes chaired the meeting.

For information Cllrs Wharf and Turner arrived at the meeting a little late as they had to attend a previous meeting.

#### Code of Conduct

120 There were no declarations by members of disclosable pecuniary interests under the Code of Conduct.

#### Minutes

121 The minutes of the meeting held on 17 October 2018 were confirmed and signed subject to an amendment to Minute 116d. The first sentence to now read 'The Chairman, who also chaired the Dorset Health and Wellbeing Board, advised Cabinet that whilst the works of the Health and Wellbeing Board were a statutory duty and cross-cutting, it was being held up as a national example of getting it right on Prevention at Scale.

**Public Participation**122 Public Speaking

There were no public questions received at the meeting in accordance with Standing Order 21(1).

There were no public statements received at the meeting in accordance with Standing Order 21(2).

Petitions

There were no petitions received at the meeting in accordance with the County Council's Petition Scheme.

**Cabinet Forward Plan**

123 The Cabinet considered the draft Forward Plan, which identified key decisions to be taken by the Cabinet on or after the next meeting.

Cllr Haynes noted that the Forward Plan was quite light but felt sure that there would be items coming to Cabinet in the New Year. She was disappointed to note these had not yet been flagged and urged Cabinet members and Directors to populate the Forward Plan through to the end of March 2019.

**Amendment to Special Educational Needs and Disability (SEND) Transport Policy**

124 The Cabinet considered a report by the Cabinet Member for Economic Growth, Education, Learning and Skills which proposed a change to the wording in the current Home to School Transport Assistance Eligibility Policy for Children and Young People Attending School 2019-20 in order to increase the independence of SEND children as they moved through their journey towards adulthood. The change would provide greater equality between mainstream home to school transport and SEND transport and also help to reduce costs.

Cllr Parry presented the report and his speech is attached as an annexure to these minutes.

Cllr Nick Ireland supported statements made by members of the public and his colleague Cllr Jefferies. His speech is attached as an annexure to these minutes along with the statements received, that had been read out to members, from Cllr Jefferies, Mrs Patterson, Ms Sorin, Mr and Mrs Evans and the Dorset Parent-Carer Council.

Cllr Haynes made reference to her own personal circumstances where in the past her son had Special Educational Needs and she was therefore acutely aware of the sense of feeling of parents and the importance of this service to families.

The Director for Children's Services advised members that he had not in fact given any quotes to the Dorset Echo. Selective parts of the report had been used and published in the paper. He highlighted the issue of consultation and the financial specifics of the proposal in the report.

In response to comments in the statements that had been read out, the Assistant Director for Schools and Learning advised that there were no proposals to remove services from those that currently used the service. For new applications the option of a Personal Transport Budget (PTB) would be offered. None of the cases that had been referred to earlier in the meeting would be affected as the policy did not make reference to high need cases. It was more about changing the conversation and assessing if there was any way independence could be increased by looking at risk in respect of the journey. He felt that not many people would be affected in the first instance.

Cllr Turner whilst approving the promotion of independence from child to adulthood highlighted the need to ensure robust processes were in place and that it was safe. He was concerned about who would be assessing the pick-up points, as the only officers qualified to do this were the Road Safety Team, who had not been approached to determine resources or the impact on their workload which would undoubtedly increase. He also raised a concern about the lack of consultation. The Assistant Director advised that each case would be looked at individually and if it needed to be referred to the Road Safety Team it would be on a case by case basis. He stressed there were no plans to change anything in respect of children with high need.

At this point the Chairman decided to withdraw the paper as there was a great deal of confusion and misunderstanding surrounding this proposal. She apologised to the members of the public who had attended for this matter and asked officers to bring this report back at a later date in a form which had been consulted upon, agreed and could be properly understood.

### **Resolved**

That the report in its current form be withdrawn and be reworked and to come back to Cabinet at a later date.

### **Quarterly Asset Management Report**

125 The Cabinet considered a report by the Cabinet Member for Community and Resources which set out the key issues relating to the various asset classes of Property, Highways, ICT, Fleet and Waste.

Cllr Tony Ferrari highlighted the key items for consideration including 3 road related projects which were described in the report.

Cllr Deborah Croney attended as the local member for Hambleton and commented on the highway maintenance work on the A357 at Durweston. She emphasised the importance of the programme which had been ongoing for the past 2 years. Engineers and contractors had been working together to ensure the flood arches could be repaired safely and she now felt a good scheme had been agreed. She highlighted the importance and significance to the local area of the work being undertaken.

Following a question about whether this scheme needed to be approved by the Shadow Executive, the Chief Financial Officer advised that as this was being funded from existing allocations it was not necessary.

Cllr Wharf advised members that he was on the Board of the Dorset County Museum who were currently planning their opening next year following major works. They would have lots of additional space and were very keen to display Judge Jeffery's chair.

### **Resolved**

1. That a provision for costs in the order of £450,000 is made to enable work to be undertaken to resolve the issue of the slope instability at North Dorset Business Park (Para 2.1.7) be approved.
2. That the allocation of £530,000 of LTP block maintenance funding from a combination of the 2018/19 bridges capital budget, 2019/20 bridges capital budget and 2019/20 structural maintenance capital budget to undertake a scheme to replace three flood arch structures and complete embankment works on the A357 Highway near Durweston (Para 3.1.7) be approved.
3. That the use of the County Council's general powers of competence to gift the legal title of the seventeenth century "Judge Jeffreys" chair to the Dorset County Museum

under the terms of Arts Council England's Accreditation standard and the Museum's existing Acquisition & Disposal Policy (Para 4.1.4) be approved.

4. That the overall revised estimates and cash flows for projects as summarised and detailed in appendices 1 and 2 (para 5.2) be approved.

#### Reason for Decisions

A well-managed Council ensured that the best use was made of its assets in terms of optimising service benefit, minimising environmental impact and maximising financial return.

### **Approval of Strategic Documents linked to new 'Well Managed Highways Infrastructure' (WMHI) Code of Practice**

126 The Committee considered a report from the Cabinet Member for the Natural and Built Environment which accompanied the submission of the following key documents which were linked to the new 'Well Managed Highway Infrastructure' Code of Practice and had recently been revised:-

- The Highways Asset Management Plan (Draft)
- The Code of Practice for the Classification of Highway Safety Hazards and Defects (Draft)
- Dorset Highways Winter Service Policy and Operational Plan 2018/19.

The Shadow Executive would also consider this report at its meeting on 17 December 2018.

Following a question about any changes to operations that could affect this year's forecast of a severe winter, Cllr Turner advised there would be very little change, teams would work on the same routes and the levels of spread and volumes of grit would remain the same. Cllr Haynes suggested it would be helpful to send out a press release to this effect to give assurance to members of the public.

#### **Resolved**

That the revisions to the afore mentioned strategic documents be approved.

#### Reason for Decision

To ensure the authority had a robust-risk-based approach to asset management, highway inspection and defect repair and winter service which met the requirements of the new code and criteria linked to incentivised funding.

### **Recommendations from Committees**

127

#### **Regulatory Committee 181018**

128 Members received statements from Mrs Dursley and Mr Penny that are attached as an annexure to these minutes.

Cllr Ferrari, on behalf of the Cabinet offered heartfelt condolences to Mrs Dursley and advised that Preston Road was in his electoral division. He personally felt that the speed limit of 50mph was too high for this particular road as it was effectively within a built-up area. He was not aware of any other roads with 50mph roads and no pedestrian crossings and he felt that visitors to the area would not realise this was a 50mph road. He had spoken with officers about this issue and been advised of the number of accidents and he now believed, on an evidence basis, that the speed should be reduced.

Cllr Turner made reference to further evidence which had been received in that the road had been assessed as suitable for a 40mph road and not a 50mph road. 50mph was noted as suitable in the guidance policy in 1990 but not for current policies.



These figures were not available to the Regulatory Committee at the time of its meeting and he proposed to support the recommendation to reduce the speed limit in line with the additional evidence.

**Resolved**

That the recommendation from the Regulatory Committee meeting held on 18 August 2018 be approved as set out below:-

*Recommendation 58 – proposed speed limit reduction on part of Preston Road, Weymouth*

That having considered the objection received, Cabinet be asked to approve the proposed reduction of the 50 mph speed limit to 40 mph on part of Preston Road, Weymouth as originally advertised.

Reason for Decision

The recommendation was in line with County Council policy for speed limits, which itself was adopted from Department for Transport guidance. In addition, there had been a number of collisions on this section of road in recent years which had resulted in two serious injuries and one fatality. The proposal would create an environment which would contribute towards a lowering of speed-related collisions, improve road safety and contribute towards the Corporate Aim of improving health and wellbeing.

**Corporate Parenting Board 011118**

128a **Resolved**

That the recommendation from the Corporate Parenting Board meeting on 1 November 2018 be approved as set out below:-

*Recommendation 67 – Draft Terms of Reference for the Corporate Parenting Board*

That the Cabinet be asked to approve the Draft new Terms of Reference for the Corporate Parenting Board.

**Panels and Boards**

129 The following minutes have been received:-

**Dorset Waste Partnership Joint Committee 051118**

130 The minutes of the meeting held on 5 November 2018 were noted.

**Dorset Health and Wellbeing Board 071118**

131 The minutes of the meeting held on 7 November 2018 were noted.

Cllr Haynes advised that whilst there had been firm agreement at the meeting on venues for future meetings this was very much work in progress. The aim was to hold meetings either in a school or other community setting rather than a different council chamber.

**Dorset Police and Crime Panel 131118**

132 The minutes of the meeting held on 13 November 2018 were noted.

**Joint Public Health Board 191118**

133 The minutes of the meeting held on 19 November 2018 were noted.

Cllr Haynes highlighted the change to the membership from the current 2 members from each council to 4 from each when the 2 new councils were up and running.

**Questions from County Councillors**

134 No questions were received from County Councillors.

Meeting Duration: 10.00 am - 11.06 am



### Cabinet

Minutes of a meeting held at County Hall, Colliton Park, Dorchester, Dorset, DT1 1XJ on Wednesday, 16 January 2019.

#### Present:

Rebecca Knox	Leader of the Council
Jill Haynes	Deputy Leader and Cabinet Member for Health and Care
Steve Butler	Cabinet Member for Safeguarding
Andrew Parry	Cabinet Member for Economic Growth, Education, Learning and Skills
Tony Ferrari	Cabinet Member for Community and Resources
Daryl Turner	Cabinet Member for Natural and Built Environment
Peter Wharf	Cabinet Member for Workforce

#### Members Attending:

Hilary Cox, Chairman of the County Council and County Councillor for Winterborne  
 Jon Andrews, County Councillor for Sherborne Town  
 Cherry Brooks, County Councillor for South Purbeck  
 Graham Carr-Jones, County Councillor for Stalbridge and the Beacon  
 Nick Ireland, County Councillor for Linden Lea

#### Officers Attending:

Mike Harries (Chief Executive), Andrew Bradley (Project Engineer (Democratic)), Nick Jarman (Corporate Director for Children's Services), Helen Coombes (Transformation Programme Lead for the Adult and Community Forward Together Programme), Grace Evans (Monitoring Officer), Jim McManus (Chief Accountant), Matthew Piles (Service Director of Environment, Infrastructure and Economy), Kirstie Snow (Senior Communications Officer) and Fiona King (Senior Democratic Services Officer).

- (Notes:(1) In accordance with Rule 16(b) of the Overview and Scrutiny Procedure Rules the decisions set out in these minutes will come into force and may then be implemented on the expiry of five working days after the publication date.  
 Publication Date: **Tuesday, 22 January 2019.**
- (2) These minutes have been prepared by officers as a record of the meeting and of any decisions reached. They are to be considered and confirmed at the next meeting of the Cabinet to be held on **Wednesday, 6 March 2019.**

#### Apologies for Absence

- 1 There were no apologies for absence.

For information, Cllr Parry arrived at the meeting a little late as he had to attend a previous meeting.

#### Code of Conduct

- 2 There were no declarations by members of disclosable pecuniary interests under the Code of Conduct.

#### Minutes

- 3 The minutes of the meeting held on 5 December 2018 were confirmed and signed.

#### Public Participation

- 4 Public Speaking  
 There were no public questions received at the meeting in accordance with Standing

Order 21(1).

There were no public statements received at the meeting in accordance with Standing Order 21(2).

#### Petitions

There were no petitions received at the meeting in accordance with the County Council's Petition Scheme.

#### **Cabinet Forward Plan**

- 5 The Cabinet considered the draft Forward Plan, which identified key decisions to be taken by the Cabinet on or after the next meeting. Cllr Knox highlighted that it was appropriate that the Forward Plan was diminishing as the new Dorset Council was approaching. The next meeting of the Cabinet would be on Wednesday 6 March 2019 and there was a reserve date in the diary of Wednesday 27 March 2019 which would be used to ensure all business was completed and signed off prior to the start of the new Council.

Items for consideration included a proposal for Better Care Funding and an item on the Bridport Care Village.

#### **Noted**

#### **Dorset Statement of Common Ground on Strategic Planning Matters**

- 6 The Cabinet considered a report by the Cabinet Member for Natural and Built Environment which included a draft Statement of Common Ground (SoCG) which documented the cross-boundary matters being addressed in emerging local plans and also set out any progress in co-operating to address these. The draft SoCG had been prepared jointly by local authorities in Dorset and had also been presented to the pan Dorset Strategic Planning Forum. The Shadow Executive had also considered and approved this report at their meeting on 17 December 2018.

Cllr Haynes felt this report was a really good piece of work which showed authorities the way forward and was clear to read and understand.

Cllr Wharf, in his role as Vice-Chairman of the pan Dorset Strategic Planning Forum advised that the SoCG had now been agreed by all sovereign authorities, including Bournemouth, Poole and Christchurch.

#### **Resolved**

That the draft Statement on Common Ground be approved.

#### Reason for Decision

To comply with the requirements of the National Planning Policy Framework in demonstration that the duty to co-operate was being met.

#### **Recommendations from Committees - Regulatory Committee - 061218**

- 7 **Recommendation 65 – Proposed parking restrictions on the C8, West Road, West Lulworth**

Members received a statement from the Weld Estates supporting the Order and is attached as an Annexure to these minutes.

The Cabinet Member for Natural and Built Environment highlighted to members the minutes from the Regulatory Committee relating to this item when it was considered.

#### **Resolved**

That the Traffic Regulation Order for extending the current waiting restrictions

northwards and southwards on West Road (C8) at West Lulworth be approved and introduced as advertised.

Reason for Decision

To avoid danger to persons or other traffic using the road and preventing the likelihood of any such danger arising and for facilitating the passage on the road, of any class of traffic, including pedestrians.

**Recommendation 66 – Proposed Puffin Pedestrian Crossing – Broad Street-Lyme Regis**

Members were advised that a site meeting had been held on 18 December 2018 to explore potential ways of mitigating the loss of on-street car parking following the Regulatory Committee meeting on 6 December 2018 and an update for members was provided with their papers.

The Cabinet Member for Natural and Built Environment who was also the local member for Lyme Regis, made reference to a recent dialogue with Mr Robinson (one of the speakers) which had been very informative and helpful in the process. He had met with officers on site and felt there was now a pragmatic solution to the loss of parking. For reasons of safety and equality he felt he must support the crossing and highlighted the need to treat all issues as a single scheme. He asked that a third recommendation be considered that 'he work with Officers to look at the package of measures highlighted in the update report to mitigate the loss of parking spaces in Broad Street and to investigate funding for the whole scheme'. In respect of costs the works would cost around £80k and would come from the Local Transport Plan (LTP) Budget.

Members received statements from Mr & Mrs Haines, Cllr Reynolds, Ms Wiscombe, Mr Robinson, Mr Hyde, Cllr Miller and Cllr Doney which supported the installation of a Puffin Crossing and are attached as an Annexure to these minutes. Following a reference made regarding an extra-ordinary meeting of Lyme Regis Town Council, the Chairman advised that any action today would be in line with what the County Council and the new Dorset Council could achieve and any other comments would be for the Town Council to deal with.

In response to comments made about any potential equality issues, the Chief Executive made reference to the equalities impact assessment contained in the report considered by the Regulatory Committee which stated there would be neutral impact on any sector of the community on the grounds of gender, race or ethnicity, sexual orientation, sex, married or civil partnerships or other socially excluded groups and not in respect of disability. There was more than a slight positive impact for people with protected characteristics relating to age, disability, pregnancy and maternity. The Service Director for Environment, Infrastructure and Economy advised members he would be working with the Cabinet Member to find a solution and to take on board any potential equality issues. This was a good opportunity for the new council to work with Lyme Regis Town Council going forward.

**Resolved**

1. That the provision of a Puffin pedestrian crossing for Broad Street, Lyme Regis, as advertised, be approved.
2. That consideration to the provision of increased provision of limited waiting time so as to compensate for that lost by the installation of the puffin crossing be agreed.
3. That the Cabinet Member work with Officers to look at the package of measures highlighted in the update report to mitigate the loss of parking spaces in Broad Street and to investigate funding for the whole scheme.

Reason for Decisions

To facilitate pedestrian movements and benefit road safety in Broad Street and in contributing to the Corporate Aim and outcomes of encouraging people to lead active lives and in maintaining their independence.

**Panels and Boards - Corporate Parenting Board - 11 December 2018**

8 The minutes of the meeting held on 11 December 2018 were noted.

Following a question from the Cabinet Member for Health and Care regarding support for care leavers in respect of appropriate accommodation and support for Universal Credit, the Director for Children's Services advised that there was a variety of types of accommodation that were used. The type of accommodation used was dependent on the amount of support required by the care leaver. Those with significant problems needed to be placed in semi-independent placements which could be quite costly to the Authority. Accommodation was pre-commissioned and of a high standard. Personal Assistants to support those care leavers that needed them were employed by the County Council.

Cllr Haynes added that many care leavers found managing money difficult and in respect of Universal Credit this was a concern.

**Noted****Tricuro - 20 December 2018**

8a The Cabinet Member for Health and Care advised members that Bournemouth and Poole wished to make amendments to these minutes and therefore would not be presented at this time.

**Noted****Urgent Item - LGR Programme Budget**

9 The Cabinet considered a report by the Cabinet Member for Community and Resources that highlighted the need for approval of expenditure of up to a further £400k of programme expenditure to meet the revised anticipated costs in 2018-19. The Cabinet heard that based on the Programme Director's report to the Shadow Executive this would then be sufficient to cover all of Dorset County Council's share of programme costs in 2018-19. All further programme costs for 2019-20 would need to be met by Dorset Council as there would be no residual LGR funding set aside by Dorset County Council to transfer to the new authority.

**Resolved**

That the additional spend of up to £400,000 by Dorset County Council in respect of their share of the LGR programme costs be approved.

Reason for Decision

Additional programme costs had been approved by Shadow Dorset Council and Dorset County Council's share of these was over the current approved sum.

**Questions from County Councillors**

10 A question was received from Cllr Nick Ireland to the Cabinet Member for Community and Resources in respect of the LGR Programme Budget.

The question and answer are attached as an annexure to these minutes.

The Cabinet Member for Community and Resources added that as the new Dorset Council was not yet in existence spending needed to be adopted by the existing councils. He noted that a better programme than anticipated was being produced and

that this was a good news story and would make Dorset Council better.

Meeting Duration: 10.00 am - 11.00 am

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### Cabinet

Minutes of a meeting held at County Hall, Colliton Park, Dorchester,  
Dorset, DT1 1XJ on Wednesday, 6 March 2019.

#### Present:

Jill Haynes	(in the Chair) Deputy Leader and Cabinet Member for Health and Care
Steve Butler	Cabinet Member for Safeguarding
Andrew Parry	Cabinet Member for Economic Growth, Education, Learning and Skills
Tony Ferrari	Cabinet Member for Community and Resources
Daryl Turner	Cabinet Member for Natural and Built Environment
Peter Wharf	Cabinet Member for Workforce

#### Members Attending:

Jon Andrews, County Councillor for Sherborne Town  
Hilary Cox, County Councillor for Winterborne  
David Harris, County Councillor for Westham  
Nick Ireland, County Councillor for Linden Lea

#### Officers Attending:

Mike Harries (Chief Executive), Helen Coombes (Transformation Programme Lead for the Adult and Community Forward Together Programme), Grace Evans (Monitoring Officer), Jim McManus (Chief Accountant), Sarah Parker (Executive Director, People (Children)), Matthew Piles (Service Director of Environment, Infrastructure and Economy), Andy Reid (Assistant Director - Schools and Learning) and Lee Gallagher (Democratic Services Manager).

- (Notes:(1) In accordance with Rule 16(b) of the Overview and Scrutiny Procedure Rules the decisions set out in these minutes will come into force and may then be implemented on the expiry of five working days after the publication date.  
Publication Date: **Tuesday, 12 March 2019.**
- (2) These minutes have been prepared by officers as a record of the meeting and of any decisions reached. They are to be considered and confirmed at the next meeting of the Cabinet to be held on **Wednesday, 27 March 2019.**)

#### Apologies for Absence

11 An apology for absence was received from Cllr Rebecca Knox.

#### Code of Conduct

12 There were no declarations by members of disclosable pecuniary interests under the Code of Conduct.

#### Minutes

13 The minutes of the meeting held on 16 January 2019 were confirmed and signed.

#### Public Participation

##### 14 Public Speaking

Public questions were received at the meeting in accordance with Standing Order 21(1) from David Redgewell, South West Transport Network/Bus Users South West to the Cabinet Member for Natural and Built Environment in relation to Bus Services and Rail Station Access. The questions and answers are attached to these minutes as an annexure.

There were no public statements received at the meeting in accordance with Standing Order 21(2).

#### Petitions

There were no petitions received at the meeting in accordance with the County Council's Petition Scheme.

#### **Cabinet Forward Plan**

- 15 The Cabinet considered the draft Forward Plan, which identified key decisions to be taken by the Cabinet on or after the next meeting. It was noted that the lead Cabinet Member for the Bridport Care Village item was Cllr Jill Haynes and not Cllr Tony Ferrari.

#### **Noted**

#### **Special Educational Needs and Disabilities (SEND) Transport Policy Update**

- 16 The Cabinet considered a joint report by the Cabinet Member for Economy, Education, Learning and Skills and the Cabinet Member for Natural and Built Environment which provided an update on SEND transport following the Cabinet meeting held on 5 December 2018 regarding a new approach and reassurance for families and councillors.

Cllr Andrew Parry explained that there was a visionary opportunity to understand and develop SEND transport provision to suit individual needs for users and in some cases provide greater or full independence though broader options being made available, with a primary focus on the social impact upon service users. The next stage would be to undertake a pilot scheme and for data to be obtained regarding the logistical, welfare and financial aspects of the service. It was clarified that people who had the most needs would continue to receive the highest level of support.

A question was received from Cllr Nick Ireland in relation to engagement regarding Special Educational Needs and Disabilities (SEND) Transport. The question and answer are attached to these minutes as an annexure. In addition to the answer provided, it was noted that a relationship had been established with the Dorset Parents Campaign for SEND Children and that a meeting was due to be held on 8 March 2019.

#### **Noted**

#### **Adoption of the Management Plans for the Cranborne Chase & Dorset Areas of Outstanding Natural Beauty (AONBs)**

- 17 The Cabinet considered a report by the Cabinet Member for Natural and Built Environment on the production and adoption of five-year Management Plans for the Cranborne Chase AONB and the Dorset AONB. It was noted that the Plans would be considered by Dorset Council later in the year.

#### **Resolved**

1. That the Dorset AONB Management Plan be adopted.
2. That the Cranborne Chase AONB Management Plan be adopted.

#### Reason for Decision

To ensure that the statutory responsibilities in relation to the Areas of Outstanding Natural Beauty were met.

#### **Recommendations from Committees**

- 18 The following recommendations were considered:

### Regulatory Committee - 24 January 2019

- 18a The Cabinet considered a recommendation in relation to a Puffin pedestrian crossing on B3145 Bristol Road, at the northern end of Sherborne, in facilitating the crossing of the road by a controlled means, across the main route to Wincanton and the A303 trunk road.

#### Resolved

That the provision of a Puffin pedestrian crossing in Bristol Road, Sherborne, on the basis of the amended scheme shown on drawing number HI 1178-08-01-Orig at Appendix 3 to the report and taking account of the observations made by the Committee, be supported.

#### Reason for Decision

To provide a crossing point by a controlled means to facilitate pedestrian movements and improve road safety following requests from local schools and support by Sherborne Town Council.

### Regulatory Committee - 24 January 2019

- 18b The Cabinet considered a recommendation in relation to a proposed resident's parking scheme for Stourbank Road, Christchurch to provide for limited parking for 1 hour, with no return within 1 hour, Monday to Friday, 8am – 6pm, except for resident permit holders.

#### Resolved

That the parking scheme with limited waiting for 1 hour, Monday to Friday 8am – 6pm, no return within 1 hour, in Stourbank Road, Christchurch except for resident permit holders be progressed as advertised.

#### Reason for Recommendation

Prior to advertising the proposal, 71% of residents in Stourbank Road supported the petition and was supported by Christchurch Borough Council. Dorset County Council policy states at least 60% was required. Therefore, the necessary criteria for the implementation of resident's parking schemes had been met and the percentage threshold well exceeded. Stourbank Road led to Twynham School entrance, used by vehicles, cyclists and pedestrians. The school had a sixth form and, as a result, both pupils and teachers were using local roads to park throughout the day time, often inappropriately.

### Overview and Scrutiny Management Board – 29 January 2019

- 18c The Cabinet considered the findings and recommendations following the Children's Services Inquiry Day held on 15 January 2019. Cllr David Harris, Chairman of the Overview and Scrutiny Management Board, highlighted that the review was undertaken on a cross party basis with Chairmen of the Overview and Scrutiny Committees. The report would also be considered by the Shadow Executive Committee at its meeting on 11 March 2019.

Cllr Harris summarised the recommendations and welcomed progress which had been made on a number of areas already, which included:

- A further £5.8m funding had been allocated by the Shadow Dorset Council to the Children's Services budget for 2019/20.
- The induction arrangements included specific reference to SEND, which would be delivered at a high level initially and then on more detail after the elections.
- That the SEND transport review report considered earlier in the meeting started to address the priority for service provision to have an in-depth review.
- Communications and timelines suggestions had been recognised and were integral to ongoing development.

It was acknowledged that as the County Council would no longer exist after 31 March 2019, there was a need to ensure that the work continued and that the Executive Director, People (Children) was asked to keep progress moving forward into the new Council. Consideration of social care needs as part of the rationalisation and management of assets for Dorset Council was also highlighted as a particular area of focus. Cllr Butler clarified that Children's Services did not stop when the new Council started and that existing strategic plans, improvement plans, partnership working and developing new ways of working would continue.

In relation to partnership working, Cllr Haynes indicated that there was a high level of consideration given to adults by the Systems Partnership Board, and that there was a need to ensure that there was more of a focus on the whole-life of service users. She indicated that she would raise the issues contained within the recommendations at the next meeting in April 2019.

Cllr Harris was congratulated for managing the Inquiry Day and reporting back on the outcomes. Appreciation was also expressed to all participants of the Inquiry Day.

### **Resolved**

That the recommendations of the Overview and Scrutiny Management Board be supported and that the Executive Director, People (Children's) be asked to continue to address the areas outlined within the recommendations for Dorset Council.

### **Panels and Boards**

19 The Cabinet received the following minutes from panels and boards:

#### **Tricuro Executive Shareholder Group - 20 December 2018**

19a Cllr Jill Haynes, as Chairman of the Tricuro Executive Shareholder Group, clarified that minute 6 had been subsequently updated at the following meeting of the Group held on 5 February 2019 which replaced the recommendation with a resolution.

### **Noted**

#### **Dorset Waste Partnership Joint Committee - 17 January 2019**

19b **Noted**

#### **Joint Public Health Board - 4 February 2019**

19c Cllr Jill Haynes confirmed that the Joint Public Health Board would continue to operate for a further year and would be discussed by the new Dorset Council in due course.

### **Noted**

#### **Tricuro Executive Shareholder Group - 5 February 2019**

19d **Noted**

#### **Dorset Police and Crime Panel - 7 February 2019**

19e **Noted**

### **Questions from County Councillors**

20 The Cabinet received a question from Cllr Jon Andrews to the Cabinet Member for Finance in relation to Pensions Asset Investment. The question and answer are attached to these minutes as an annexure.

**Exempt Business****21 Resolved**

That in accordance with Section 100 A (4) of the Local Government Act 1972 to exclude the public from the meeting in relation to the business specified in minute 22 as it was likely that if members of the public were present, there would be disclosure to them of exempt information as defined in paragraphs 3 and 4 of Part 1 of Schedule 12A to the Act and the public interest in withholding the information outweighs the public interest in disclosing the information to the public.

**Bridport Gateway Care Campus Development - Recommendation to Award**

22 The Cabinet considered an exempt report by the Cabinet Member for Health and Care in relation to the Bridport Gateway Care Campus Development. A summary of the history leading to this point was provided, which included consideration of a number of options and alternatives over many years and now arrived at a fantastic result.

It was noted that there was an imperative to progress the work and that as such delegations would be required to enable this to happen, and that the report would be considered by the Shadow Executive Committee at its meeting on 11 March 2019.

Members commended the report and congratulated officers for their excellent work. It was also recognised that this project was the first of a number of similar projects in other areas across Dorset.

**Resolved**

1. That the preferred bidders identified in the Cabinet Member's exempt report be appointed as set out, and contract negotiations be commenced.
2. That the decision to proceed on the basis of a 125 year lease, with a peppercorn rent for the initial 35 year period aligned with the service contract be approved.
3. That the buy-out of an option agreement between the County Council and Dorset Development Partnership on the land to the north of Flood Lane, Bridport and furthermore to dispose of the land to the north of Flood Lane, Bridport and the former Fisherman's Arms site off South Street, Bridport be approved on terms to be agreed by the Director of Environment and Economy at Dorset County Council.
4. That the County Council's general powers of competence be used to undertake these disposals at below market financial value, acknowledging the significant non-financial value that this development offers the Council.
5. That delegated authority be granted to the Director of Adults and Communities and the Chief Finance Officer to make decisions regarding the final Award of Contract to preferred bidders.

**Reason for Decisions**

1. The preferred bidders recommended achieved the highest aggregate score(s).
2. This approach to a final contract was determined to deliver the best overall financial benefit to the Council ensuring compliant procurement.
3. These sites were determined to be the preferred combination of sites for this use.
4. The contribution of Dorset County Council through the sale of the land at a market reduced price enabled long term value for money to be delivered for Dorset Council to discharge its social care and housing responsibilities. This was demonstrated through the affordable rent and bed prices within the contracts agreed.
5. The decision to award Contracts would need to be taken during May 2019, in the period following conclusion of local government elections and formation of the Cabinet for Dorset Council. This would ensure the full design, planning and build stage will progress according to the timescales set out in the Building Better Lives programme.





## People and Communities Overview and Scrutiny Committee

Minutes of the meeting held at County Hall, Colliton Park, Dorchester, Dorset, DT1 1XJ on Wednesday, 9 January 2019.

### **Present:**

David Walsh (Chairman)  
Mary Penfold (Vice-Chairman)  
Derek Beer, Katharine Garcia, Byron Quayle and Mark Roberts.

### Members Attending

Jill Haynes, Cabinet Member for Health and Care.

Officer Attending: David Bonner (Intelligence, Insight and Performance Manager), Laura Cornette (Corporate Policy and Performance Officer), Melissa Craven (Communications Lead - Children's Services), Helen Coombes (Transformation Programme Lead for the Adult and Community Forward Together Programme), Paul Leivers (Assistant Director - Commissioning, Community Services, Partnerships and Quality), Matthew Piles (Service Director of Environment, Infrastructure and Economy), Mark Taylor (Group Manager - Governance and Assurance) and Helen Whitby (Senior Democratic Services Officer).

(Notes: These minutes have been prepared by officers as a record of the meeting and of any decisions reached. They are to be considered and confirmed at the next meeting of the People and Communities Overview and Scrutiny Committee to be held on **Thursday, 14 March 2019.**)

### **Apologies for Absence**

- 1 Apologies for absence were received from Councillors Graham Carr-Jones, Clare Sutton and William Trite.

### **Code of Conduct**

- 2 There were no declarations by members of disclosable pecuniary interests under the Code of Conduct.

Councillor Mark Roberts declared an interest as his company had a small adult care contract with the County Council and would not take part in any discussions about contracting arrangements.

### **Minutes**

- 3 The minutes of the meeting held on 10 October 2018 were confirmed and signed.

### **Progress on Matters Raised at Previous Meetings**

- 4 The Committee considered a report by the Transformation Programme Lead for Adult and Community Forward Together Programme which set out Cabinet decisions arising from Committee recommendations and outstanding actions identified at previous meetings.

### **Noted**

## **Public Participation**

### **5 Public Speaking**

There were no public questions, statements or petitions received at the meeting in accordance with Standing Orders.

## **Outcomes Monitoring Report**

- 6 The Committee considered a report by the Transformation Programme Lead for the Adult and Community Forward Together Programme which set out performance against the 2017-19 Corporate Plan and population indicators for the Healthy and Independent outcomes. The report also included performance measures which showed the Council's Services contribution and impact on outcomes, and risk management information relating to outcomes and population indicators.

Following the last meeting, a meeting of the Chairman, Councillor Wheller, the Group Manager - Governance and Assurance, and the Intelligence, Insight and Performance Manager took place to look at the report format and how information was presented. As a result, the format had been changed to provide clearer and more user-friendly information. Feedback on the new format was welcomed. Members noted that a review of reports for the new Dorset Council was to be undertaken.

With regard to actions arising from the last meeting, it was explained that figures for social isolation had been reviewed and had not been skewed by people moving to live in Dorset. A survey on social isolation had been issued to all residents through Your Dorset and an analysis of the findings along with other intelligence would be reported to the meeting on 14 March 2019. The previously reported decline in recovery rates for alcohol and substance abuse seemed to reflect a change in the recording of data and future performance was expected to improve. The current report format would continue but a 12 month rolling cycle of information would be considered as part of the report review for the new Dorset Council.

Members' attention was drawn to key points within the report relating to the Healthy outcome: inequality of life expectancy, depression recorded prevalence and under 75s cardiovascular mortality. The Cabinet Member for Health and Care added that although cardiovascular mortality rates were better than the national average overall for Dorset, there were pockets where life expectancy was a lot worse. She referred to various boards who were taking action to target resources to these areas.

It was noted that information regarding the Healthy outcome was currently done on a Dorset-wide basis. Work was underway to move towards measuring outcomes on a whole life process so that in future much more up to date figures and to a greater depth could be presented at meetings. Progress would be reported in due course.

With regard to the Independent outcome, attention was drawn to under-performance at Key Stage 2. Members noted that the newly established Dorset Improvement Board was beginning to have a positive effect on performance in this area.

### **Resolved**

That information on the outcomes of the social isolation survey be included in the outcomes focus monitoring report to be considered at the meeting on 14 March 2019.

## **Red House Museum - Christchurch**

- 7 The Committee considered a report by the Assistant Director - Commissioning, Community Services, Partnerships and Quality on the future funding arrangements for the Red House Museum, Christchurch.

The report had been requested by the Red House Museum's Joint Management Committee following concerns about changes to local government and the need to ensure that the new governance arrangements were safe and legal when they came



into operation on 1 April 2019. At this time the Museum would be in the administrative area covered by the new Bournemouth, Christchurch and Poole Council.

Members supported the action taken to transfer the interests of the County Council to the new arrangements to facilitate the continued progress of the Red House Museum as an asset for the local community and tourist attractions.

**Resolved**

That the report be noted and the action taken to transfer the interests of the County Council to the new arrangements to facilitate the continued progress of the Red House Museum as an asset for the local community and tourist attractions be supported.

**Delayed Transfer of Care Performance**

8 The Committee received a presentation from the Transformation Programme Lead for the Adult and Community Forward Together Programme which set out winter pressures and interventions in place to address these following increased investment, and details of delayed discharge performance for 2018 and up to 9 January 2019.

The slides provided members with an opportunity to scrutinise current performance and demonstrated that winter planning had gone well so far. At the time of the meeting there were two delayed discharges which were waiting assessment, two which involved complex cases and no delayed discharges in community hospitals. Staff were praised for their hard work which had resulted in the current performance.

A member commented that the current practice meant that care providers could respond more rapidly to requests for care packages for those awaiting discharge from hospital. However, he asked that Friday email lists showing packages required be sent earlier in the day so as to avoid delays over the weekend.

Members received a brief explanation of how the care system worked for those with and without mental capacity. The need for members of the public to be able to access proper advice about long term care was highlighted.

**Noted**

**Integrated Transport Review Update**

9 The Committee considered a report by the Service Director - Environment, Infrastructure and Economy which had been provided following a request at the previous meeting for an update on community transport.

Attention was drawn to support provided by the Dorset Travel Team for Service CB3 linking Bridport, Crewkerne and Beaminster; for Yeovil, Kingston Maurward and Weymouth Colleges for post 16 Education transport; work with community transport action groups and the establishment of a new group in Blandford, continuing work with the Dorset Clinical Commissioning Group on non-emergency transport, a new community transport scheme in Stalbridge and North Dorset, and a new voluntary car scheme. Attention was also drawn to the work of the Communications Team in promoting alternative transport provision through various media channels.

The actions taken by Dorset Travel to support community transport groups were welcomed. In response to members' concern, the Service Director confirmed that some resources to support community transport would be provided by the new Dorset Council.

**Resolved**

That the approach being taken by Dorset Travel be supported.

## **Mental Health Review - Progress**

- 10 The Committee considered a report by the Commissioning Manager which provided a further update on progress against the action plan arising from the Mental Health enquiry day held on 13 December 2017.

Attention was drawn to the fact that mental health was being scrutinised not only by the People and Communities Overview and Scrutiny Committee but also by the Dorset Health Scrutiny Committee. There would be a need to separate roles and avoid duplication under the new Dorset Council.

The Review's Lead Member drew attention to the main issue raised at the enquiry day which was access to services and the experience of service users and their carers. Since then there had been an increase in the number of self-referrals and take up through community mental health teams.

In response to what was being done for hard to reach groups such as the farming community and veterans which were identified in the report, members noted that funding of £274k had been awarded to deliver the Armed Forces Covenant across Dorset and the devised action plan targeted 8 key areas for veterans and their families including health and wellbeing and mental health support. The Government had recently issued a strategy for veterans and this very much reflected the Dorset action plan. Copies of the strategy and action plan would be provided for members by email following the meeting.

One member drew attention to an email he had received from a resident highlighting the Cabinet's decision to charge people for attendance at Day Centres when they were unable to attend which he felt was unreasonable. The Cabinet Member for Health and Care explained that all residents had to be treated equally. All residents attending Day Centres were assessed financially and paid the appropriate rate. As costs remained the same regardless of attendance, attendees were expected to pay the allotted rates regardless of attendance, although members noted that there were some exceptions.

With regard to the farming community, mental health was a particular issue for rural areas. Members noted that the National Farmers Union and the Farming Community Network had done some work on this area and the Royal Agricultural Benevolent Institution were working on isolation issues.

There was some discussion about the need for equal access to services for all, not just the hard to reach groups, the unwillingness to share health issues by some groups, and the difficulty of accessing mental health services in some areas in Dorset. Members noted that Adult and Community Services service design work would address demand issues and the reskilling of the workforce to meet future demand.

In response to a question about mental health governance, members were informed that since November 2018 the Council had been providing its own out of hours emergency duty service and this had been amalgamated with the mental health act hub. The new service provided more resilience for carrying out mental health assessments and a better response for those in crisis. As demand was continuing to rise, members asked for a report on the performance of the new service for the meeting on 14 March 2019.

### **Resolved**

1. That the progress made against the delivery plan be noted.
2. That a report on the new out of hours emergency duty service be provided for the meeting on 14 March 2019.

## **Work Programme**

- 11 The Committee considered a report by the Transformation Programme Lead for the Adult and Community Forward Together Programme which set out the Committee's work programme.

Members were informed that the Overview and Scrutiny Management Board had previously written to the Leader of the Shadow Dorset Council and Chairman of its Shadow Overview and Scrutiny Committee setting out Overview and Scrutiny Committee work programmes and, at its next meeting, were to identify key topics for possible future scrutiny by the new Council. A number of items had already been identified (Personal Independent Payments, Universal Benefits, Children out of school (ie children missing education and school exclusions), domestic abuse and delayed transfers of care). Members asked that homelessness, social isolation, mental health and integrated transport be added to this list.

### **Resolved**

1. That the meeting scheduled to take place on 14 March 2019 would go ahead.
2. That reports on assessing mental health act figures and the outcomes from the social isolation survey be provided for this meeting.
3. That homelessness, social isolation, mental health and integrated transport be added to the list of items for potential scrutiny by the new Dorset Council.

## **Questions from County Councillors**

- 12 No questions were asked by members under Standing Order 20(2).

Meeting Duration: 10.00 am - 11.30 am

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## People and Communities Overview and Scrutiny Committee

Minutes of the meeting held at County Hall, Colliton Park, Dorchester, Dorset, DT1 1XJ on Thursday, 14 March 2019.

### Present:

David Walsh (Chairman)

Mary Penfold, Katharine Garcia, Byron Quayle, Mark Roberts and Clare Sutton.

Officer Attending: David Bonner (Intelligence, Insight and Performance Manager), Mark Fortune (Commercial Manager), Nick Jarman (Director for Adult Social Services), Mark Taylor (Group Manager - Governance and Assurance) and Helen Whitby (Senior Democratic Services Officer).

(Notes: These minutes have been prepared by officers as a record of the meeting and of any decisions reached. This is the last planned meeting of this Committee before the start of the new Dorset Council on 1 April 2019. The minutes will therefore be confirmed and signed by the Chairman prior to 31 March 2019.)

### Apologies for Absence

13 Apologies for absence were received from Councillors Shane Bartlett, Graham Carr-Jones and Kate Wheller.

### Code of Conduct

14 There were no declarations by members of disclosable pecuniary interests under the Code of Conduct.

Councillor Mark Roberts declared an interest as his company had a small adult care contract with the County Council and would not take part in any discussions about contracting arrangements.

### Minutes

15 The minutes of the meeting held on 9 January 2019 were confirmed and signed.

### Progress on Matters Raised at Previous Meetings

16 The Committee considered a report by the Interim Transformation Lead for Adult and Community Services which set out Cabinet decisions arising from Committee recommendations and outstanding actions identified at previous meetings.

With reference to having an update on the veterans' strategy and access to mental health support through Dorset Healthcare University NHS Foundation Trust, the Director for Adult Social Care would supply a written update outside of the meeting.

### Resolved

That an update on the veterans' strategy and access to mental health support through Dorset Healthcare University NHS Foundation Trust be provided by the Director for Adult Social Care outside of the meeting.

### Public Participation

17 There were no public questions, statements or petitions received at the meeting in accordance with Standing Orders.

## **Outcomes Focused Monitoring Report: March 2019**

- 18 The Committee considered a report by the Interim Transformation Lead for Adult and Community Services which set out performance against the 2017-19 Corporate Plan and population indicators for the Healthy and Independent outcomes. The report also included performance measures which showed the Council's Services contribution and impact on outcomes, and risk management information relating to outcomes and population indicators. Performance had not changed to any large degree since the last meeting.

With regard to performance in Key Stage 2 (KS2) for reading, writing and mathematics which was below the national average and for the south west, the Director for Adult Social Care provided information which showed that the situation in Dorset was improving. He did, however, highlight that both maintained schools and academies now had autonomy and the local authority's ability to influence performance was not as great as it used to be. The School Improvement Service helped schools where there were concerns about performance or if schools sought this help. Other measures introduced by the local authority to help improve performance were explained including the role of the new School Improvement Board.

Members asked the Director for Adult Social Care for information about the number of Dorset schools within the three Ofsted categories as a means of establishing current performance. It was noted that although performance in KS2 was poor by the time the children reached KS4 their performance had improved. It was noted that those children not performing well at KS2 needed consistent support throughout to improve performance.

In response to questions, the Director for Adult Social Care explained that KS2 performance could be improved by involvement of the School Improvement Board and the sharing of experience and expertise of better performing schools from within and without Dorset and accessible services available to help looked after children's emotional wellbeing and mental health were explained.

Members remained concerned about why the percentage of young people successfully completing substance use treatment was not working as well as previously and the rise in the number of care leavers that were not in education, employment and training. Officers thought the substance use treatment performance could be linked to a recent data cleansing exercise and would explore this.

With regard to those receiving direct payments, it was explained that the majority would have Learning Disabilities as this provided them with greater purchasing power. It was suggested that in future this figure be separated into those with Learning Disabilities and those needing adult social care.

### **Resolved**

1. That the Director for Adult Social Care provide information to show the number of Dorset schools in each of the three Ofsted categories.
2. That officers explore reasons for the deterioration in substance use treatment performance could be linked to a recent data cleansing exercise.

## **Analysis of the recent Loneliness Survey and related reports**

- 19 The Committee considered a report by the Intelligence, Insight and Performance Manager which set out the analysis of the findings of the survey into loneliness undertaken from November 2018 to January 2019 and other related reports.

A list of help available in rural and farming communities was provided, including Future Roots, In Jolly Good Company, Stepping into Nature, Livability, Livewell Dorset, Natural Choices in Dorset, Fancy's Farm - Portland, and the Dorchester

Men's Shed. Members raised the concern that those with mental illness might not know how to find out about such support. It was explained that the local authority had a role to act as broker and have a central directory to enable access to such services and there was a need to ensure that digitally excluded residents had written access to this information as access could reduce demand on statutory services in the longer term. Members supported the need for a central directory of available support, recognised that a small amount of funding might help support these small local groups or provide the means to start such groups, that small local groups seemed to work well, and that care providers or parish councils might provide a means of getting information out to harder to reach residents.

### **Resolved**

That this is a topic which the Committee wants to signal as an important one for the new Dorset Council and any further work it wishes to progress including looking at the example of local providers like 'Future Roots' helping to tackle the challenge of mental health and social isolation in older men in the rural/farming community.

### **Dorset Emergency Duty Service for Adults**

20 The Committee considered a report by the Interim Transformation Lead for Adult and Community Services on the new Emergency Duty Service which was set up in November 2018 to provide both emergency mental health and social care services to adults across Dorset.

The new arrangements ensured cover for out of hours and holiday periods and had been targeted towards peaks in activity and was, therefore, a more efficient use of resources.

Members welcomed the introduction of this service which was working well.

### **Noted**

### **Work Programme**

21 The Committee considered a report by the Interim Transformation Lead for Adult and Community Services on the Committee's work programme.

Members agreed that homelessness and the Emergency Local Assistance Funding, as well as social isolation and loneliness should be added to the list of topics for consideration of the new Dorset Council for future scrutiny.

### **Resolved**

That homelessness and the Emergency Local Assistance Funding, as well as social isolation and loneliness, should be added to the list of topics for consideration of the new Dorset Council for future scrutiny.

### **Questions from County Councillors**

22 No questions were asked by members under Standing Order 20(2).

Reference was made to a recent press article on the current level of debt within Adult and Community Services and whether measures were in place to address this. The article had been based on a report considered by the Audit and Governance Committee on 11 March 2019. The Commercial Manager explained that management of debt for Adult Services had moved to the central finance team. There had been a delay in an invoicing run and this resulted in two runs being made close together without the opportunity to collect any payment which led to a larger than normal amount of debt. A payment from the Clinical Commissioning Group had been received yesterday which reduced the outstanding amount by £600K. Some of the debt had rolled forward from previous years and consideration had to be given to whether it was economic to try to recover this through the legal department or

whether it should be written off. Members asked to be sent a copy of this report.

**Resolved**

That the Financial Management Report considered by the Audit and Governance Committee on 11 March be emailed to members of the Committee.

Meeting Duration: Time Not Specified - Time Not Specified





## Economic Growth Overview and Scrutiny Committee

Minutes of the meeting held at County Hall, Colliton Park,  
Dorchester, Dorset, DT1 1XJ on Wednesday, 20 March 2019

### Present:

Ray Bryan (Chairman)  
Cherry Brooks, Jon Andrews, Jean Dunseith and Jon Orrell

### Members Attending

Daryl Turner, County Councillor for Marshwood Vale

Officers Attending: Mike Harries (Chief Executive), Kate Tunks (Transport Planning Team Leader), Matthew Piles (Service Director of Environment, Infrastructure and Economy), David Northover (Senior Democratic Services Officer) and David Walsh (Economy & Enterprise Team Leader Economy).

### Apologies for Absence

30 Apologies for absence were received from Councillors Andy Canning, Spencer Flower, Peter Hall, Margaret Phipps and David Shortell.

### Code of Conduct

31 No declarations of disclosable pecuniary interests were made by members.

### Minutes

32 The minutes of the meeting held on 26 July 2018 were confirmed and signed.

### Public Participation

33 There were no public questions received at the meeting in accordance with Standing Order 21(1).

There were no public statements received at the meeting in accordance with Standing Order 21(2).

### Enabling Economic Growth Strategy - Progress

34 The Committee considered a report by the Director for Environment, Infrastructure and the Economy on the County Council's Enabling Economic Growth Strategy. Members received a presentation on issues which could contribute to the economic vision of the new Dorset Council.

The report set out what progress was being made with delivering the County Council's Enabling Economic Growth Strategy, focusing on priority actions. The Committee were being asked to consider what the report entailed in order that this could lead to recommendations being made for the economic vision of the new Dorset Council.

How the strategy was being delivered; what investment was being made; the way in which this was being done and what this entailed was all contained in the report for the committee consideration. A presentation at the meeting complemented this and gave members a clearer understanding of what this entailed.

What was integral to the success of economic growth and how it could be progressed was set out in the report.

The Dorset economy was not reliant upon any one sector, and its resilience was enhanced by the presence of sound sectors in terms of high productivity. As such resources had been focussed on sectors with potential to grow and increase productivity (advanced engineering and manufacturing, and agritech/aquaculture) and improving aspects of sectors which are important to the local economy (construction, visitor economy).

The policy, investment and activity referred to by officers provided a context and foundations for the new Dorset Council to develop ambitious and sustainable proposals for economic growth.

With the aid of a visual presentation, opportunities and challenges facing Dorset were outlined and the part productivity; skills and education; housing; infrastructure and the role that the environment played in all this was explained. The principle of an Economic Growth Strategy and the benefit this would bring was explained and members recognised that ownership of this should be embraced by them to ensure that the Committee was successful.

The part that the Dorset Local Enterprise Partnership played in influencing economic growth was drawn to the Committee's attention and the success in achieving the Dorset Innovation Park at Winfrith Newburgh was noted, as well as the importance of the Western Dorset Growth Corridor and what benefits this brought. The importance of digital infrastructure and its availability in order to access opportunities was seen to be essential in economic growth being successful and every effort was being made to facilitate the provision of Superfast Broadband throughout the County, which was demonstrated by the County Council's continued commitment towards this. It was acknowledged that universal provision of Superfast Broadband was critical to the future economic prosperity of Dorset.

Officers explained that in enabling economic growth, consideration should be given to the part employment; housing; skills; infrastructure and the environment played and the relationship between these. Whilst sophisticated technological business played a critical part in how economic growth might be achieved, there was a need to recognise the importance of what part other more traditional sectors played in this across the rural county, with the likes of tourism, agriculture, fishing, mineral extraction and quarrying, and oil exploration and production all playing their significant part in benefitting the economy. The viability of these would ensure that rural development was maintained and that there was investment made to benefit the rural sector alongside other sectors of the economy.

The Committee were keen to see that commercial investment fulfilled its potential and how Dorset Council was able to facilitate economic growth for the private sector was instrumental in this. There was an acknowledgment that businesses needed to be encouraged to locate to Dorset for prosperity to be achieved. Given the various means by which Dorset Council could play its part in facilitating economic growth across the County, there were significant opportunities for Dorset to achieve its aim of stimulating a more prosperous economy.

The Committee were pleased to see the progress being made and hoped that this would be maintained by Dorset Council, particularly in the integrated working relationship that would arise in a Unitary authority.

#### **Resolved**

That progress with delivering the County Council's Enabling Economic Growth Strategy 2018-2020 be supported in that this might be maintained and enhanced by Dorset Council.

### Reason for decision

Economic growth was vital to the achievement of the County Council's four corporate priorities, especially 'Prosperous', and was likely to be a priority for the new Dorset Council.

### **Growth through Digital Infrastructure - Progress**

35 The Committee considered a report by the Director for Environment, Infrastructure and the Economy providing a retrospective view of the achievements of the Superfast Dorset Programme and summarising the next steps that would be needed to be taken by the new Dorset Council and its partners to ensure that a fully future-proofed and accessible digital infrastructure - both fixed and mobile - was available to meet the significant future data demands on modern digital smart places. A visual presentation was made to Committee in complementing this.

Members were informed that significant progress had been made in improving digital connectivity and accessibility through the Superfast Dorset programme, with policy and technology having evolved considerably over the recent period. The full fibre agenda, market analysis and stimulation, emergent 5G opportunities and challenges and smart place applications would all need the active engagement of the new Dorset Council in order that ambitions for digital place can be realised.

Of particular importance to the Committee was to know how improvements might continue to be delivered, with a specific view to identifying solutions to meet the needs of those currently having limited, little or no reception and to understand what was being done to achieve this.

The Committee was being asked to assess the progress being made and how improvements could continue to be made for accessibility to broadband. It was considered that the benefits to Dorset from this could well lead to the generation of significant economic and social prosperity. The Committee recognised that delivering the Superfast Broadband initiative was integral to the delivery of services in a more direct, flexible and accessible way.

Members recognised how important connectivity was considered to be for the prosperity of Dorset and having the means to access it was considered to be essential. Giving all residents the same opportunity to access it was an obligation the Council was determined to fulfil and all was being done to achieve this. Officers explained the technologies associated with this and how these were being applied, the process for deliverability and what practicalities there were. Innovations in technologies to improve how broadband could be delivered were constantly evolving, with wireless and satellite technologies playing a significant part.

The Superfast Dorset project aimed to deliver the most appropriate Superfast broadband solution practicable, maximising benefits in a cost-effective manner across the business and domestic community where it was not deemed to be otherwise commercially viable. The Strategy provided a basis for the successful delivery of superfast broadband. In particular, it was hoped that the continued work by Dorset Council would help to play a significant part in transforming the strategy into the delivery of outcomes.

The relationship between BT, BDUK, Superfast Dorset and the County Council and the part each played was outlined; along with the technologies involved; the areas of coverage and speeds associated with this. How the Council played its part in facilitating accessibility and delivery was drawn to the Committee's attention. The current Superfast Dorset contract had now reached 97% of the premises in Dorset, including Bournemouth and Poole. Reaching the final 3% and identifying solutions for their connectivity remained a considerable challenge. Officers reaffirmed what investment the County Council along with other public bodies, in partnership with BT,

were making in fulfilling their commitment to rolling out broadband via the Superfast Dorset Programme.

The Committee acknowledged the progress being made and the processes involved in delivering it. However, it recognised that economic, commercial and technological barriers remained. Nonetheless, the Committee fully understood the socio-economic benefits that connectivity brought and hoped that Dorset Council would prioritise this too. They asked that this be taken into consideration:-

- Development of Digital Dorset vision
- Encouragement of Digital skills
- Resources and volunteers in the community to facilitate digital understanding

### **Resolved**

That the Dorset Council be asked to ensure that every effort is made to maintain and, where practicable, enhance the Superfast Dorset programme, its implementation and its Strategy so that continued success was achieved.

### **Reason for decision**

To ensure the continued success of the Superfast Dorset programme so that a fully future-proofed and accessible digital infrastructure - both fixed and mobile - was available to meet the significant future data demands being made on modern digital smart places.

## **Dorset Transport Infrastructure - Progress**

36 The Committee considered a report by the Director for Environment, Infrastructure and the Economy on progress being made with the Dorset Transport Infrastructure and how this was being achieved. The report updated on strategic transport issues and workstreams for Dorset. Of particular importance was the progression of the Sub-Regional Transport agenda and the Transforming Cities Fund (TCF) Bid in South East Dorset.

Members noted that as part of the Government's Industrial Strategy and the National Productivity Investment Fund, the national focus was now on sustainable access and delivery of growth. The aim being to increase productivity through improved connections between urban centres and suburbs. The means to do this would be by investment in infrastructure to improve public and sustainable transport connectivity. In order to gain access to this, Dorset must be able to evidence investment needs to take the opportunities available. A Local Transport Plan Review was required to update Dorset's transport strategy to take into account recent Government and LEP policies.

The report was supplemented by a presentation which showed what achievements had been realised, what had been successful and what more need to be done.

Members recognised the need that there would be greater emphasis if where possible the two new unitary authorities collaborated in any approach they were to make to government.

In discussion members considered what was of importance that should be brought to the attention of the Dorset Council, this being:-

- support priorities for the east west corridor and A37 corridor
- support work with partners and the LEP

- ask for support from the LEP for transport model funding
- means of communicating rather than having to travel, by improved digital connectivity.

### **Resolved**

1. That the Bournemouth, Dorset & Poole Local Transport Plan (LTP) should be reviewed by Dorset Council with our partners to inform the new Local Plans.
2. That progress continue to be made by Dorset Council to evidence, work with partners and submit funding bids for transport infrastructure to support housing delivery, jobs and economic growth.

### **Reasons for decisions**

1. To ensure the integration of transport planning and planning to deliver the outcome of sustainable development for Dorset.
2. Transport infrastructure priorities have been agreed and included in the LTP 2011 but Dorset does not receive enough LTP grant funding to deliver each scheme. Other funding opportunities must be sought to deliver Dorset's growth potential.

### **Highway Maintenance - Progress**

37 The Committee considered a report by the Director for Environment, Infrastructure and the Economy on Additional Highways Maintenance Funding designed to ensure that condition of the highway network was as good as it could be and provided for a satisfactory standard being met.

The management of the highway assets was based on need with sites most in need of repair being prioritised. The aim was to achieve a point at which the highway asset could be maintained in a condition that provided optimum serviceability for minimum investment. Whilst value for money in highway maintenance was critical, the scope for greater efficiencies was always sought. Wherever possible, opportunities to carry out preventative treatments were being implemented to prevent road condition deteriorating identify maintenance needs. Whilst some £12.462m was received for maintenance from Government annually, as documented to the Policy Development Panel, those funds were insufficient to cover all of Dorset's maintenance needs across the whole highway network.

On that basis a bid was being made to Dorset Council for the necessary additional funding to ensure that the standard of the highway network was maintained and enhanced where practicable.

Officers explained what was done with surfacing, patching, drainage and ditching improvement works and how this was being achieved. Where practicable, a proactive approach was being taken to invest in the network, by way of interventions rather than having to react to issues when they arose and were reported.

Assessments made of what maintenance was required was continually being done. The reasons for what work was necessary, when this was being done and what benefits it brought was communicated in a number of ways, with social media being used to engage with public.

The Committee were pleased to see what progress was being made and the way that this was being done – in taking a proactive approach where practicable – recognising that it was essential that the standards of the network were maintained. How highway in conservation areas would be maintained was of importance to the Committee and that where practicable, the benefits of any additional funding might be seen.

They were keen that Town and Parish Council's continued to play their important part in identifying issues at an early stage and doing what they might to assist the Highway

Authority. In investing to save, benefits would be realised in the longer term and not require such a demand on resources. On that basis they agreed

**Resolved**

That the additional schemes being constructed by the additional corporate funding and the proposals for the additional Department for Transport funding be noted.

**Recommended**

That having considered the recommendations made by the Policy Development Panel (PDP) in 2018, the Cabinet be requested to recommend that Dorset Council be asked to actively, and formally, consider reinstating essential highway maintenance activities in the future, requiring additional annual revenue funding equating to £3,733.960.

**Reason for Recommendation**

The recommendations made by the PDP are considered essential to address the backlog of issues associated with essential highway maintenance.

**Outcomes Focused Monitoring Report: March 2019**

38 The Committee considered a report by the Director for Environment, Infrastructure and the Economy on the Outcomes Focused Monitoring Report as at March 2019 and were pleased to see what progress was being made, with the report's infographics improving their understanding of this.

**Noted**

**Questions from County Councillors**

39 No questions from County Councillors were received.

Meeting Duration: 10.00 am - 12.30 pm



### Dorset Health Scrutiny Committee

Minutes of the meeting held at County Hall, Colliton Park,  
Dorchester, Dorset, DT1 1XJ on Thursday, 29 November 2018

**Present:**

Bill Pipe (Chairman)

Kevin Brookes, Beryl Ezzard, Nick Ireland, David Walsh, Alison Reed, Peter Oggelsby,  
Tim Morris, Bill Batty-Smith and Peter Shorland

Officers Attending:- Paul Leivers (Assistant Director - Commissioning, Community Services, Partnerships and Quality), Ann Harris (Health Partnerships Officer); Claire Shiels (Assistant Director, Commissioning and Partnerships) and Denise Hunt (Senior Democratic Services Officer).

Other Officers in Attendance:-

Elaine Hurl (Senior Commissioning Manager (Mental Health) - NHS Dorset CCG  
Martyn Webster (Manager) - Healthwatch Dorset

(Notes: These minutes have been prepared by officers as a record of the meeting and of any decisions reached. They are to be considered and confirmed at the next meeting on **Thursday, 7 March 2019.**)

**Apologies for Absence**

48 Apologies for absence were received from Councillor Ray Bryan, Councillor David Jones and Helen Coombes (Transformation Programme Lead for the Adult and Community Services Forward Together Programme).

**Code of Conduct**

49 There were no declarations by members of disclosable pecuniary interests under the Code of Conduct.

Councillor Peter Shorland declared a general interest as a Governor of Yeovil Hospital.

Councillor Bill Batty-Smith declared a general interest as a Governor of the Dorset Healthcare University NHS Foundation Trust.

Councillor Kevin Brookes declared a general interest as a Governor of Dorset County Hospital NHS Foundation Trust.

Councillor Nick Ireland declared a general interest due to his wife's employment at Yeovil Hospital.

**Minutes**

50 The minutes of the meeting held on 17 October 2018 were confirmed and signed.

Arising from the minutes, the Liaison Member for the South Western Ambulance Service NHS Foundation Trust advised that she had circulated an update to the Committee following the previous committee meeting.

## **Public Participation**

### 51 Public Speaking

There were no public questions received at the meeting in accordance with Standing Order 21(1).

Two public statements were received at the meeting in accordance with Standing Order 21(2). The statements are attached as an annexure to these minutes.

In response to a statement by Ms Debby Monkhouse, which was read aloud by the Chairman in her absence, it was confirmed that the Committee would write to the Secretary of State for Health and Social Care. This letter would state that:-

- the Committee was aware of the representation made to the Secretary of State by Bournemouth Borough Council in opposition to the Dorset Health Scrutiny Committee's referral;
- the Dorset Health Scrutiny Committee had received a counter representation from Ms Monkhouse (which would be attached to the letter); and
- it remained the Dorset Health Scrutiny Committee's position that the CCG's proposals would cause added risk to life and that the proposals for staffed community services were unproven, as detailed in its submission.

### Petitions

There were no petitions received at the meeting in accordance with the County Council's Petition Scheme.

## **Mental Health Support for Children and Young People: Inquiry Day**

52 The Committee considered a report by the Transformation Programme Lead for the Adult and Community Services Forward Together Programme following an Inquiry Day held on 13 July 2018.

Councillor David Walsh, who chaired the Inquiry Day, explained how the initial focus on Child and Adolescent Mental Health Services (CAMHS) had been widened to incorporate lower level support and mental wellbeing. Invitations had been sent to around 80 organisations with 40 people attending on the day. The event had begun with a compelling account by a young person regarding her experience of being unwell and needing the support of mental health services to recover. This had been helpful in setting the context for the day which was structured around the 4 elements of the "Thrive Model" for mental health.

A presentation was given by the Senior Commissioning Manager (Mental Health) - NHS Dorset Clinical Commissioning Group (CCG) and the Assistant Director, Commissioning and Partnerships, Dorset County Council (DCC) that set the context and importance of the Thrive Model and the challenges ahead. These were described as follows:-

1. Getting advice: building and promoting resilience, self-help, advice and signposting for children going through temporary difficulties, and sitting below NHS mental health services.

The challenges were around the range of different offers across the county, services disappearing due to lack of funding leading to changes in service delivery; adequate confidence and skills in the workforce in dealing with mental health issues; capacity in other services, lack of understanding of CAMHS, recovery education model and whole school approaches to mental health, for example, physical activity to support wellbeing.

2. Evidence based support: ie getting on the right pathway on diagnosis of a condition including CAMHS, social services and other different types of therapy.



The challenges in this area included workforce understanding of wider CAMHS services, inappropriate referrals, signposting to other services, developing the offer for children's emotional health and wellbeing within schools following the recent Government Green Paper.

### 3. Getting more help in the community or in hospital.

Challenges were around children having treatment outside Dorset, a lack of tier 4 beds for acutely unwell young people (which was a national problem,) out of hours CAMHS services and supported housing and care packages at the time they were needed.

### 4. Getting risk - more complex support

The challenges included increasing workforce skills particularly for self-harming, multi-agency risk plans with shared responsibility and accountability and joint commissioning between the CCG and other partners to refocus services around the Thrive Model.

The Committee was provided with an update on how activity across the County sat alongside the local transformation plan which had been refreshed in October 2018 and now described the Thrive Model in a much clearer way, including the challenges and opportunities. The new care models would enable a more joined up approach to commissioning and providing adequate pathways.

The Thrive Model was the perfect conduit to shape further services so that NHS expertise was accessed much earlier as outlined in the recent government Green Paper. A business case for additional investment would be submitted to the CCG to enable this work to continue and re-shape the offer for children.

In response to a question about the current lack of continuous packages of care or consistency of staff, it was explained that the ambition to join up commissioning would greatly assist with currently disjointed care package arrangements. A workforce culture shift would also be required to build confidence in staff in dealing with mental health issues. It would be important that all agencies took responsibility and did not immediately step away from a patient once a referral had been made to another agency.

Councillors highlighted the need to identify children with mental health issues from primary school age, and that although there were instances where training was given for newly qualified teachers (NQTs) in some schools, it was not known whether this was taking place consistently across all Dorset schools. It was confirmed that this could be further investigated, although the Local Authority did not have a great deal of influence in this area.

Members were informed that work was taking place around emotional literacy for young people and different interventions, such as the "I can problem solve" programme that had resulted in a large impact on children in both emotional literacy and academic achievement. The SEND reforms also assisted in addressing this area.

The Local Transformation Plan (LTP) advocated a whole school approach to mental health issues arising from adverse childhood experience due to poor situations at home or other issues that formed a pre-cursor to mental health problems.

Members asked whether school exclusion pupils were included and were informed that a monthly multi-disciplinary meeting was convened to discuss the reasons behind exclusions. A whole family approach to support was also provided in the flash

courses and the longevity and skills of the assessor was a key factor in getting to know the family circumstances with wraparound services for parents and carers.

Councillor Walsh outlined the recommendations contained in the report that had been developed as a result of the Inquiry Day. Members discussed how one of the recommendations in relation to engaging young people on an on-going basis could be achieved, in particular, with members of the Youth Parliament and youth workers.

The Assistant Director - Commissioning & Partnerships advised that she would be able to facilitate a conversation with members of the Youth Parliament about opportunities for engagement so that this could be built into their workplan for next year.

### **Resolved**

That the set of recommendations outlined in the report be agreed and circulated to key Dorset organisations as appropriate.

### **Reason for Recommendation**

The Committee supported the County Council's aim to help Dorset's citizens to remain safe, healthy and independent.

## **Dorset Suicide Prevention Strategy**

53 The Committee considered a report by the NHS Dorset Clinical Commissioning Group (CCG) setting out the approach that has been taken in Dorset.

Members were informed that the National Suicide Strategy had come into force in 2016. The umbrella pan-Dorset Plan covered the 6 key themes from the National Strategy with all organisations signed up to the Plan which included a commitment from Dorset HealthCare to achieve zero suicides within in-patient units. Each organisation had its own governance and would develop its own plan to cover the areas that it could influence. Overall governance would be via the CCG Integrated Community Care Service Programme Board and the local authority Health and Wellbeing Board.

An event on Monday 26 November 2018 relaunched the suicide prevention work and gathered views from attendees including the need to widen input from the community; the need to focus on families, carers, friends (who spot warning signs); the focus on making meaningful lives or helping to build better lives and the need for one aspirational suicide prevention plan for the whole County.

Next steps involved:-

- quarterly meetings of the Steering Group - each organisation would attend with set agenda items and the theme for each meeting decided at the previous meeting;
- a first meeting of the Steering Group in March 2019 would focus on lived experience and putting people as the central focus of the work;
- support from the CCG to develop the wider partnership group to support the Plan and enable the reach across Dorset.

The Chairman asked whether the views expressed at Monday's event would be taken forward in the development of the Strategy and it was confirmed that all of the views from the groups who attended had been noted and would not be discounted. The Steering Group meeting in March would set the agenda for the whole year, with some suggestions becoming meeting themes. Suggestions had also been made to include community safety teams, the RNLI and coastguard in the Steering Group.

Councillor Ireland, who attended the event, considered this a very useful meeting with great enthusiasm and buy in by the parties who were there and a consensus of agreement on the areas where there were gaps in provision. He felt it was important

to understand that people presented through different routes such as housing and to include these as areas of focus to better identify those at risk.

A member commented that having a plan with a lot of stakeholders involved was different from delivering on the plan. She drew attention to the difference in the approach taken if someone did not indicate that they were feeling suicidal despite the fact that they might feel suicidal on a different occasion. There were also difficulties in getting back into the system once a patient had been discharged. Questions were asked in relation to access to mental health services as a result of routine depression screening at GP surgeries and how suicide risk was picked up in children.

It was confirmed that the Plan was for all ages across mental health services generally. The majority of people who committed suicide did not access these services, although there may have been increased visits to their GP but not for mental health issues.

Members asked whether the Plan made provision for people in prison and it was confirmed that the Prison Service had been invited to attend Monday's event and, although unable to attend, the Service had provided a statement that it wished to be involved in development of the Plan. An outstanding question remained whether prisoners were included in suicide numbers. It was known that most suicides occurred in inpatient units or in prison and so these were the key areas.

The Assistant Director - Early Help & Community Services outlined the areas of DCC's involvement including communications, the Environment and Economy Directorate (walks and green spaces for mental health) and planning policies and the Children's Services Directorate in terms of the Thrive Model. This was about the benefit of linking everything together including public health to provide prevention at scale. A further meeting with officers would take place to assess how to take the work forward and involve all of the services in the new Dorset Council.

Councillor Alison Reed drew attention to the need for mental health services in Weymouth and Portland as an area of deprivation. In particular, she highlighted an issue with many children with high needs in one of the schools and also the high number of rough sleepers.

The Chairman reported that the Collingwood Wing at HMP Verne, Portland would be for the sole use of jailed veterans and it was hoped that the benefit of peer support would assist in reducing incidences of suicide in the veteran population.

#### **Resolved**

That a further report on progress with the Dorset Suicide Prevention Strategy is provided in June 2019.

### **Annual Reports 2017/18 and Work Programmes for 2019 - Dorset Health Scrutiny Committee and Healthwatch Dorset**

54 The Committee considered a report that included annual reports on behalf of the Committee and also that of Healthwatch Dorset. The Committee's annual report represented a formal record of discussions during the past year that would be shared with the Health and Wellbeing Board. It was usual practice to consider the work programme for 2019-20 at this stage, however, it had been felt necessary to postpone this discussion until after March 2019 when the new Dorset Council would come into being.

The Manager of Healthwatch Dorset informed the Committee of the following current areas of interest to Healthwatch:-

- Transfers of Care and the "Home from Hospital" project:-

This project would follow the experiences of individual people on discharge from hospital, the aim being to track the ongoing support that needed to be met and offer the perspective of the person's journey rather than the care pathway. Soon to be discharged people had already been recruited in Bournemouth with Dorset County Hospital and Poole Hospital to follow in the New Year. Healthwatch had found that people were very keen to talk to them and visits would be offered to a person's home or by telephone. It was hoped that this would provide a wider picture of whether the packages of care were in place as well as the enablers and barriers.

- Access to primary care services for people in care homes

Access to NHS services was a right of every citizen and this did not change for a person living in a care home. However, the reality was that there were greater problems in accessing services from a care home. Starting with dental services, Healthwatch had been in touch with every care home in Dorset to ask about this. The draft report had been sent to NHS England who commissioned dental services as well as local authorities, the Dorset Care Homes Association and Partners in Care. Responses to the report were due by Christmas 2018 and would be published alongside the report in January 2019.

- Young people's emotional health and wellbeing

Although there was no separate project at the moment, Healthwatch was keeping a watching brief and actively wished to support carrying through the recommendations from the Inquiry Day.

- Involvement of local people in the shape of future health care services in Dorset, relating to changes to services resulting from the Clinical Services Review (CSR).

The primary interest of Healthwatch was in local people having accessible information about the proposals for change and opportunities for people to have their say and for their views to be incorporated into the decision making process. Healthwatch had offered regular support to NHS organisations over the past 4 years in consulting with the public. There was general support for the direction of travel behind the proposals and also significant anxiety of the potential effect of the changes in some parts of the County that had resulted in campaign groups. Whilst making no judgement on the views expressed, Healthwatch applauded them for organising themselves and giving a voice to local people.

- Access to GP services for people with learning disabilities

This project was currently in abeyance as Healthwatch was looking for a partner to work with them in visiting GP practices to assess whether there was equality of access.

Members asked whether people who had already been discharged from hospital could participate in the "Home from Hospital" project and it was confirmed that they could become involved by using the contact details on the Healthwatch leaflet and website.

It was further noted that there was a lack of understanding that people remained under the care of the hospital following discharge from hospital and that GP services were being called upon under "hospital at home". It was known that not all nursing duties took place within care homes due to a lack of staff or equipment and that it was often cheaper for the care home to call a district nurse rather than train its own staff, which a member felt was an abuse of the system. The NHS should charge the home

for the services provided by the district nurse in nursing homes, however, often this did not happen.

Members highlighted that individuals could be put off from engaging in the CSR process by campaign groups with a wider political agenda and that anything that Healthwatch could do to encourage individuals to keep involved in the conversation would be welcomed.

It was confirmed that Healthwatch was interested in how the CCG would get the involvement of the general public as there was a tendency for the silent majority, who were open to new ideas, to not be heard. It was Healthwatch's view that this had been lacking so far and was more of an issue of communication and having accessible information rather than engagement.

The Chairman thanked Healthwatch for the report and asked that the issue that had been raised in relation to the use of primary care services in care homes be investigated as part of the project for access to primary care services for people in care homes.

### **Resolved**

1. That the content of the Dorset Health Scrutiny Committee Annual Report be noted and agreed as a true record of the work of the Committee from 1 April 2017 to 31 March 2018;
2. That the Healthwatch Dorset Annual Report 2017/18 and work priorities for 2019 be noted; and
3. That detailed discussions regarding the Committee's work programme for 2019 be deferred until the first meeting under the new Dorset Council.

### **Reason for Recommendations**

- a) To maintain a record of the work of the Committee and to provide a summary for those who are interested in that work;
- b) To support the role of Healthwatch Dorset and to ensure that the Committee was aware of the priorities identified; and
- c) To enable the Committee to fulfil its duties under the new Dorset Council after 1 April 2019.

### **Dorset Health Scrutiny Committee Forward Plan**

55 The Committee considered a report by the Transformation Programme Lead for the Adult and Community Services Forward Together Programme that provided the forward plan for the last scheduled meeting of the current Health Scrutiny Committee prior to the inception of the new Dorset Council in April 2019. A briefing on the health and housing item had been attached to the plan following a meeting between officers and Councillors Kevin Brookes and Tim Morris.

### **Resolved**

1. That the Forward Plan for the meeting to be held on 7 March 2019 outlined at Appendix 1 be noted; and
2. That the approach for the scrutiny of Housing and Health in 2019 suggested at Appendix 2, Section 4.2 be agreed and considered at the meeting in June 2019.

### **Reason for Recommendations**

To enable the Committee to fulfil its current duties to support the health and wellbeing of Dorset's citizens and to make best use of opportunities for scrutiny.

### **Briefings for Information**

56 The Committee considered a report containing briefings for information concerning the following topics:-

- Review of Mental Health Rehabilitation Services (NHS Dorset CCG)
- Review of Musculoskeletal (MSK) Physiotherapy Services (NHS Dorset CCG)

A presentation was given on the mental health rehabilitation review that had been included in the report. Members heard that needs analysis and view seeking had been undertaken and that options were currently being developed. The CCG noted that the proposals should improve the bed offer and provide more opportunities for patients after services in the future. The Committee was asked for its view on whether the proposal would be viewed as an enhancement of existing services or whether public consultation would be necessary.

It was confirmed that public consultation would not be required, but that a further report should be submitted to the Committee in March 2019.

### **Resolved**

1. That a report is considered on the review of Mental Health Rehabilitation Services in March 2019; and
2. That a report is considered on the review of MSK Physiotherapy Services in June 2019.

### **Liaison Member Updates**

57 The following updates were provided by Liaison Members:-

#### **Councillor Nick Ireland - Dorset Healthcare University NHS Foundation Trust**

Councillor Ireland reported on the long Board meeting the previous day. He reported that Ron Shields, the Trust's Chief Executive, had resigned and would leave his post at the end of March 2019. There was much discussion about the closure of Portland Hospital and the lack of a new hub with mixed messages leading to confusion. There continued to be staffing pressures and difficulties in recruitment.

#### **Beryl Ezzard - South Western Ambulance Service NHS Foundation Trust**

No meetings had been held.

#### **Bill Pipe - NHS Dorset Clinical Commissioning Group**

Funding for the Wareham hub would be in place in January 2019. A site had been secured by a land swap and some modular housing being built partly on the site that had been allocated could be easily moved. There had been very little discussion on the CSR during the public part of the meeting.

#### **Peter Shorland - Dorset County Hospital NHS Foundation Trust**

A recent inspection had resulted in an upgrade from "requires improvement" to "good" in line with other hospitals in Dorset.

### **Questions from County Councillors**

58 There were not questions submitted under Standing Order 20(2).

### **Glossary of Abbreviations**

59 The glossary had been provided for information.

Meeting Duration: 10.00 am - 12.20 pm



## Dorset Health Scrutiny Committee

Minutes of the meeting held at County Hall, Colliton Park,  
Dorchester, Dorset, DT1 1XJ on Thursday, 7 March 2019

### Present:

Bill Pipe (Chairman)

Bill Batty-Smith, Kevin Brookes, Ray Bryan, Beryl Ezzard, Nick Ireland, Alison Reed,  
Peter Oggelsby, Tim Morris and Peter Shorland

Officers Attending: Ann Harris (Health Partnerships Officer), Denise Hunt (Senior Democratic Services Officer) and Helen Coombes (Transformation Programme Lead for the Adult and Community Forward Together Programme).

### Other Officers in Attendance:-

NHS Dorset Clinical Commissioning Group (CCG):- Diane Bardwell (Dementia Services Review Project Manager), Dr Paul French (Clinical Lead for Mental Health and Dementia); Eaine Hurl (Senior Commissioning Manager (Mental Health), Vanessa Read (Director of Nursing and Quality)

Dorset County Hospital (DCH) - Neal Cleaver (Deputy Director of Nursing and Quality); Sophie Jordan (Divisional Manager, Family Services and Surgical Division);

Dorset HealthCare University NHS Foundation Trust:- Jane Elson (Service Director for Integrated Community Services)

(Notes: These minutes have been prepared by officers as a record of the meeting and of any decisions reached. This is the last planned meeting of this Committee before the start of the new Dorset Council on 1 April 2019. The minutes will therefore be confirmed and signed by the Chairman prior to 31 March 2019.

### Apologies for Absence

1 An apology for absence was received from Councillor David Walsh.

### Code of Conduct

2 There were no declarations by members of disclosable pecuniary interests under the Code of Conduct.

Councillor Peter Shorland declared a general interest as a Governor at Yeovil Hospital.

Councillor Ray Bryan declared a general interest as a Partner Governor of the Dorset Healthcare University NHS Foundation Trust.

### Minutes

3 The minutes of the meeting held on 29 November 2018 were confirmed and signed.

### Public Participation

#### 4 Public Speaking

There were no public questions received at the meeting in accordance with Standing Order 21(1).

There were no public questions received at the meeting in accordance with Standing Order 21(2).

## Petitions

There were no petitions received at the meeting in accordance with the County Council's Petition Scheme.

### **Clinical Services Review (CSR) - Update regarding the Referral to the Secretary of State and the Joint Committee scrutiny of the South Western Ambulance Service NHS Foundation Trust (SWAST)**

- 5 The Committee received an update report by the Transformation Programme Lead for the Adult and Community Services Forward Together Programme.

The report was introduced by the Health Partnerships Officer who informed the Committee that the Referral to the Secretary of State remained under consideration and that the timescale for a response was not yet known. The letter of support for the referral by the Borough of Poole had been attached as an appendix to the report.

She reported that the Joint Health Scrutiny Committee for SWAST had met on 24 January 2019. The Joint Committee had been hosted by the Borough of Poole and had been a positive meeting with openness by SWAST about performance, particularly in relation to category 3 and 4 incidents. The actions taken to improve performance in this area were also highlighted, including a risk stratification tool to support despatch decisions; the roll-out of a community responder falls scheme; a more effective incident stacking system, the recruitment of additional Paramedics from New Zealand and improved use of the vehicle fleet. The Joint Committee recommended that ambulance performance continued to be monitored whilst recognising the potential difference in approaches that might be taken by the new councils.

Councillors Brookes and Oggelsby offered personal perspectives of the meeting and highlighted in particular that it had taken over a year to convene this meeting which had led to a delay in debating the issues.

Members discussed whether it would be appropriate to specify the number of meetings and the way in which terms of reference and the type of issues might influence the frequency of meetings.

Whilst it was acknowledged that a minimum number of meetings might be appropriate for a deep dive into a specific issue, it was noted that a Joint Committee would set its own terms of reference and meet as and when required and have regard to officer capacity.

Following the discussion it was agreed that ambulance times would be incorporated into the Committee's forward plan for consideration in 6 months' time. The view was also expressed that it would be favourable to have a pan Dorset committee in future as health issues affected Dorset as a whole.

Members asked about the definition of the categories and relayed accounts of long periods before ambulance arrival in respect of category 3 and 4 type incidents and a 1 hour 45 minute wait in respect of a category 1 call which was unacceptable. It would be equally important to understand the reasons for prolonged call out periods which included 2-3 hour delays in handing over patients at hospitals. A daily report from SWAST which provided numbers and duration of handover delays at individual hospitals was available.

Concern was expressed regarding the closure of local hospitals in advance of the implementation of the community hubs that had most likely increased pressure on the ambulance service. However, the Chairman reminded members that some of the changes had not been progressed due to the referral of the CSR proposals to the



Secretary of State and that the Committee must wait for the response.

### **Resolved**

1. That the support of Members from the Borough of Poole in relation to the referral to the Secretary of State for Health and Social Care be noted;
2. That a review of the delivery and performance of the new Integrated Urgent Care Service in six months' time, as suggested by the Joint Committee for the scrutiny of SWAST be agreed; and
3. That the slide presentation for the Joint Committee (SWAST) is circulated to the Committee.

### **Reason for Decisions**

The recommendations were in recognition of the need for on-going scrutiny by the Dorset Committee and both Joint Committees for the Clinical Services Review and the performance and capacity of local ambulance services.

### **Update regarding the Repatriation of Specific Activity from Bridport Community Hospital**

- 6 The Committee considered a report that provided an update regarding the ongoing consultation with stakeholders for proposals to relocate specific services from Bridport Community Hospital to Dorset County Hospital (DCH) and Blandford Community Hospital.

The report was introduced by the Divisional Manager, Family Services and Surgical Division (DCH), who explained that the primary reason for the changes was to have a specialist team on a Dorset Healthcare site with the ability to see additional patients, rather than for financial reasons.

The first public engagement event on 5 March 2019 had gone reasonably well with 35 members of the public in attendance. The main concerns expressed were in relation to travel, parking at DCH and transport arrangements for frail elderly patients. Further engagement events were planned on 20 March and 11 April 2019 and would include third sector providers.

Members were provided with an overview of the reasons for clustering services together and the permanent relocation of gastroscopy services to DCH, to increase staffing resilience and clinical oversight.

The Committee was assured that Bridport Hospital would continue as a thriving hospital with further services being developed during the past year. Musculoskeletal services would continue to be provided locally at Bridport, however the monthly pain list would transfer to a weekly list at Blandford Hospital as a more central location for patients who currently travelled from across Dorset. This would also ensure adherence to national best practice which had changed, as patients needed intervention quickly and it was found that the monthly list at Bridport could not be filled effectively.

Members asked about the impact on jobs and were informed that staff consultation was currently taking place, however, staff losses were not anticipated due to opportunities arising from the development of services at Bridport as well as job vacancies at DCH. The Committee was also informed that the proposals had the support of the governors, although an issue had arisen due to the late notification given in relation to the recent engagement day that had now been resolved.

Members also drew attention to the impact on staff travel by providing care in people's homes and were informed that care would be provided closer to home in community hospitals and that work with primary care colleagues would continue in respect of the early identification of risk of the frail elderly and proactive work in the community to

support people at home.

Members were supportive of the proposals as a way of balancing capacity with patient satisfaction and sensible travel distances.

#### **Resolved**

That information provided at the recent engagement event is circulated to members.

#### **An update on the availability of the Freestyle Libre® Device on the NHS in Dorset**

7 The Committee considered an update report that was introduced by the Director of Nursing and Quality (CCG) who explained that since the previous report in October 2018, the CCG had refreshed availability of the device and associated formulary based on revised guidance. A further announcement was awaited on its clinical suitability from April 2019 that would determine whether the device could be made accessible to more people.

Members were aware that Dorset was one of the few areas that had not provided this device more widely and it was confirmed that, although the current access criteria had been developed locally, the CCG would follow national guidance which would standardise the approach taken. This information would be available at the next committee meeting.

Members highlighted that the 6 month trial timeframe would not be sufficient to assess whether the device was making a difference given that some diabetic patients were only monitored by GPs once every 6 months.

The Director of Nursing and Quality confirmed that there would be greater levels of monitoring to assess the effectiveness of using the system under a specialist rather than a GP and that the length of monitoring could be included under the refresh of the guidelines at the point at which the trial cohort changed.

The Chairman stated that he had been pleased with the response to this issue by the CCG as a direct result of recommendations made by the Committee. However, further clarity would be helpful concerning how this was going to be monitored in the longer term.

#### **Resolved**

1. That the contents of the report be noted; and
2. That a further update be provided at the next meeting of the Committee.

#### **Reason for Decisions**

The Committee had expressed concerns about the availability of Freestyle Libre® monitoring devices in Dorset. As it was not possible for the CCG to provide a full update at this stage, the matter should be added to the Committee's Forward Plan for future review.

#### **NHS Dorset CCG - Dementia Services Review and Consultation Update**

8 The Committee considered an update on the Dementia Services Review containing co-produced model options and sought support for public consultation in June/July 2019.

An accompanying presentation to the report was provided by the Dementia Services Review Project Manager (CCG) who outlined the objectives, outcomes and services in scope that had been included in the report. She explained the future stages in the process as follows:-

- review stages and view seeking - completed in March 2017
- model options development - completed in September 2018

- NHS Assurance - March 2019
- sense check meeting with NHS England
- Clinical Senate - March 2019
- Strategic Outline Case (synopsis contained in report)
- Consultation - June/July 2019
- Implementation as soon as possible following the public consultation

The preferred model, Option B had been outlined in the report and resulted in a cost variance of £669,000 and it was felt that this additional cost could be identified within mental health budgets.

A co-production approach had been taken in terms of the consultation with advice and guidance from key stakeholders on the materials and wording. The consultation would be for a minimum period of 8 weeks.

The Chairman asked whether the 40 specialist beds at Alderney Hospital in Poole had increased to reflect the loss of beds in the other hospitals that had been closed.

The Project Manager advised that this was not the case as steps had been taken in East Dorset to introduce an intensive support service that had resulted in a decline in the need for hospital admissions. The money from the closure of the Chalbury Unit had been used to develop a similar service in West Dorset that would see reduced hospital admissions in future so that 40 beds was likely to be too many in 2-3 years' time.

Members heard that beds were becoming more relevant to the needs of the individual (rather than bed category) and that current demand was being met. The day hospitals would support individuals and prevent the need for inpatient stays unless absolutely necessary.

Members asked about the analysis behind the 4 options and the rationale for discounting the most expensive option. They were informed that this was not a CCG decision and that the other options had been discounted through a co-production process whereby stakeholders had considered the different options, recognising the budget limitations, staff resources and measuring against critical success factors. The strategic outline case would provide the analysis and the final decision would take into account the consultation outcome.

In response to further questions in relation to Dementia Friendly groups and Admiral Nurses, the Project Manager explained that such groups had been funded through the Alzheimer's Society, but due to budget cuts, could no longer be funded. Local communities were becoming increasingly involved, resulting in dementia friendly towns. It was hoped that the Dementia Co-ordinators would be able to help people to take advantage of this resource.

Admiral nurses had been discounted in the long list of options as it was felt that nurses were costly to provide and would not add value to what was to be provided in Dorset. In addition, the intensive support service supported individuals without families which was not covered by the Admiral nurses.

### **Resolved**

1. That the progress of the review be noted;
2. That the proposed consultation plan be supported; and
3. That a link to the consultation documents is sent to members of the Committee when available.

### **Reason for Decisions**

The report provided the Committee with an opportunity to be updated and to

contribute to the consultation plan for the Dementia Services Review.

### **Review of Mental Health Rehabilitation Services**

9 The Committee received a presentation by the CCG Senior Commissioning Manager (Mental Health) concerning rehabilitation services provided to people with serious enduring mental illness.

Since November 2018 work had continued with a needs analysis for a challenging cohort of 600 people; benchmarking with other areas including Oxford and Taunton; a Dorset Healthcare engagement day with staff, patients and managers in December 2018 and modelling and shortlisting from 18 options which had been a challenging exercise.

The preferred option included the following elements:-

- high dependency unit that was NHS owned and delivered
- community recovery units delivered by NHS/third sector partners
- supported housing with a range of providers
- community team with rehabilitation, assertive outreach and homeless health

The next steps involved:-

- development of the strategic outline case
- development of service specification for the whole pathway
- development of a housing solution plan including service specification
- presentation of findings to the project group (including the strategic outline case and housing offer)
- Mental Health Integrated Programme Board / Governing Body /
- NHS Assurance and consultation if required, as this represented service improvement
- Implementation in stages with community offer as the first stage

The Senior Commissioning Manager was asked whether the housing element had been integrated with the local authority Building Better Lives Programme and she confirmed that local authority colleagues had been involved in the early stages, but had not been maintained due to changes in personnel.

The Transformation Programme Lead for the Adult and Community Services Forward Together Programme said that she would take this forward as a matter of urgency to facilitate a whole estates approach and linkage between the two projects.

### **Resolved**

That a report on the Strategic Outline Case is provided at the next meeting.

### **Dorset County Hospital Care Quality Commission Inspection 2018**

10 The Committee received a presentation by the Deputy Director of Nursing and Quality (DCH), a copy of which had been included as part of the agenda. The presentation outlined the outcome of an inspection by the Care Quality Commission in the summer of 2018 and included an inspection of 'use of resources' which had been undertaken by NHS Improvement and formed part of the overall rating. The Hospital had achieved an overall rating of Good.

Following the presentation, the Chairman asked when the Safe Domain rated as "Requires Improvement" would be inspected again and was informed that this was likely to be at the end of 2019 as there was a 3 year gap in between inspections.

Attention was drawn to anomalies in the report in relation to this area as the CQC had commented on the Board's strong focus on patient safety. The Deputy Director informed the Committee that some elements of the report had been contested, but that the final report had remained unchanged.

Members asked when inspection of Maternity and Gynaecological Services as separate services would take place. The Deputy Director explained that the latter did not have the benefit of a rating due to its previous inspection linked to maternity and it was not known when a separate inspection would take place.

The Committee wished to congratulate DCH on its achievements in care quality and asked for this message to go back to hospital staff.

### **Noted**

#### **Dorset Health Scrutiny Committee Forward Plan**

- 11 The Committee noted its forward plan for the next meeting in June 2019 that would also include an update on the Freestyle Libre device.

### **Noted**

#### **Liaison Member Updates**

- 12 Dorset County Hospital NHS Foundation Trust - Peter Shorland  
No update available.

Dorset Healthcare University NHS Foundation Trust - Nick Ireland  
Councillor Ireland reported the following items arising from a meeting held on 30 January 2019:-

- the capital investment programme was £90m short of funding
- Portland Hospital was still shown as closing, but there seemed to be some uncertainty about this and further demonstrations were planned by the "Keep Portland Hospital" group.
- an increase in vacancy levels for the third month for integrated care and children's services.
- the funding of apprenticeship level advanced practitioner role had commenced in February 2019.
- a planning application for Pebble Lodge child mental health facility had been refused by Bournemouth Borough Council.

NHS Dorset Clinical Commissioning Group - Bill Pipe

A meeting had been held in January 2019 that Councillor Pipe had not been able to attend.

South Western Ambulance Service NHS Foundation Trust - Beryl Ezzard  
A meeting was to be confirmed.

#### **Questions from County Councillors**

- 13 There were no questions submitted under Standing Order 20(2).

#### **Glossary of Abbreviations**

- 14 The glossary was provided for information.

#### **Closing Comments**

- 15 As this was the final meeting of the committee, Councillor Bill Batty-Smith conveyed that he had been a member of the committee for 16 years and thanked officers and fellow councillors on the committee. The Chairman also thanked councillors and officers for their support and wished everyone all the best for the future.

Meeting Duration: 10.00 am - 12.20 pm





### County Council – 28 March 2019

#### Recommendation from the Staffing Committee meeting held on 28 January 2019

##### Gender Pay Gap Report 2018

- 8 The Committee considered a report from the Chief Executive which provided a short overview of the requirement together with the proposed Gender Pay Gap Report for publication in March 2019.

The Senior HR&OD Adviser highlighted the interpretation of the data and drew members' attention to the infographics contained in the Appendix of the report.

The Chairman highlighted that whilst there was no requirement for the report to be approved by the County Council he felt it was appropriate for it to be presented at the last County Council meeting on 28 March 2019.

##### **RECOMMENDED**

That the Gender Pay Gap report be presented to the County Council on 28 March 2019 to note.

##### **Resolved**

That the Gender Pay Gap Report for 31 March 2018 be approved.

##### Reason for Decision

To ensure that the council was compliant in respect of the gender pay gap reporting duty.

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# Staffing Committee

## Dorset County Council



Date of Meeting	28 January 2019
Officer	Chief Executive
<b>Subject of Report</b>	<b>Gender Pay Gap Report 2018</b>
Executive Summary	<p>At its meeting on 29 January 2018 the Staffing Committee received a report providing an overview of the gender pay gap reporting requirements together with the authority's first Gender Pay Gap Report.</p> <p>This report provides a short overview of the requirement together with the proposed Gender Pay Gap Report for publication in March 2019.</p>
Impact Assessment:	<p><b>Equalities Impact Assessment:</b> Not required as the regulations introducing Gender Pay Gap Reporting requirements have been introduced as part of the Equality Act legal framework.</p>
	<p><b>Use of Evidence:</b> The report refers to guidance and information provided by the government and relevant legislation.</p>
	<p><b>Budget:</b> None arising directly from this report although the requirement to report annually on the gender pay gap does involve additional work for Human Resources and Organisational Development. Any findings or recommendations/action plans for the future may have a subsequent impact on budgets.</p>
	<p><b>Risk Assessment:</b> Having considered the risks associated with this decision using the County Council's approved risk management methodology, the level of risk has been identified as: Current Risk: LOW</p>

## Gender Pay Gap Report 2018

	Residual Risk: LOW
	Other Implications: None arising directly from this report.
Recommendation	It is recommended that the Staffing Committee: <ul style="list-style-type: none"> <li>(i) Note the requirement for the Council to publish gender pay gap information under the provisions of The Equality Act 2010 (Specific Duties and Public Authorities)</li> <li>(ii) Approve the Gender Pay Gap report for 31 March 2018.</li> </ul>
Reason for Recommendation	To ensure that the council is compliant in respect of the gender pay gap reporting duty.
Appendices	Gender Pay Gap Report 2018
Background Papers	None
Report Originator and Contact	Name: Tracy Scott, Principal HR&OD Adviser Tel: 01305 224619 Email: <a href="mailto:t.scott@dorsetcc.gov.uk">t.scott@dorsetcc.gov.uk</a>  Name: David Patrick, Senior HR&OD Adviser Tel: 01305 224637 Email: <a href="mailto:david.patrick@dorsetcc.gov.uk">david.patrick@dorsetcc.gov.uk</a>

## 1. Introduction

- 1.1 The Equality Act 2010 (Specific Duties and Public Authorities) requires all public sector employers to prepare and publish a gender pay gap report by 31 March each year. The first report was published in March 2018 for 2017 data. Reporting is mandatory for employers with a headcount 250 or more employees as of 31 March (the 'snapshot' date).

The new unitary council, Dorset Council, in Dorset will be established on 1 April 2019. Legal advice recommends that notwithstanding the abolishment of Dorset County Council, a Gender Pay Gap report for 2018, published in 2019, should still be produced.

### 1.2 Gender Pay Gap Defined

- 1.2.1 The gender pay gap shows the difference between the **average** (mean or median) earnings of men and women. This is expressed as a percentage of men's earnings. An example of this could be expressed as *women earn 15% less than men*.

### 1.3 Reporting Considerations

- 1.3.1 In preparing the report on the gender pay gap, the Council considered the following:-

- Headcount embraces a wider definition than 'employee' and includes workers, as well as some self-employed people. Agency workers are not included in the report, but will have been considered in any reporting requirements of their supplying agency.
- There are six calculations to carry out (refer to paragraph 1.4.1), and the results must be published on the employer's website and a government website within 12 months of the snapshot date of 31 March.
- While the regulations for the public, private and voluntary sectors are near identical, and the calculations are directly comparable, the public sector regulations additionally take into account the Public Sector Equality Duty (PSED). The duty came into force in 2011 and requires public sector organisations to promote equality rather than just avoid discrimination.

### 1.4 Reporting Requirements

- 1.4.1 The key elements of the gender pay gap report are:-

- the difference in mean pay between male and female employees;
- the difference in median pay between male and female employees;
- the difference in mean bonus pay between male and female employees;
- the difference in median bonus pay between male and female employees;
- the proportions of male and female employees who were paid bonus pay; and
- the proportions of male and female employees in each quartile of their pay distribution.

1.4.2 The council's gender pay gap will be compared with the national average pay gap data. For the 2018 report, the data has been taken from the Office of National Statistics 2017 Annual Survey of Hours and Earnings.

## 1.5 Interpreting the data

1.5.1 When considering the data it should be noted that:-

- a **positive** percentage figure (which almost all organisations are likely to have) reveals that typically or overall, female employees have lower pay or bonuses than male employees
- a **negative** percentage figure (which some organisations may have) reveals that typically or overall, male employees have lower pay or bonuses than female employees
- a **zero** percentage figure (which is highly unlikely, but could exist for a median pay gap where a lot of employees are concentrated in the same pay grade) would reveal no gap between the pay or bonuses of typical male and female employees or completely equal pay or bonuses overall.

1.5.2 The calculations make use of two types of averages;

- a **mean** average involves adding up all the hourly rates and dividing the result by the number of items in the data set
- a **median** average involves listing all of the hourly rates in numerical order. If there is an odd number of results, the median average is the middle number. If there is an even number of results, the median will be the mean of the two central numbers.

## 2. **Gender Pay Gap data - 2018**

2.1 The simplest way to understand the data is to refer to the infographics included as part of the Gender Pay Gap Report (at the appendix), but the key elements this time are also provided below.

2.2 The gender pay gap for the Council is 0.95% for **mean** hourly pay (compared with 1.26% last year). This means that although the male mean hourly pay is above that of the female mean hourly pay, there is only a slight difference in the gap (0.13p). In comparison, the Council's mean pay gap is significantly lower than the national average of 17.4%.

2.3 The gender pay gap for the Council is -9.82% for **median** hourly pay (compared with -6.5% last year). This means that the female median hourly pay is above that of the male median hourly pay. This is due to 63% of the workforce being female, so a greater proportion of women, which is reflected in the pay gap for median hourly pay. The Council's median pay gap is significantly lower than the national average of 18.4%.

2.4 On average (mean) the pay gap is minimal in favour of male employees. This year the median point has increased in favour of female employees

2.5 The Council does not normally pay bonuses. However, there are a very small number of individuals (less than 1% of employees), that transferred into the council under

TUPE who receive a bonus payment under their protected terms and conditions. The **mean** gender pay gap for bonus pay is 1.61% and **median** gender pay gap for bonus pay is -1.82%. This is largely due to the gender split within the 1% of employees in receipt of these bonus payments.

- 2.6 The Council can state what positive action it is proposing to take to reduce the pay gap. However, as the Council's gender pay gap percentages are significantly lower than the National Average, there is no immediate action proposed.
- 2.7 The report is normally required to show the proportion of males and females receiving bonus pay. However, due to the very small number of employees receiving bonus pay (and the gender split within this group) it is felt that to show this data would breach data protection regulations as it may be possible to identify individuals and the amount of bonus that they personally received. This information has therefore been omitted from the report.
- 2.8 The report is also required to contain the proportion of males and females in each quartile. This has been provided and data shows that there are more females than males in all four quartiles.
- 2.9 The quartiles also show the gender pay gap for mean hourly pay. The upper quartile and upper middle quartile show the mean hourly pay, 3.43% and 0.49% respectively. This means the mean hourly pay is slightly higher for males. The lower middle quartile and lower quartile show the mean hourly pay of -1.27% and -0.84% respectively, which means the mean hourly pay in these quartiles are slightly higher for females.

### **3. Next Steps**

- 3.1 Once agreed by the Staffing Committee, and in advance of 31 March 2019, the Gender Pay Gap report will be published on the Dorset for You website and uploaded to the Gov.uk website.

**Mike Harries**  
Chief Executive

7 January 2019

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# Dorset County Council

## Gender Pay Gap Report 2018



Dorset County Council

**Human Resources & Organisational Development**

**DORSET COUNTY COUNCIL** County Hall, Colliton Park, Dorchester, Dorset, DT1 1XJ

# Dorset County Council

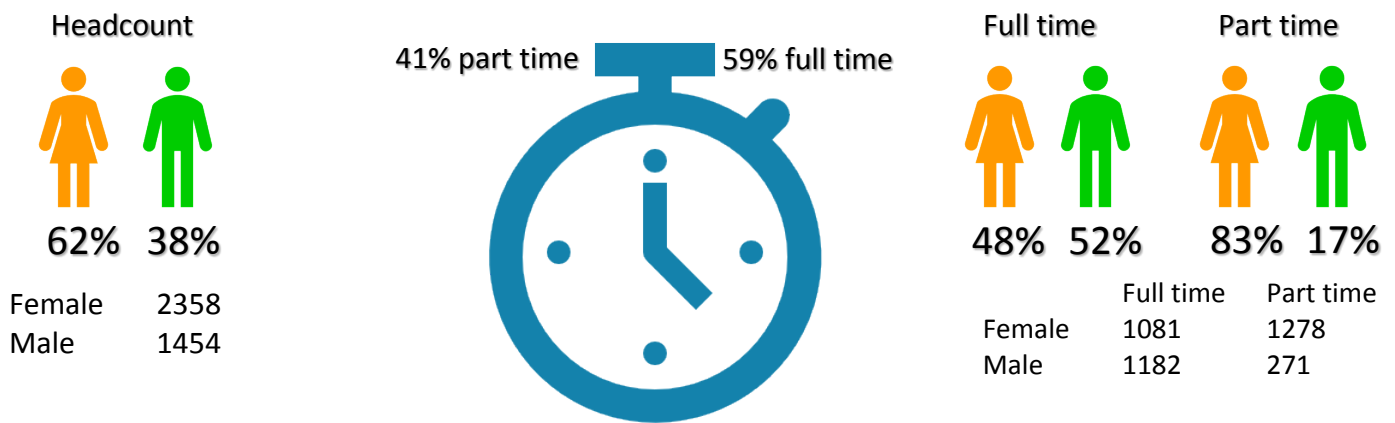
## Gender Pay Gap 2018

All public sector employers are required to publish information about gender pay gaps by 31 March 2019. This information is based on a snapshot date of 31 March 2018. At this date, the following comprises of overall workforce data together within the gender pay gap requirements.

### Workforce Demographic

The total headcount for Dorset County Council, required for reporting as at 31 March 2018 was 3,812.

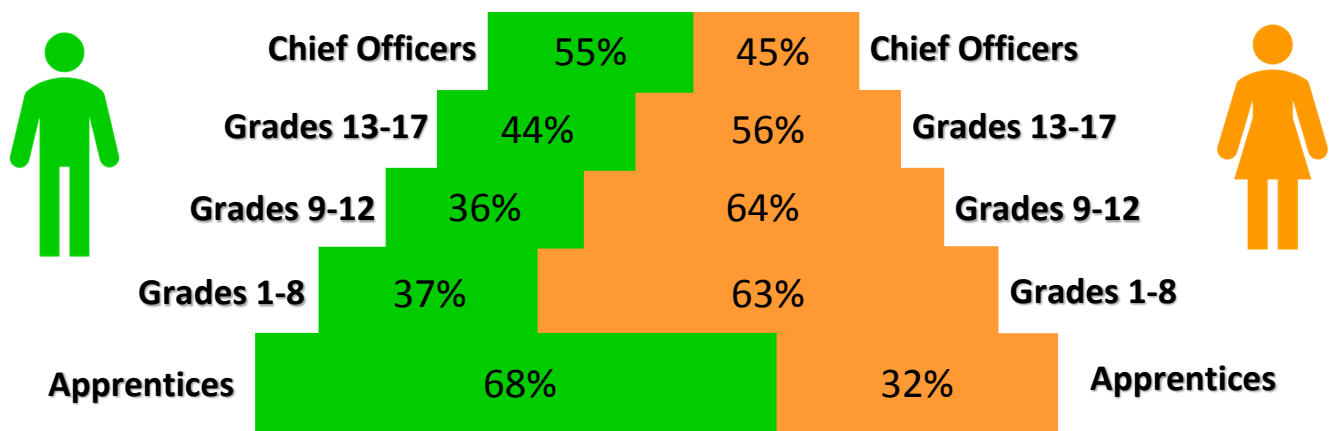
### Total workforce demographic:



### How is Dorset County Council made up?

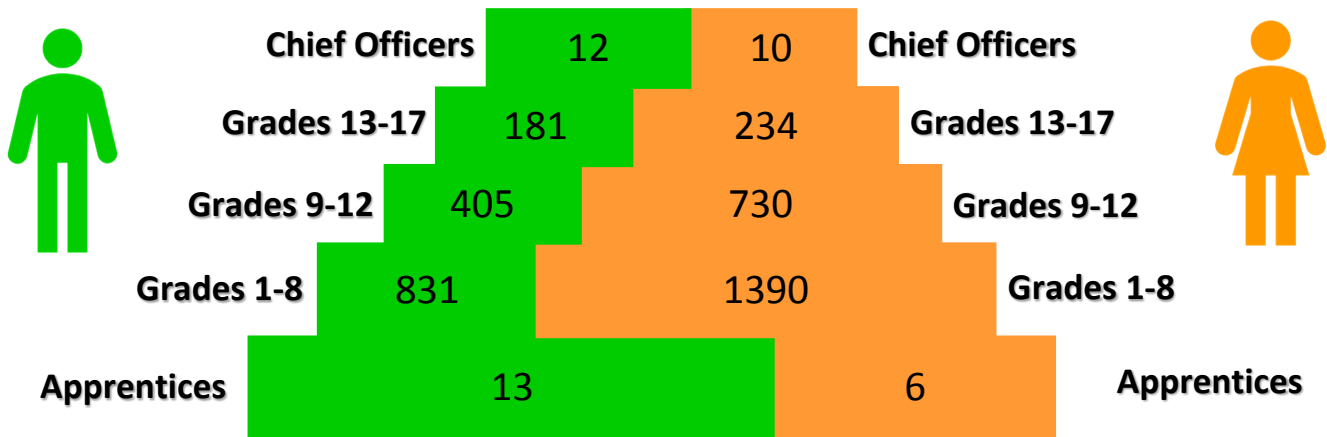
Most of the 3812 (c92%) members of staff are employed on Green Book Terms and Conditions. The remainder are on other T&Cs, including Soulbury and teaching, with others on TUPE protected T&Cs from previous employments. In these cases, to demonstrate the make-up of the county council, the full time equivalent salaries for these posts have been assimilated onto the DCC pay and grading structure, detailed below:

### Gender split as percentage per grade





### Gender split as headcount per grade



### Gender Pay Gap explained

The gender pay gap does not show differences in pay for comparable jobs. Equal pay deals with the pay differences between men and women receiving equal pay for equal work and this is illegal. The gender pay gap shows the difference between the average (mean or median) earnings of men and women. This is expressed as a percentage of men’s earnings.

### What do we include?

<b>Mean gender pay gap</b>	The difference between the mean hourly rate of pay of male full-pay employees and that of female full-pay employees
<b>Median gender pay gap</b>	The difference between the median hourly rate of pay of male full-pay employees and that of female full-pay employees
<b>Mean Bonus Gap</b>	The difference between the mean bonus pay paid to male employees and that paid to female employees
<b>Median Bonus Gap</b>	The difference between the median bonus pay paid to male employees and that paid to female employees
<b>Bonus Proportions</b>	The proportion of male and female employees who were paid bonus pay during the relevant period
<b>Quartile Pay Band</b>	The proportion of male and female employees in the upper, upper middle, lower middle and lower quartile pay bands

### Calculating and understanding the pay gap

$$\frac{\text{Mean (or median) £ per hour for males} - \text{mean (or median) £ per hour for females}}{\text{Mean (or median) £ per hour for males}} \times 100$$

- A **positive** percentage figure indicates that generally, female employees have lower pay/bonuses.
- A **negative** percentage figure indicates that generally, male employees have lower pay/bonuses.

- A zero percentage figure indicates that there is no gap or completely equal pay/bonuses.

**Our Gender Pay Gap – 31 March 2018**

**Mean hourly pay:**



**How do we compare?**

*Figures below from the Office of National Statistics 2017 Annual Survey of Hours and Earnings*

National Average	Public Sector Average	South West Public Sector Average
17.4%	17.7%	19.6%

**Median hourly pay:**



**How do we compare?**

*Figures below from the Office of National Statistics 2017 Annual Survey of Hours and Earnings*

National Average	Public Sector Average	South West Public Sector Average
18.4%	19.4%	24.7%

The median hourly pay gap indicates that male employees generally have lower pay. This is due to 63% of the workforce being female, so a greater proportion of women within the authority.

**Proportion of men and women receiving bonuses**

The council has also been asked to publish the difference in mean and median bonus pay between male and female employees and the proportions of males and female employees who were paid bonus pay.

Dorset County Council does not normally pay bonuses. However, there are a very small number of individuals that transferred into the council under TUPE who do receive a bonus payment under their protected terms and conditions.

Out of the overall workforce of 3,812, less than 1% of employees (31 people) receive a bonus payment.

**Mean bonus pay:**



**Median bonus pay:**



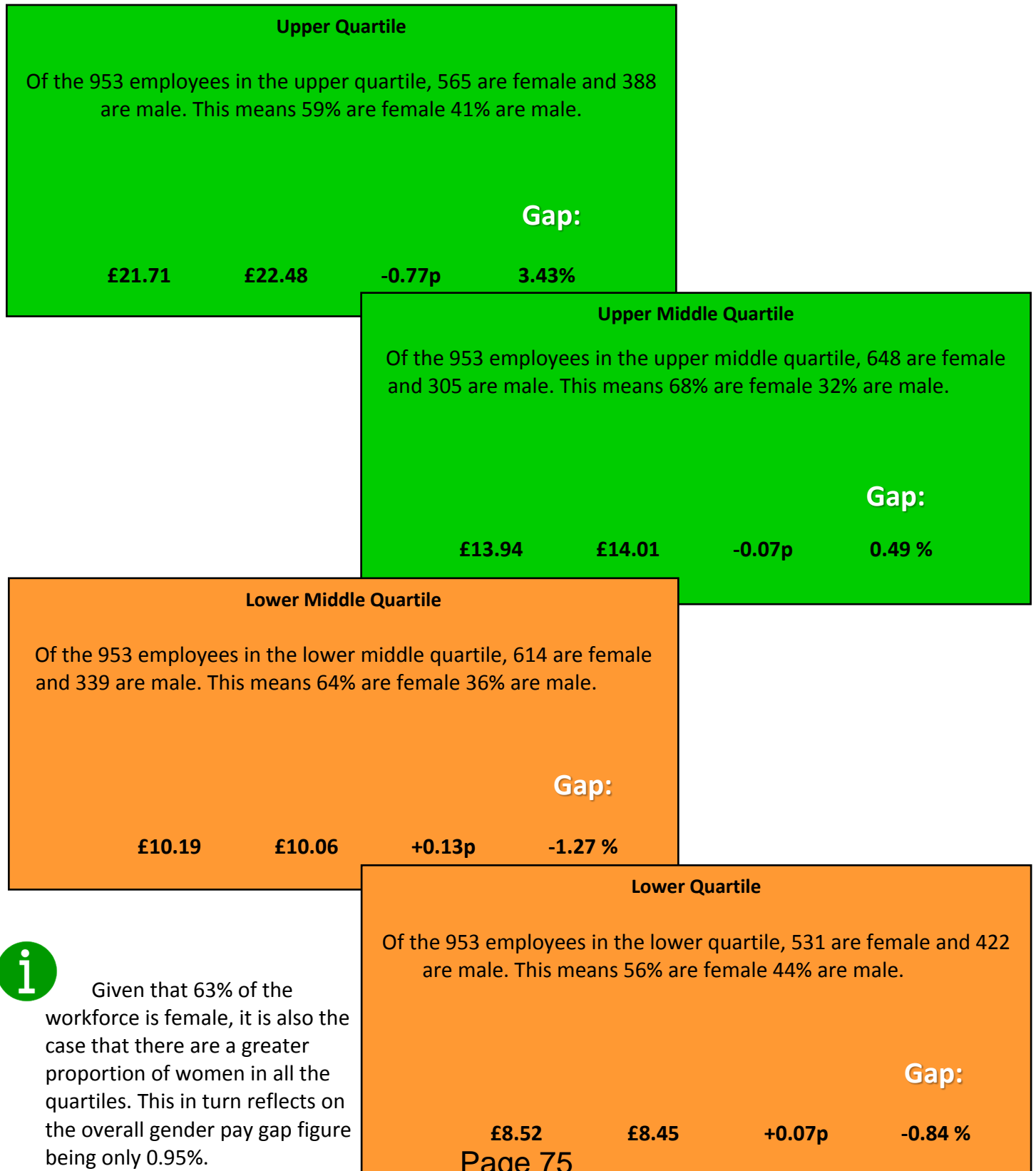
# Gap: 1.61%

# Gap: -1.82%

## Proportion of men and women in each quartile of the pay structure

This data shows the proportions of male and female employees in four pay quartiles (the workforce is divided into four equal parts). Presenting the data in four quartiles compares the distribution of full-time equivalent pay for the male and female employees across the authority who are included in the report.

The mean gap is calculated on their hourly pay.



Given that 63% of the workforce is female, it is also the case that there are a greater proportion of women in all the quartiles. This in turn reflects on the overall gender pay gap figure being only 0.95%.





County Council – 28 March 2019

### Recommendation from the Staffing Committee meeting held on 28 January 2019

#### Pay Policy Statement 2019/20

10 The Committee considered a report from the Chief Executive which set out the County Council's Pay Policy Statement for the financial year 2019/20. Members were advised that whilst the new Dorset Council would be established on 1 April 2019, legal advice recommended that notwithstanding the abolishment of Dorset County Council, a Pay Policy Statement for 2019/20, published in 2019, should still be produced.

The HR Specialist Services Lead highlighted the reason for the reduction in the pay multiple based on FTE salaries was that the salary of the recently recruited Chief Executive in post on 1 January 2019 which was slightly lower than the previous incumbent.

#### **RECOMMENDED**

That the County Council be asked to approve the Pay Policy Statement.

#### Reason for recommendation

The Staffing Committee oversee matters relating to staff terms and conditions.

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# Staffing Committee

## Dorset County Council



Date of Meeting	28 January 2019
Officer	Chief Executive
<b>Subject of Report</b>	<b>Pay Policy Statement 2019/20</b>
Executive Summary	<p>As required by the Localism Act 2011 the attached report sets out the County Council's Pay Policy Statement for the financial year 2019/20. Previous statements have been published for each of the financial years since 2012/13.</p> <p>The Act places a requirement on local authorities to produce a statement on an annual basis, setting out their policies on the remuneration of their Chief Officers and lowest paid employees, and the relationship between the remuneration of its Chief Officers and non Chief Officers.</p>
Impact Assessment:	<p>Equalities Impact Assessment: The Localism Act was subject to consideration in terms of compatibility with the European Convention on Human Rights and contains a statement by the then Secretary of State that the provisions are compatible with equalities legislation. The Pay Policy Statement is now part of a wider transparency and equality framework alongside gender pay gap reporting requirements.</p>
	<p>Use of Evidence: The Localism Act 2011 and Supplementary Guidance dated February 2012, February 2013 and March 2015.</p>
	<p>Budget: None arising directly from this report although the production and maintenance of a Pay Policy Statement creates additional and ongoing work for Human Resources.</p>
	<p>Risk Assessment:</p> <p>Having considered the risks associated with this decision using the County Council's approved risk management methodology, the level of risk has been identified as:                      Current Risk: LOW                      Residual Risk: LOW</p>
	<p>Other Implications: None arising directly from this report.</p>

Pay Policy Statement 2019/20

Recommendation	<p>It is recommended that the Staffing Committee:</p> <ul style="list-style-type: none"> <li>(i) Note the provisions of the Localism Act and content of the Pay Policy Statement for the 2019/20 financial year.</li> <li>(ii) Recommend the approval of the Pay Policy Statement to the County Council.</li> </ul>
Reason for Recommendation	The Staffing Committee oversee matters relating to staff terms and conditions.
Appendices	<p>Appendix 1: Pay Policy Statement  Appendix A1: Schedule of Chief Officers Remuneration  Appendix A2: Overview Table of Policies Relating to Remuneration for the Chief Officers and Lowest Paid Employees  Appendix B1: Schedule of Partnerships Chief Officers Remuneration  Appendix B2: Overview Table of Policies Relating to Remuneration for Partnership arrangements for Public Health Chief Officers  Appendix C1: Schedule of Contracts for Service</p>
Background Papers	None.
Report Originator and Contact	<p>Name: Tracy Scott, Principal HR &amp; OD Adviser  Tel: 01305 224619  Email: <a href="mailto:t.scott@dorsetcc.gov.uk">t.scott@dorsetcc.gov.uk</a></p>



## **1. Introduction**

- 1.1 The Staffing Committee has received reports setting out Pay Policy Statements for previous financial years as required by the Localism Act 2011.
- 1.2 The Localism Act, Part 1, Chapter 8 under the heading 'Pay Accountability' places a requirement on local authorities to produce a Pay Policy Statement on an annual basis.
- 1.3 This report sets out the main aspects of the Localism Act and details the scope of the Pay Policy Statement for the financial year 2019/20.
- 1.4 The new unitary council, Dorset Council, will be established on 1 April 2019. Legal advice recommends that notwithstanding the abolishment of Dorset County Council, a Pay Policy Statement for 2019/20, published in 2019, should still be produced.

## **2. Pay Policy Statement 2019/20**

- 2.1 A Pay Policy Statement for the financial year 2019/20 has been produced to meet the requirements of the Act and this is attached at Appendix 1.
- 2.2 The Statement sets out the policies for the financial year relating to:
  - (a) the remuneration of its Chief Officers,
  - (b) the remuneration of its lowest paid employees, and
  - (c) the relationship between the remuneration of its Chief Officers and the remuneration of its employees who are not Chief Officers.
- 2.3 The Pay Policy Statement broadly follows the same format as those produced for the previous financial years. The statement refers to overview tables setting out the general policies relating to the remuneration of the County Council's Chief Officers and lowest paid employees, and further tables detailing the specific elements for each individual Chief Officer.
- 2.4 The Pay Policy Statement also provides clear details of the County Council's various partnership arrangements which are in place and work towards improving efficiency in local government. The County Council currently has jointly funded partnership arrangements for Public Health and the Dorset Waste Partnership. The 2019/20 Pay Policy Statement separates these partnership positions.
- 2.5 In addition, for the 2019/20 Pay Policy Statement, a temporary team has been formed to manage the Shaping Dorset Council programme, which will lead to the creation of a unitary council on 1 April 2019. The team consists of secondees from within the county council, from district/borough councils and via agencies. The Localism Act requires Dorset County Council to include the detail within its Pay Policy Statement as the host authority. These positions are shown in detail in Appendix B1.

## **3. Requirements of the Localism Act**

- 3.1 In preparing the Pay Policy Statement for the 2019/20 financial year, it is recommended that the Staffing Committee note the following in respect of the Act's requirements detailed in paragraph 2.2.

## Pay Policy Statement 2019/20

### 3.2 Chief Officers

3.2.1 The Act defines Chief Officers by reference to various sections of the Local Government and Housing Act 1989. In essence, Chief Officers equate to those in the top three tiers of the staffing structure.

3.2.2 The details for Chief Officers (Appendices A1 and B1) reflect the position as at 1 January 2019 and, in respect of the partnership arrangements, indicates Dorset County Council's contribution to the remuneration packages.

3.2.3 The Council also engages via contracts for service through third party organisations, which have been assessed as IR35 compliant (and fall outside of the IR35 legislation). These are included at Appendix C1.

### 3.3 Definition of Lowest Paid Employees

3.3.1 In line with the previous six Pay Policy Statements, the County Council has defined its lowest paid employees as those on the lowest Green Book spinal column point.

3.3.1 As such, the Pay Policy Statement and accompanying overview table (Appendix A2) reflects those elements of Green Book remuneration that could apply to this group.

3.3.2 For both Chief Officers and the lowest paid employees, the County Council adopts all relevant national agreements and the associated national pay bargaining arrangements. As a result, any pay awards negotiated by the National Employers will be contained within the appendices as required.

### 3.4 Relationship between Chief Officers and non-Chief Officers

3.4.1 In line with previous Pay Policy Statements, the relationship between Chief Officer remuneration and non-Chief Officer remuneration has been calculated as the ratio between the highest paid officer's earnings and the median earnings of employees.

3.4.2 Using taxable earnings for the 2017/18 financial year (including elements such as pension contributions and lease car allowance) the ratio for the County Council is 8.78:1. This is slightly higher than the figure provided in last year's Pay Policy Statement of 8.76:1.

3.4.3 In calculating the pay multiple based on FTE salaries (excluding allowances and enhancements) as at 1 January 2019 the ratio of the Chief Executive's salary to the median FTE salary of employees was 7.00:1. This is slightly lower than the previous year as it is based on the salary of the Chief Executive as at 1 January 2019. The salary of the recently recruited Chief Executive in post on 1 January 2019 is lower than that of the previous Chief Executive.

3.4.4 The pay multiples from previous years are as follows:

Financial year Pay Policy Statement	Pay multiple Taxable earnings	Pay multiple FTE salary
2012/13	11.01:1	8.79:1
2013/14	10.36:1	8.32:1
2014/15	9.61:1	8.25:1
2015/16	9.29:1	7.95:1

## Pay Policy Statement 2019/20

2016/17	9.27:1	7.15:1
2017/18	8.76:1	7.15:1
2018/19	8.76:1	7.29:1
2019/20	8.78:1	7.00:1

### 4. Next Steps

- 4.1 It is recommended that the Staffing Committee agree to recommend the attached Pay Policy Statement for the financial year 2019/20 to the County Council.
- 4.2 Once agreed, and in advance of 31 March 2019, the Pay Policy Statement will be published on the County Council's website.
- 4.3 Prior to its publication, Privacy Notices will be issued to each of the Chief Officers detailed in the Schedule (Appendices A1, B1 and C1).

Mike Harries  
**Chief Executive**

8 January 2019

## DORSET COUNTY COUNCIL PAY POLICY STATEMENT 2019/20

### 1. Purpose

- 1.1 This Pay Policy Statement is required under Part 1, Chapter 8 'Pay Accountability' of the Localism Act 2011 and as such does not form part of an employee's contract of employment and does not create any contractual rights.
- 1.2 The Pay Policy Statement has been approved by resolution of the full County Council.
- 1.3 The Pay Policy Statement, along with appendices, is published on the County Council's Website - [www.dorsetforyou.gov.uk](http://www.dorsetforyou.gov.uk)
- 1.4 The County Council has published an annual Pay Policy Statement since the financial year 2012/13. This Pay Policy Statement is for the financial year 2019/20 and will be updated and re-published on an annual basis thereafter.
- 1.5 Dorset County Council will be abolished on 31 March 2019 and a new unitary authority will be established on 1 April 2019. A new Pay Policy Statement for Dorset Council will be produced and published by 31 March 2020.
- 1.6 A glossary of terms used in the Pay Policy Statement can be found at the end of the document.

### 2. Context of Dorset County Council

- 2.1 The County Council employs 3,491 staff and provides a wide range of services managed through the Chief Executive's Department and Directorates:
- 2.2 The Chief Executive is the lead adviser to elected members and the head of paid service.
- 2.3 The Chief Executive's Department includes Organisational Development (Human Resources, Legal, Democratic Services, Governance & Assurance) and Finance.
- 2.4 Children's Services includes Care & Protection, Schools & Learning Services, Commissioning & Partnerships and Children's Safeguarding Standards.
- 2.5 Environment and the Economy includes Environment, Infrastructure & Economy, ICT & Customer Services and Corporate Development.
- 2.6 Adult and Community Services includes Adult Care, Commissioning, Partnerships & Quality and Learning Disability/Mental Health Services.

### 3. Partnerships

- 3.1 In addition to the Chief Executive's Department and Directorates, the County Council has various partnership arrangements in place which work towards improving efficiency in local government. By working together with other public sector organisations, the authority can provide high quality services more efficiently and cost effectively resulting in the better use of resources. Meaningful and productive

partnerships have been established which provides joint funding for services, with each partner contributing an agreed percentage towards costs, including remuneration.

- 3.2 The County Council currently has jointly funded partnership arrangements for Public Health and the Dorset Waste Partnership. The following provides details of Dorset's contribution to the remuneration package. These percentages are subject to periodic review.

Partnership	DCC Contribution to remuneration package
Public Health	55.5%
Dorset Waste Partnership	64.3%

- 3.3 On 1 April 2013, the Public Health Service transferred to the County Council under a statutory transfer order and provides services in relation to prevention, health protection, healthcare and health promotion programmes. The County Council is the host employer and provides Public Health services for Dorset which includes the Borough of Poole and Bournemouth Borough Council.
- 3.4 The Dorset Waste Partnership is hosted by the County Council in partnership with the District Councils and includes services such as waste, recycling and street cleaning services.
- 3.5 Due to the implementation of the two new Unitary Authorities effective from 1 April 2019, the Shaping Dorset Council team has been established to lead the programme and is being hosted by the County Council. This includes positions seconded from within the county, district and borough councils.

#### **4. Contracts for Service Arrangements**

- 4.1 In addition the Council may, in exceptional circumstances, engage non-specific individuals via a contract for services through third party organisations. This allows the Council to engage under a contract for service for a specific project or in specialised areas where there is no ongoing requirement for a specific role within the County Council. These contracts for service have been assessed as IR35 compliant (and fall outside of the IR35 legislation).

For the purposes of transparency the County Council's Pay Policy Statement includes information under these arrangements in Appendix C1.

#### **5. Requirements of the Localism Act**

- 5.1 In accordance with the Localism Act, the Pay Policy Statement outlines the County Council's policies relating to:
- The remuneration of its Chief Officers
  - The remuneration of its lowest-paid employees, and
  - The relationship between the remuneration of its Chief Officers and the remuneration of its employees who are not Chief Officers.
- 5.2 The Pay Policy Statement applies to Dorset County Council employees excluding schools. This is in line with the Secretary of State's "Openness and Accountability in

Local Pay: Guidance under section 40 of the Localism Act” (February 2012) and Supplementary Guidance (February 2013). Each school has a separate Pay Policy with a reporting line to the Governing Body and it is the school that ultimately determines the terms and conditions for its employees.

5.3 The Pay Policy Statement excludes Apprentices engaged on contracts for training.

### **6. Remuneration of Chief Officers**

6.1 The Localism Act defines Chief Officers by reference to various sections of the Local Government and Housing Act 1989. For the purposes of this Pay Policy Statement and in terms of the County Council’s structures the definition of Chief Officers incorporates the Chief Executive, Directors, Chief Financial Officer, Monitoring Officer and any officer who reports directly to these post-holders (other than those whose duties are solely secretarial or clerical or otherwise in the nature of support services).

6.2 Chief Officers are employed under either the Joint Negotiating Committee (JNC) for Chief Executives of Local Authorities, the JNC for Chief Officers of Local Authorities or the National Joint Council (NJC) for Local Government Services (Green Book terms and conditions of employment). Public Health Chief Officers (other than the Director) are employed under the National Health Service (NHS) terms and conditions.

6.3 A schedule of Chief Officers’ post specific remuneration is contained at Appendices A1 and B1. These detail:

- Position Title
- Directorate / Partnership
- Overview Table Category (Appendices A2 and B2)
- National Terms and Conditions of Service
- FTE Annual Salary
- FTE Salary Range
- FTE Allowances

6.4 Overview Tables detailing terms and conditions have been produced. Appendix A2 details those policies relating to remuneration which are not post specific and refers to Chief Officers and lowest paid employees. Appendix B2 details those policies relating to remuneration which are not post specific and refers to Public Health Chief Officers.

6.5 A further explanation of the Overview Tables (Appendices A2 and B2) is contained within Section 7.

6.6 The Chief Executive is the Returning Officer for County Council elections and the salary range for the post is inclusive of returning officer fees.

6.7 The appointment of Directors and Assistant Directors/Service Directors is delegated to the Staffing Committee.

6.8 The Staffing Committee recommend the appointment of Statutory Chief Officers and the Chief Executive, with confirmation of the appointment being ratified by Full County Council.

## Pay Policy Statement 2019/20

6.9 The appointment of all staff not covered by paragraphs 5.7 and 5.8 is undertaken by the appropriate Director or their nominees under powers delegated under the Scheme of Delegation.

### **7. Remuneration of Lowest Paid Employees**

7.1 The Localism Act requires the Pay Policy Statement to define the Lowest Paid Employees. The Local Government Association, Localism Act: Pay Policy Statements Guidance for Local Authority Chief Executives” (November 2011) suggests that the simplest and most easily understood definition of lowest paid employees might be those employees on the lowest pay point in use by the authority.

7.2 In line with the above, DCC define this as those employed on the minimum of Grade 1 (NJC Green Book terms and conditions of service).

7.3 Roles at this grade may include:

- School Crossing Patrol
- Catering – Housekeeper - Facilities Assistant
- Driver/Delivery Person

7.4 The salary scale for Dorset Grade 1 is indicated on the Overview Table (Appendix A2).

7.5 The Overview Table (Appendix A2) details further policies relating to remuneration that can apply to the lowest paid employees (it also refers to Chief Officers).

### **8. Overview Tables**

8.1 Appendix A2 details the policies relating to the remuneration of Chief Officers and the lowest paid employees. Policies relating to the remuneration of Public Health Chief Officers are outlined in Appendix B2. It should be noted that the tables reflect only those key elements of each policy relating to remuneration.

8.2 For the purposes of the Overview Tables, terms and conditions groups have been structured under the following headings:

- Chief Officer: Chief Executive and Directors
- Chief Officer: Assistant Director/Service Director
- Chief Officer: Other
- Lowest Paid Employees: Dorset Grade 1 (Spinal Column Point 6)
- Public Health Medical Staff
- Public Health Non Medical Staff

8.3 The policies relating to remuneration details shown in both appendices have been grouped under 5 main headings that mirror the requirement of the Localism Act 2011:

- Elements of Remuneration
- Remuneration on Recruitment
- Increases and Additions to Remuneration
- Performance Related Pay
- Payments on Ceasing to Hold Office

### 8.4 Elements of Remuneration

The County Council applies a number of elements that could form the total remuneration package for Chief Officers and lowest paid employees. Details of these can be found under the following headings within the Overview Tables:

- Basic Salary Range
- Plussage to Basic Grade
- Weekend Enhancement
- Night Enhancement
- Standby Allowance
- Standby Callout
- Overtime
- Public Holiday Enhancement
- Sleeping In Allowance
- First Aid Allowance
- Returning Officer Fees

In addition to the above elements, there may be occasions when the County Council makes payments that are considered to be a benefit in kind. The following should not be considered an exhaustive list, but provides a flavour of the types of benefits in kind that may be payable to employees and regarded as taxable by HMRC when certain circumstances dictate:

- Relocation Expenses over £8,000
- Broadband/Telephone Line Rental
- Relocation Mileage

### 8.5 Remuneration on Recruitment

Details of the County Council's policy on remuneration on appointment can be found in the Overview Tables under the following headings:

- Starting Salaries
- Recruitment and Retention Payments

### 8.6 Increases and Additions to Remuneration

In certain circumstances, the County Council may apply increases/additions to remuneration. Details of these can be found under the following headings within the Overview Tables:

- Payments for Additional Duties
- Cost of Living Pay Increases
- Salary Protection

### 8.7 Performance Related Pay

The County Council does not make bonus payments, unless the form part of the TUPE protected provisions. Some elements of pay are performance related. Details of the following performance related elements of pay, and how they are applied, can be found within the Overview Tables:



## Pay Policy Statement 2019/20

- Incremental/Scale Progression
- Merit Increments

### 8.8 Payments on Ceasing to Hold Office

The County Council applies a number of payments/provisions in the event of an employee ceasing to hold office. An outline of the following payments can be found within the Overview Tables:

- Notice Period
- Redundancy Provisions

## 9. Relationship between Chief Officer and Non Chief Officer

9.1 The Localism Act requires the County Council to set out the relationship between the remuneration of its Chief Officers and the remuneration of its employees who are not Chief Officers. In determining the relationship, regard has been given to Hutton's Review of Fair Pay in the Public Sector (Final report dated March 2011), the Secretary of State's guidance and Local Government Association (LGA) guidance. These reference sources define the relationship in terms of a pay multiple calculation.

9.2 In line with the above reports and guidance documentation, pay multiples have been calculated as the ratio between the Chief Executive's earnings and the median average earnings of employees.

9.3 The LGA guidance indicates that the pay multiple could be calculated based upon total taxable earnings or FTE salaries. For the purposes of this statement the County Council provides both.

9.4 In calculating the pay multiple based on total taxable earnings for the 2017/18 tax year (including benefits in kind and elements such as pension contributions\*) the ratio of the Chief Executive's earnings to the median earnings of employees was 8.78:1.

9.5 In calculating the pay multiple based on FTE salaries (excluding allowances and enhancements\*) as at 1 January 2019 the ratio of the Chief Executive's salary to the median FTE salary of employees was 7.00:1. This is slightly lower than the previous year as it is based on the salary of the Chief Executive as at 1 January 2019. The salary of the recently recruited Chief Executive in post on 1 January 2019 is lower than that of the previous Chief Executive.

9.6 The pay multiples for each Pay Policy published are as follows:

Financial year Pay Policy Statement	Pay multiple Taxable earnings	Pay multiple FTE salary
2012/13	11.01:1	8.79:1
2013/14	10.36:1	8.32:1
2014/15	9.61:1	8.25:1
2015/16	9.29:1	7.95:1
2016/17	9.27:1.	7.15:1
2017/18	8.76:1	7.15:1

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2018/19	8.76:1	7.29:1
2019/20	8.78:1	7.00:1

\* Excluding schools employees and apprentices

9.7 The figures from 2010/18 onwards no longer include Tricuro employees who transferred employment on 1 July 2015.

### **10. Conclusion**

10.1 These documents are considered to be an accurate reflection at the time of publishing.

## **Glossary of terms**

**Basic Pay** is the core element of salary payable before enhancements or additions.

**Directorate/Department** is the name given to one of the main departments/divisions of the County Council. Dorset County Council has the following directorates/departments: Chief Executive's Department, Environment, Infrastructure and Economy Directorate, Adult & Community Services Directorate, Children's Services Directorate and Public Health.

**DCC** – Dorset County Council.

**Elected Members** are Councillors elected through local elections to represent their communities in local government.

**FTE** is Full Time Equivalent. For the County Council this is 37 hours per week.

**Green Book** is the name given to the document containing the National Agreements on pay and conditions of service for Local Government Services. This agreement includes the full, current details of the National Joint Council (NJC) for Local Government Services. Known as the Single Status Agreement, the Green Book covers the pay and conditions for a range of local authority employees.

**HMRC** – Her Majesty's Revenue and Customs.

**Incremental Progression** is the process of moving up through a salary scale range.

**Joint Negotiating Committee (JNC)** is the body which sets the national framework used to pay certain groups of employees. The function of the JNC is to negotiate with Trade Unions on nationally determined terms and conditions of service and any yearly cost of living pay increase.

**Median** is found by arranging all values in order from the lowest to the highest and selecting the middle value.

**National Joint Council (NJC)** – refer to JNC above.

**Spinal Column Point (Pay Point)** is the name given to a particular point on a salary range/grade.

Appendix A1 - Schedule of Chief Officer Remuneration							
Position Title	Directorate	Overview Table Category (Appendix A2)	National Terms and Conditions of Service	FTE Annual Salary as at 01.01.2019	FTE Salary Range £ per annum	Grade	FTE Allowances £ per annum
Chief Executive (and holding responsibility as Corporate Director for Environment and Economy)	Chief Executive's Department and Environment & the Economy	Chief Officer: Chief Executive & Directors (JNC Terms and Conditions)	JNC for Chief Executives of Local Authorities	£151,914	£145,670 - £161,278	Chief Executive (CE)	£0
Interim Director for Children's Services and Director of Adult & Community Services	Children's Services and Adult & Community Services	N/A	N/A	Consultant rate £700 daily rate (+ £101.45 agency fees)	N/A	The substantive grade for this post is CO Salary Band 1.  The overall cost of the Interim appointment will not exceed that of a Director's grade with on-costs.	£0
Assistant Director – Adult Care Operations (VACANT)	Adult & Community Services	Chief Officer: Assistant Director/Service Director (JNC Terms and Conditions)	JNC for Chief Officers of Local Authorities	VACANT POST	£89,112 - £93,748	CO Salary Band 3	£0
Assistant Director – Early Help & Community Services	Adult & Community Services	Chief Officer: Assistant Director/Service Director (JNC Terms and Conditions)	JNC for Chief Officers of Local Authorities	£89,112	£89,112 - £93,748	CO Salary Band 3	£0
Assistant Director – Children's Care & Protection	Children's Services	N/A	N/A	Consultant rate £850 daily rate (+ £33.08 agency fees)	N/A	The substantive grade for the post is CO Salary Band 3.	£0
Assistant Director – Schools & Learning Service	Children's Services	Chief Officer: Assistant Director/Service Director (JNC Terms and Conditions)	JNC for Chief Officers of Local Authorities	£82,931	£82,931 - £87,567	CO Salary Band 4	£0
Assistant Director – Commissioning & Partnerships	Children's Services	Chief Officer: Assistant Director/Service Director (JNC Terms and Conditions)	JNC for Chief Officers of Local Authorities	£82,931	£82,931 - £87,567	CO Salary Band 4	£0
Senior Manager – Children's Safeguarding Standards	Children's Services	Chief Officer: Other (Green Book Terms and Conditions)	NJC for Local Government Services (Green Book)	£55,843	£53,723 - £60,668	Dorset Grade 16	£0
Service Director – Digital, ICT & Customer Services	Environment, Infrastructure and Economy	Chief Officer: Assistant Director/Service Director (JNC Terms and Conditions)	JNC for Chief Officers of Local Authorities	£87,567	£82,931 - £87,567	CO Salary Band 4	£0
Head of Business Improvement	Environment, Infrastructure and Economy	Chief Officer: Other (Green Book Terms and Conditions)	NJC for Local Government Services (Green Book)	£68,716	£65,913 - £74,722	Dorset Grade 17	£0
Service Director – Environment, Infrastructure & Economy	Environment, Infrastructure and Economy	Chief Officer: Assistant Director/Service Director (JNC Terms and Conditions)	JNC for Chief Officers of Local Authorities	£92,203	£89,112 - £93,748	CO Salary Band 3	£0
Service Director – Financial Services	Chief Executive's Department	Chief Officer: Assistant Director/Service Director (JNC Terms and Conditions)	JNC for Chief Officers of Local Authorities	£98,384	£95,809 - £103,020	CO Salary Band 2	£0
Pensions Manager	Chief Executive's Department	Chief Officer: Other (Green Book Terms and Conditions)	NJC for Local Government Services (Green Book)	£49,900	£48,949 - £54,681	Dorset Grade 15	£0

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Chief Accountant (Deputy 151 Officer)	Chief Executive's Department	Chief Officer: Other (Green Book Terms and Conditions)	NJC for Local Government Services (Green Book)	£74,722	£65,913 - £74,722	Dorset Grade 17	£0
Senior Finance Manager – Treasury & Investments	Chief Executive's Department	Chief Officer: Other (Green Book Terms and Conditions)	NJC for Local Government Services (Green Book)	£45,523	£44,697 - £49,900	Dorset Grade 14	£0
Service Manager – Estates & Assets	Chief Executive's Department	Chief Officer: Other (Green Book Terms and Conditions)	NJC for Local Government Services (Green Book)	£60,668	£53,723 - £60,668	Dorset Grade 16	£0
Service Director – Organisational Development (holding responsibility for Legal Services)	Chief Executive's Department	Chief Officer: Assistant Director/Service Director (JNC Terms and Conditions)	JNC for Chief Officers of Local Authorities	£95,809	£95,809 - £103,020	CO Salary Band 2	£0
HR Specialist Services Lead	Chief Executive's Department	Chief Officer: Other (Green Book Terms and Conditions)	NJC for Local Government Services (Green Book)	£74,722	£65,913 - £74,722	Dorset Grade 17	£0
Service Manager – HR Operations	Chief Executive's Department	Chief Officer: Other (Green Book Terms and Conditions)	NJC for Local Government Services (Green Book)	£54,681	£53,723 - £60,668	Dorset Grade 16	£0
Democratic Services Manager	Chief Executive's Department	Chief Officer: Other (Green Book Terms and Conditions)	NJC for Local Government Services (Green Book)	£49,900	£44,697 - £49,900	Dorset Grade 14	£0
Group Manager – Governance & Assurance Services	Chief Executive's Department	Chief Officer: Other (Green Book Terms and Conditions)	NJC for Local Government Services (Green Book)	£60,668	£53,723 - £60,668	Dorset Grade 16	£0

Appendix A2 - Overview Table of Policies Relating to Remuneration for the Chief Officers and Lowest Paid Employees				
	<u>Chief Officer</u> Chief Executive & Directors (JNC Terms and Conditions)	<u>Chief Officers</u> Assistant Director/Service Director (JNC Terms and Conditions)	<u>Chief Officers</u> Other (Green Book Terms and Conditions)	<u>Lowest Paid Employees</u> Grade 1 (Spinal Column Point 6) (Green Book Terms & Conditions)
<b>Elements of Remuneration</b>				
<b>Basic Salary Range</b>	See Appendix A1			Grade 1 £16,394 pa (FTE)
<b>Weekend Enhancement</b>	<p>Not applicable.</p> <p>The full time working week for this post is 37 hours. However due to the nature and seniority of the post there is a requirement to work longer hours as necessary. No additional payment/enhancement for any hours worked in excess of 37 hours per week or hours undertaken outside of normal office hours are applicable.</p>		<p>Where hours are worked at weekends on an ad hoc, irregular basis as part of normal flexibility to meet service demands, enhanced payments for weekend working will not apply and time off in lieu should be taken or flexi time recorded.</p> <p>For all hours worked on a Saturday or Sunday as part of a regular, rostered arrangement, payment will be at time plus one half of basic pay.</p>	
<b>Night Enhancement</b>	<p>Not applicable.</p> <p>The full time working week for this post is 37 hours. However due to the nature and seniority of the post there is a requirement to work longer hours as necessary. No additional payment/enhancement for any hours worked in excess of 37 hours per week or hours undertaken outside of normal office hours are applicable.</p>		<p>Where a designated waking night shift is undertaken by a designated night worker payment will be made at time plus one third of basic pay.</p>	
<b>Standby Allowance</b>	<p>Not applicable.</p> <p>The full time working week for this post is 37 hours. However due to the nature and seniority of the post there is a requirement to work longer hours as necessary. No additional payment/enhancement for any hours worked in excess of 37 hours per week or hours undertaken outside of normal office hours are applicable.</p>		<p>Stand-by Allowance is payable when an employee is required to be on stand-by in order to be available for call out in an emergency outside of normal working hours.</p> <p>Stand-by Allowance is normally paid for a 12 hour session. Monday - Friday £10.78. Saturday/Sunday/Public Holidays £19.40 per session.</p>	
<b>Standby Callout</b>	<p>Not applicable.</p> <p>The full time working week for this post is 37 hours. However due to the nature and seniority of the post there is a requirement to work longer hours as necessary. No additional payment/enhancement for any hours worked in excess of 37 hours per week or hours undertaken outside of normal office hours are applicable.</p>		<p>Standard - Employees called out to work during a period of stand-by, time worked over 30 minutes in any 12 hour period of stand-by will be paid at basic rate plus one half subject to a minimum payment of two hours.</p> <p>Bank Holiday - Employees called out to work whilst on stand-by duty on Christmas Day, Boxing Day, New Year's Day, Good Friday or Easter Monday will receive triple pay for all hours worked over 30 minutes in any 12 hour period. Double time will be paid for hours worked over 30 minutes in any 12 hour period when called out on other public holidays. Payments are subject to a minimum payment of two hours at the enhanced rate when called out.</p> <p>Best endeavours arrangement (i.e. no specific stand-by requirement) will receive the appropriate Stand-by Allowance and compensation for time worked in accordance with the Callout Scheme if called out and required to work more than 30 minutes in any one 12 hour period. If called out and required to undertake work for less than 30 minutes, they will receive the appropriate Stand-by Allowance in complete recompense.</p>	
<b>Overtime</b>	<p>Not applicable.</p> <p>The full time working week for this post is 37 hours. However due to the nature and seniority of the posts there is a requirement to work longer hours as necessary. No additional payment/enhancement for any hours worked in excess of 37 hours are applicable.</p>		<p>Usually overtime worked to manage peaks in workload should be taken as time off in lieu/flexitime at a later date. Where payment for overtime is authorised by a manager for work above 37 hours per week, payment will be at the employee's usual hourly rate (plain time).</p> <p>Exceptionally, where overtime is worked during a shift when enhanced payments are applicable for unsocial hours working, the appropriate enhanced rate will be paid in complete recompense.</p>	

<b>Public Holiday Enhancements</b>	<p>Not applicable.</p> <p>The full time working week for this post is 37 hours. However due to the nature and seniority of the post there is a requirement to work longer hours as necessary. No additional payment/enhancement for any hours worked in excess of 37 hours per week or hours undertaken outside of normal office hours are applicable.</p>	<p>Where work is required to be undertaken on a public holiday, payment is at double time for all hours worked on spring and late summer public holidays (May and August) and on May Day. Work on Christmas Day, Boxing Day, New Year's Day, Good Friday and Easter Monday is paid at triple basic pay rate for all hours worked.</p>
<b>Sleeping In</b>	<p>Not applicable.</p>	<p>If required to sleep in on work premises a sleeping in payment of £35.37 is payable per night. This rate covers the requirement to sleep in and up to 30 minutes call out per night. Any additional time worked in excess of 30 minutes during a sleeping in shift can be claimed, where approved, as additional hours.</p>
<b>First Aid Allowance</b>	<p>A designated first aider (appointed person) for a place of work, who commenced the role on or after 10 April 2017, is paid a fixed first aid allowance of £21 per month (pro rata for part time employees).                  A designated first aider (appointed person) for a place of work, who commenced the role on or before 9 April 2017, is paid a first aid allowance of £20.35 per month.</p>	
<b>Retainer Payment</b>	<p>Not applicable</p>	
<b>Returning Officer Fees</b>	<p>The Chief Executive is the Returning Officer for County Council Elections.                  The Chief Executive salary is inclusive of returning officer fees.</p>	<p>Not applicable.</p>
<b>Remuneration on Recruitment</b>		
<b>Starting Salaries</b>	<p>Upon recruitment, appointment is made to the minimum spinal column point, with discretion to determine a higher incremental point subject to the following criteria:-</p> <ul style="list-style-type: none"> <li>- the individual's knowledge, skills, experience and qualifications relating to the requirements of the role;</li> <li>- performance/capability as evidenced during the recruitment process;</li> <li>- existing market forces;</li> <li>- consideration of existing employees performing the same role as matched against the above criteria.</li> </ul>	
<b>Recruitment and Retention Payments</b>	<p>Not applicable.</p>	<p><b>Labour market increments</b> (LMI's) are additional increments added to the top of the pay scale for a post where there is sufficient evidence that the current Dorset Grade maximum is insufficient to recruit or retain employees of the appropriate competence/skill mix. LMI's are approved by the Director and Elected Member and all posts attracting market forces increments are reassessed every three years in accordance with the Labour Market Adjustment Scheme in order to take account of current labour market information and evidence. If following review LMI's are reduced or removed a 3 year period of cash protection is applied.</p> <p><b>Key Skills Recruitment &amp; Retention Bonus Scheme</b> – introduced in 2016 a bonus scheme may be applied to any posts at any grade where a clear skills shortage and difficulty in recruiting key staff can be demonstrated. The bonus payable will be an amount between £1,500 and £2,000 (pro rata for part time positions) depending on the approved business case.</p> <p><b>Family and Friends Referral Scheme</b> – introduced in 2016 this scheme is available to certain employees of the council and is intended to assist in the recruitment and retention of key staff in difficult to recruit to posts. The Director or Chief Executive can consider offering the friends and family referral payment to an existing employee who refers a successful candidate to a key vacancy. The amount payable is set at a maximum of £1,000 regardless of the post, pro rata for part time positions.</p>
<b>Increases and Additions to Remuneration</b>		
<b>Payments for additional duties</b>	<p>Acting up payment may apply where there is a requirement to undertake additional responsibilities for an extended period (normally over 4 weeks). A full acting up payment is calculated as the difference between the salary of the employee acting up and the minimum point of the grade of the post being covered. When an employee is already paid on a point within the higher grade, the allowance will be calculated based upon the next point within the grade. Where only part of the duties are being undertaken a proportioned (percentage) payment is made.</p> <p>An honorarium payment (usually a one off amount of up to £100) can be awarded to an employee who has performed exceptionally outside of the normal scope of their duties e.g. work on a complex temporary project.</p>	<p>Acting up payment may apply where there is a requirement to undertake additional responsibilities for an extended period (normally over 4 weeks). A full acting up payment is calculated as the difference between the salary of the employee acting up and the minimum point of the grade of the post being covered. When an employee is already paid on a point within the higher grade, the allowance will be calculated based upon the next point within the grade. Where only part of the duties are being undertaken a proportioned (percentage) payment is made.</p> <p>An honorarium payment (usually a one off amount of up to £100) can be awarded to an employee who has performed exceptionally outside of the normal scope of their duties e.g. work on a complex temporary project.</p>

<b>Cost of Living Pay Increases</b>	<p>Chief Executive - Cost of living pay increases agreed by Joint Negotiating Committee for Chief Executives of Local Authorities. The last cost of living pay increase at 2% was awarded from 1 April 2018.</p> <p>Directors, Assistant Directors &amp; Service Directors - Cost of living pay increases are agreed by the Joint Negotiating Committee for Chief Officers of Local Authorities. The last cost of living pay increase at 2% was awarded from 1 April 2018.</p>	<p>Cost of living pay increases are agreed by the National Joint Council for Local Government Services.</p> <p>The last cost of living pay award varied depending on spinal column point. For spinal column points 20 and above there was a cost of living pay increase of 2% with effect from 1 April 2018.</p> <p>For all spinal column points from 19 and below, there was a varying scale of % increase, from 9.191% for spinal column point 6 to 3.734% for spinal column point 19, with effect from 1 April 2018.</p>		
<b>Salary Protection</b>	<p>18 months' salary grade protection applicable in cases of redeployment due to redundancy or reorganisation.</p> <p>12 months allowance/enhancement protection applicable in cases of redeployment due to redundancy or reorganisation where certain conditions apply.</p>			
<b>Performance Related Pay</b>				
<b>Incremental/Scale Progression</b>	<p>Chief Executive - Competence based incremental progression, to the maximum of the grade, is subject to an annual externally facilitated appraisal by a panel of elected members comprising of the Chairman of the County Council and the political group leaders.</p> <p>Directors - Competence based incremental progression is subject to an annual performance review with the Chief Executive. The panel of elected members as outlined above determine incremental progression for competency related points on the recommendation of the Chief Executive following a performance review.</p>	<p>Assistant Directors/Service Directors – Competence based incremental progression is subject to an annual performance review and subject to confirmation by the Director/Chief Executive.</p>	<p>Incremental Progression – Progression through service increments takes place on 1 April each year. Service increments are automatic but can be withheld as part of action under capability or disciplinary procedures.</p> <p>Thereafter the remaining increments are competency related and payable based on satisfactory performance and development which is measured against agreed targets linked to objectives and priorities.</p> <p>Increments are payable on 1 April each year. Employees appointed between 1 October and 31 March may receive their first increment 6 months after commencement.</p>	
<b>Merit Increments</b>	<p>Not applicable.</p>		<p>Where there is a need to recognise exceptional effort/performance in circumstances which do not meet the guidelines for acting up or honoraria payments, managers can authorise the award of one or two merit increments (within the appropriate grade). These are permanent additions to pay.</p>	
<b>Payments on Ceasing to Hold Office</b>				
<b>Notice Period</b>	<p>Where an appointment is subject to a probationary period it may be terminated by 1 weeks' notice on either side. Thereafter;</p> <p>Following any probationary period employees in this group are required to give 13 weeks' notice.</p> <p>Following any probationary period DCC is required to give employees in this group 13 weeks' notice.</p> <p>Following any probationary period the contractual notice requirements go beyond those required by the Employment Rights Act 1996 which provide for 1 weeks' notice for each year of continuous employment up to a maximum of 12 weeks.</p>	<p>Where an appointment is subject to a probationary period it may be terminated by 1 weeks' notice on either side. Thereafter;</p> <p>Following any probationary period employees in this group are required to give 13 weeks' notice</p> <p>Following any probationary period DCC is required to give employees in this group 13 weeks' notice</p> <p>Following any probationary period contractual notice requirements go beyond those required by the Employment Rights Act 1996 which provide for 1 weeks' notice for each year of continuous employment up to a maximum of 12 weeks.</p>	<p>Where an appointment is subject to a probationary period it may be terminated by 1 weeks' notice on either side. Thereafter employees in this group are required to give 4 weeks' notice.</p> <p>Following any probationary period DCC is required to give employees in this group 4 weeks' notice extended (as appropriate) by the Employment Rights Act 1996 to provide for 1 weeks' notice for each year of continuous employment up to a maximum of 12 weeks.</p> <p>Following any probationary period contractual notice requirements in the first three years go beyond those required by the Employment Rights Act 1996.</p>	
<b>Redundancy Provisions</b>	<p>A redundancy multiplier of 1.5 times the statutory redundancy pay formula (based on actual pay).</p>		<p>A redundancy multiplier of 1.5 times the statutory redundancy pay formula (based on actual pay*).</p> <p>*Employees in this group will have any redundancy payment calculated using a minimum weekly wage of £334.08 (pro rata for part time employees).</p>	



<b>Appendix B1 – Schedule of Partnerships Chief Officer Remuneration</b>							
<b>Position Title</b>	<b>Partnership</b>	<b>Overview Table Category (Appendix A2/B2)</b>	<b>National Terms and Conditions of Service</b>	<b>FTE Annual Salary as at 01.01.2019</b>	<b>FTE Salary Range £ per annum,</b>	<b>Grade</b>	<b>FTE Allowances £ per annum</b>
The Dorset Waste Partnership is a partnership between Dorset County Council and the District Councils (Christchurch, East Dorset, North Dorset, Purbeck, West Dorset and Weymouth & Portland). Dorset County Council's contribution to the remuneration package is <b>64.32%</b> .							
Director of Dorset Waste Partnership	Dorset Waste Partnership	Chief Officer: Assistant Director/Service Director (JNC Terms and Conditions)	JNC for Chief Officers of Local Authorities	£92,203	£89,112 - £93,748	CO Salary Band 3	£0
Head of Service – Operations	Dorset Waste Partnership	Chief Officer: Other (Green Book Terms and Conditions) Appendix A2 Overview table	NJC for Local Government Services (Green Book)	£59,420	£53,723 - £60,668	Dorset Grade 16	£0
Head of Service – Strategy	Dorset Waste Partnership	Chief Officer: Other (Green Book Terms and Conditions) Appendix A2 Overview table	NJC for Local Government Services (Green Book)	£58,203	£53,723 - £60,668	Dorset Grade 16	£0
Finance & Commercial Manager	Dorset Waste Partnership	Chief Officer: Other (Green Book Terms and Conditions) Appendix A2 Overview table	NJC for Local Government Services (Green Book)	£58,203	£53,723 - £60,668	Dorset Grade 16	£0
The Public Health Service is a partnership between Dorset County Council, Bournemouth Borough Council and the Borough of Poole. Dorset County Council's contribution to the remuneration package is <b>55.5%</b> Public Health transferred to Local Authorities on 1 April 2013 from the Primary Care Trust (National Health Service) with protected terms and conditions of employment.							
Corporate Director of Public Health Dorset, Bournemouth and Poole (CURRENTLY ON SECONDMENT)	Public Health	Chief Officer: Chief Executive & Directors (JNC Terms and Conditions)	JNC for Chief Officers of Local Authorities	£128,807	£113,862 - £128,807	CO Salary Band 1	No allowances*
Assistant/Deputy Director of Public Health (VACANT)	Public Health	Statutory Transfer Order Appendix B2 Overview table	Protected terms and conditions under Statutory Transfer Order	£100,431	£84,507 - £102,506	Agenda for Change Band 9	£9541 (acting as Corporate Director of Public Health)
Public Health Consultant	Public Health	Statutory Transfer Order Appendix B2 Overview table	Protected terms and conditions under Statutory Transfer Order	£86,369	£76,761 - £103,490	Consultant Pay Scale	£0
Assistant Director of Public Health – Poole	Public Health	Statutory Transfer Order Appendix B2 Overview table	Protected terms and conditions under Statutory Transfer Order	£83,258	£67,247 - £83,258	Agenda for Change Band 8 D	£0
Assistant Director of Public Health (Part Time)	Public Health	Statutory Transfer Order Appendix B2 Overview table	Protected terms and conditions under Statutory Transfer Order	£97,787 (Pro Rata £62,290)	£76,761 - £103,490	Consultant Pay Scale	Allowances ** £6,032
Assistant Director of Public Health (Part Time)	Public Health	Statutory Transfer Order Appendix B2 Overview table	Protected terms and conditions under Statutory Transfer Order	£83,258 (Pro Rata £71,036)	£67,247 - £83,258	Agenda for Change Band 8 D	£0
Public Health Consultant (Part time)	Public Health	Statutory Transfer Order Appendix B2 Overview table	Protected terms and conditions under Statutory Transfer Order	£92,078 (Pro rata £82,867)	£76,761 - £103,490	Consultant Pay Scale	Allowances ** £3,016
Shaping Dorset Council is a team employed by Dorset County Council, specifically for the work in preparation for Dorset Council's formation on 1 April 2019, with Local Government Reorganisation funding between Dorset County Council and the District Councils (Christchurch, East Dorset, North Dorset, Purbeck, West Dorset and Weymouth & Portland). Dorset County Council's contribution to the remuneration package is <b>50%</b>							
Programme Director	Shaping Dorset Council	N/A	N/A	Consultant rate	N/A		£0

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				£820 daily rate (+ £103.49 agency fees)			
Programme Office Manager	Shaping Dorset Council	Chief Officer: Other (Green Book Terms and Conditions)	NJC for Local Government Services (Green Book)	£69,645	N/A	Is working on the substantive salary for the position, held with Bournemouth and Poole Council.	£0
Programme Manager	Shaping Dorset Council	Chief Officer: Other (Green Book Terms and Conditions)	NJC for Local Government Services (Green Book)	£49,900	£48,949 - £54,681	Dorset Grade 15 (seconded to DCC from substantive organisation)	£0
Communications and Engagement Manager	Shaping Dorset Council	Chief Officer: Other (Green Book Terms and Conditions)	NJC for Local Government Services (Green Book)	£48,949	N/A		£0

\* Corporate Director of Public Health moved across to Local Authority Chief Officer terms and conditions with effect from 1 April 2015.

\*\* The allowance is a Clinical Excellence Award in line with National Health protected terms and conditions of employment for which Appendix B2 provides details.

**Appendix B2 - Overview Table of Policies Relating to Remuneration for Partnership arrangements for Public Health chief officers.**

	<u>Public Health</u> Statutory Transfer Order protections apply Medical Staff (British Medical Association Consultants Terms & Conditions)	<u>Public Health</u> Statutory Transfer Order protections apply Non Medical Staff (Agenda for Change Terms & Conditions)
<b>Elements of Remuneration</b>		
<b>Basic Salary Range</b>	See Appendix B1	See Appendix B1
<b>Plussage to Basic Grade</b>	Eligible Medical Consultants can apply for a Clinical Excellence Award which recognises and rewards those consultants who contribute most towards the delivery of safe and high quality care to patients and the continuous improvement to NHS Services. Where relevant, this is included in the figures for remuneration at Appendix B1.	Not Applicable
<b>Weekend and Night Enhancement</b>	Not applicable	All time on Saturday (weekend - midnight to midnight) (night - any weekday after 8pm and before 6am) Pay Band 1 time plus 50% Pay Band 2 time plus 44% Pay Band 3 time plus 37% Pay Band 4 - 9 time plus 30%  All time on Sunday (midnight to midnight) Pay Band 1 double time Pay Band 2 time plus 88% Pay Band 3 time plus 74% Pay Band 4 - 9 time plus 60%
<b>Standby Allowance</b>	Not applicable – ceased September 2016	Not applicable – ceased September 2016
<b>Standby Callout</b>	Not applicable	
<b>Overtime</b>	Non emergency work after 7pm and before 7am during weekdays or at weekends will only be scheduled by mutual agreement between the consultant and his or her clinical manager. Consultants will have the right to refuse non-emergency work at such times	Salary Bands 1 - 7 are eligible for overtime payments. Where payment for overtime is authorised by a manager for work above 37.5 hours per week, payment will be at time plus one half based on the employee's basic hourly rate. Double time will be paid for overtime worked on Bank Holidays.  Part time employees will receive payment for the additional hours at plain time rate until their hours exceed standard hours of 37.5 hours per week.  Staff may request time off in lieu as an alternative to overtime payments. However where hours are unable to be taken within 3 months, the overtime rate will be applied. Time off in lieu of overtime payments will be at plain time.  Senior staff paid in bands 8 or 9 will not be entitled to overtime payments.

<b>Public Holiday Enhancements</b>	Consultants who in the course of their duties are required to be present in hospital or other place of work between the hours of midnight and 9am on statutory or public holidays should receive a day off in lieu.	Equivalent time off in lieu at plain time rates, in addition to the appropriate payment:  All time on Public Holidays (midnight to midnight) Pay Band 1 double time Pay Band 2 88% Pay Band 3 74% Pay Band 4 - 9 60%
<b>Remuneration on Recruitment</b>		
<b>Starting Salaries</b>	Upon recruitment, appointment is made to the minimum spinal column point. Discretion to appoint to a higher incremental point is subject to the individual's knowledge, skills, experience and qualifications relating to the requirements of the role together with aggregated service with the NHS.	
<b>Increases and Additions to Remuneration</b>		
<b>Cost of Living Pay Increases</b>	The last cost of living pay increase agreed by the National Health Service Staff Council was awarded in 2017.	
<b>Salary Protection</b>	<p>NHS - Bournemouth &amp; Poole Protection applies to staff who commenced employment on or after 1 October 1995 subject to having served a 12 month qualifying period; Short Term Protection - payable up to a maximum of 6 months Long Term Protection - payable up to a maximum of 7 years</p> <p>NHS Dorset Protection applies to staff dependant upon length of service; Short Term Protection - payable up to a maximum of 12 months Long Term Protection - payable up to a maximum of 4 years on a reducing percentage basis</p>	
<b>Performance Related Pay</b>		
<b>Incremental/Scale Progression</b>	<p>Medical Consultants Thresholds are set annually by the NHS Staff Council. The first 4 thresholds are awarded at one yearly intervals with the following 3 thresholds awarded at five yearly intervals based on successfully meeting set criteria.</p>	<p>Incremental Progression - Following an initial foundation (probation period) of up to 12 months, progression to the next point is subject to meeting criteria set under the Knowledge and Skills Framework for the post. Progression to subsequent points is every 12 months thereafter, until a second gateway point is reached and a further assessment against set criteria is undertaken as part of the development review.</p>
<b>Payments on Ceasing to Hold Office</b>		
<b>Notice Period</b>	3 months notice (although a longer / shorter period can be mutually agreed)	<p>Band 1 - 5 one months notice Band 6 + 3 months notice</p>
<b>Redundancy Provisions</b>	Redundancy Payment entitlement after completion of 2 years continuous services is one month's pay for each complete year of service up to a maximum of 24 years reckonable service.	

**Appendix C1 - Schedule of Contracts for Service**

Position Title	Directorate	Overview Table Category (Appendix C)	National Terms and Conditions of Service	FTE Annual Salary as at 01.01.18	FTE Salary Range £ per annum	Grade	FTE Allowances £ per annum
Contracts for Service are arranged in exceptional circumstances through third party organisations and have been assessed as IR35 compliant (and fall outside of IR35 legislation).							
Interim Transformation Programme Lead	Adult & Community Services	N/A	N/A	Consultant rate £840 daily charge rate (includes all fees)	N/A	This role is under a contract for personal service and is IR35 compliant. The role is included for transparency purposes.	N/A
LGR HR Strategic Lead	Shaping Dorset Council	N/A	N/A	Consultant rate £630 daily charge rate (includes all fees)	N/A	This role is under a contract for personal service and is IR35 compliant. The role is included for transparency purposes.	N/A
Communications Lead	Shaping Dorset Council	N/A	N/A	Consultant rate £535 daily charge rate (includes all fees)	N/A	This role is under a contract for personal service and is IR35 compliant. The role is included for transparency purposes.	N/A
LGR ICT Lead	Shaping Dorset Council	N/A	N/A	Consultant rate £720 daily charge rate (includes all fees)	N/A	This role is under a contract for personal service and is IR35 compliant. The role is included for transparency purposes.	N/A
Programme Manager LGR	Shaping Dorset Council	N/A	N/A	Consultant rate £475 daily charge rate (includes all fees)	N/A	This role is under a contract for personal service and is IR35 compliant. The role is included for transparency purposes.	N/A
Programme Co-ordinator LGR	Shaping Dorset Council	N/A	N/A	Consultant rate £460 daily charge rate (includes all fees)	N/A	This role is under a contract for personal service and is IR35 compliant. The role is included for transparency purposes.	N/A

Note: No overview table is provided as terms and conditions do not apply.

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County Council – 28 March 2019

Recommendation from the Staffing Committee meeting held on 28 January 2019

Temporary arrangement for covering the role of Monitoring Officer and Service Director  
Organisational Development

11 **For this item the Monitoring Officer left the room**

The Committee considered a report from the Chief Executive which outlined the arrangements for covering the statutory duty of Monitoring Officer for the County Council and the role of Service Director, Organisational Development, following the Monitoring Officer commencing his new role in facilitating the creation of the new Dorset Council.

As the next County Council meeting was not until 28 March 2019 the Chief Executive advised he had used his powers of urgency to address the issue of appointing a Monitoring Officer. He then advised members that he wished to add a further recommendation to avoid the use of urgency powers again in case there was a need to approve and arrange temporary cover for existing senior management and leadership roles which were required prior to 31 March 2019.

The Chairman made reference to the support received with this item from the Leader of the Liberal Democrat party and the Leader of the Green party for which he was most grateful.

The Vice-Chairman noted that whilst the Chairman would be actively involved in any such issues if they arose, it would be helpful for all members of the Staffing Committee to be appraised of any further senior management or leadership changes.

**RECOMMENDED**

That the County Council be asked to note the exercise of urgency powers by the Chief Executive to appoint a Statutory Monitoring Officer for the County Council.

**Resolved**

1. That the temporary cover arrangements for the Service Director, Organisational Development, be approved, albeit retrospectively.
2. That delegated authority be given to the Chief Executive, after consultation with the Cabinet Member for HR and Workforce and the relevant Cabinet Member for the service area concerned, to approve and arrange temporary cover for existing senior management and leadership roles which are required prior to 31 March 2019.

**Reason for Decisions**

To facilitate the establishment of Dorset Council by the early release of the current post holder into the new role. To provide cover for the Council's statutory role of Monitoring Officer and the vacant role of Service Director, Organisational Development from 1 January 2019 to 31 March 2019.

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# Staffing Committee

**Dorset County Council**



Date of Meeting	28 January 2019
Officer	Chief Executive
<b>Subject of Report</b>	<b>Temporary arrangements for covering the role of Monitoring Officer and Service Director Organisational Development</b>
Executive Summary	<p>To facilitate the creation of the new Dorset Council, the Chief Executive Designate has requested the Monitoring Officer commences his new role full-time from 1 January 2019.</p> <p>This paper outlines the arrangements for covering the statutory duty of Monitoring Officer for the County Council and the role of Service Director, Organisational Development.</p>
Impact Assessment:	<p>Equalities Impact Assessment:</p> <p>No separate EqIA has been conducted / is required.</p>
	<p>Use of Evidence:</p> <p>The report is wholly evidence-based.</p>
	<p>Budget:</p> <p>The financial considerations are stated in the report.</p>
	<p>Risk Assessment:</p> <p>The associated risk is low.</p>
	<p>Other Implications:</p> <p>Not applicable.</p>

**Temporary arrangements for covering the role of Monitoring Officer and Service Director Organisational Development**

Recommendation	<p>It is recommended that the Staffing Committee -</p> <ul style="list-style-type: none"> <li>a) approves the temporary cover arrangements for the Service Director, Organisational Development, albeit retrospectively,</li> <li>b) notes the exercise of urgency powers by the Chief Executive to appoint a Statutory Monitoring Officer for the Council.</li> </ul>
Reason for Recommendation	<p>To facilitate the establishment of Dorset Council by the early release of the current post holder into the new role. To provide cover for the Council's statutory role of Monitoring Officer and the vacant role of Service Director, Organisational Development from 1 January 2019 to 31 March 2019.</p>
Appendices	None
Background Papers	None
Officer Contact	<p>Name: Paul Loach, HR Business Partner          Tel: 01305 225189          Email: paul.loach@dorsetcc.gov.uk</p>

## **Temporary arrangements for covering the role of Monitoring Officer and Service Director Organisational Development**

### **1. Introduction**

- 1.1 Recruitment to the Executive roles for Dorset Council are now complete. The Council's Service Director, Organisational Development and Statutory Monitoring Officer, has been appointed to the role of Corporate Director (Legal and Democratic Services Monitoring Officer) at Dorset Council.

### **2. Early release of Service Director, Organisational Development to Dorset Council**

- 2.1 A request has been received from the Chief Executive Designate of Dorset Council to release the Service Director, Organisational Development and Statutory Monitoring Officer, to the new role at Dorset Council from 1 January 2019 on a full-time basis. The reason for the request is to facilitate the legal arrangements for the creation of the new Dorset Council.
- 2.2 The role of Service Director, Organisational Development and the statutory role of Monitoring Officer for the Council are held by one post holder. A Monitoring Officer is appointed under section 5 of the Local Government and Housing Act 1989 and is required to report to the council where it appears to them the authority has done, or is about to do, anything which would contravene the law or which would constitute maladministration.
- 2.3 The replacement of the Council's Monitoring Officer is a matter for the County Council's full council.
- 2.4 The replacement of Service Director, Organisational Development is a matter for Staffing Committee.
- 2.5 In order for the Council to remain legally compliant, a resolution to this situation is urgently required. Members are asked to note the Chief Executive's application of urgency power in paragraph 5 of this report.

### **3. Cover arrangements for the role of Monitoring Officer in Dorset County Council**

- 3.1 Using urgency powers, the Chief Executive has appointed the Council's Legal Services Manager (and Deputy Monitoring Officer) as the Council's Monitoring Officer for the period 1 January 2019 to 31 March 2019. The post holder meets the requirement of the Monitoring Officer role and is a highly experienced and qualified solicitor.
- 3.2 It is proposed that the Legal Services Manager acts up to the role of Service Director, Organisational Development for the period 1 January 2019 to 31 March 2019. During the three-month period the post holder will continue to manage the Legal Services Team. In addition, Human Resources and Organisational Development and Democratic Services will be added to the reporting lines.

### **4. Financial considerations**

- 4.1 An acting up allowance to reflect the increased responsibilities will be paid. It is anticipated that the changes will be cost neutral unless additional back-fill arrangements are required.

## **Temporary arrangements for covering the role of Monitoring Officer and Service Director Organisational Development**

- 4.2 For the purposes of completeness, the Council will incur 50% of the costs of Dorset Council's Monitoring Officer commencing work before 1st April 2019, as these costs are shared by all sovereign councils. This should be seen as a separate matter, as the Council would be expected to cover these regardless of any backfill arrangements needed.

### **5 Urgency powers of Chief Executive**

- 5.1 The Monitoring Officer aspect of the role must commence as soon as the necessary arrangements can be made. Given we only have 3 months to cover, I have exercised the urgency powers granted to me as Chief Executive. Otherwise we would either have to wait until Full Council on 28 March 2019 or operate without a Monitoring Officer neither of which is acceptable. The exercise of urgency powers by a Chief Executive, especially for something normally reserved to the full County Council, is not something to be taken lightly, but in the circumstances, I advise we do not have much by way of alternative.

The key points in relation to urgency powers within the constitution are:

- 5.2 Para 4.3

If authority to act has been reserved to the Full Council, the Cabinet, a Committee or subcommittee then no member of staff may exercise delegated authority in relation to that matter without the approval of the decision making body. The authorisations which are reserved are described in the appendices. In addition, and in accordance with Part 2, Article 13 of the Constitution, "key decisions" are executive decisions reserved to the Cabinet, in accordance with the Executive Procedure Rules set out in Part 4 of the Constitution. Key decisions are those where the financial implications for the County Council exceed £500,000 or which are likely to have a significant effect on a division or divisions represented by at least two members. Exceptionally the Chief Executive has delegated authority to act in cases of urgency, including making key decisions.

- 5.3 Appendix 5 (Delegations to the Chief Executive), para 2.4

To authorise in cases of urgency the acquisition or disposal of land or any other step or transaction (not limited to land and property matters) which he/she considers to be in the best interests of the County Council, (which shall include making "key decisions") after consultation with the Chairman and Vice-Chairman of the Cabinet and after having taken advice from the Chief Financial Officer and the Monitoring Officer.

- 5.4 The Scheme of Delegation anticipates that officers will consult with relevant Committee Chairs before exercising delegated authority (in this instance the Chairs of both Full Council and the Staffing Committee, and the Chief Financial Officer) before reporting the decision to the next relevant meeting. As this decision relates to the Monitoring Officer and both the Council's Monitoring Officer and Deputy Monitoring Officer are directly affected I am not consulting with them about the decision in this instance, although I have spoken with them both about proper process.

**Mike Harries**  
**Chief Executive**

January 2019

# Dorset County Council

## Dorset County Council



Date of Meeting	28 March 2019
Officer	Chief Executive
<b>Subject of Report</b>	<b>130 Years of Dorset County Council</b>
Executive Summary	A short summary of the foundation, history and achievements of Dorset County Council.
Impact Assessment:	Equalities Impact Assessment: Not applicable Use of Evidence: Referenced where appropriate Budget: Not applicable Risk Assessment: Not applicable
	Outcomes: The Council has made wide-ranging contributions to the safety, health and independence of the people and communities of Dorset and to the local economy and prosperity throughout its 130 years.
	Other Implications: None
Recommendation	The contribution of Dorset County Council is recorded and councillors may wish to share some personal memories.
Reason for Recommendation	To mark the last formal meeting of Dorset County Council and to highlight its history since the first meeting of the Council in 1889.
Appendices	Appendix One: Royal Grant of Arms to Dorset County Council, 1950 Appendix Two: Present day logo of Dorset County Council Appendix Three: Aerial photograph of County Hall, c. 1961 Appendix Four: Chairmen of Dorset County Council 1888-2019 Appendix Five: Leaders of Dorset County Council 1987-2019 Appendix Six: Clerks to and CEOs of Dorset County Council 1899-2019
Background Papers	<i>50 Years of Progress: A history of Dorset County Council 1889-1939</i> available at Dorset History Centre.
Officer Contact	Name: Sam Johnston, County Archivist Tel: 01305-228929 Email: <a href="mailto:s.j.johnston@dorsetcc.gov.uk">s.j.johnston@dorsetcc.gov.uk</a>

**1. Dorset County Council - origins and inception**

- 1.1 Dorset County Council (DCC) came into existence through the Local Government Act of 1888. The new County Council took on the administrative functions of the Quarter Sessions courts which had to this point performed this role. The first elections to DCC took place in January 1889. 24 of the 57 new members of the new Council were returned unopposed and a total of 35,100 voters participated. With Lord Stalbridge elected as Chairman, the provisional Council's first two meetings were held at Shire Hall, Dorchester.
- 1.2 The first statutory meeting of DCC took place on 1 April 1889 in Dorchester's town hall with the election of 19 aldermen. A protest was registered on behalf of Portland expressing the view that the island should have its own designated aldermanic representative. After postponing approval of the budget due to a dearth of available information, the first substantive decision of the new authority was to take direct control of Dorset's main roads. In addition, it was agreed that the 'three lions passant' were adopted as the seal of the new county authority.
- 1.3 The budget for the first year of the Authority's operations was £1.166 million. By way of contrast, the last County Council net budget (2018/19) was £283.3 million. The first clerk to Dorset County Council, E A Fooks was paid a salary of £2,000, a large sum at the time. However, from within this figure he had to furnish offices and staff with which to administer DCC's business.

**2. Early change and innovation**

- 2.1 DCC assumed oversight and budgetary responsibility for the police, coroner, weights and measures, electoral registration and reformatory schools. One of the most notable and immediate impacts of the new county authority was upon educational provision. DCC assumed responsibility for a total of 270 elementary schools and supported educational endeavours such as scholarships for prospective university students and the funding of education for children dependent upon the Poor Law. In a related development, DCC established the county library services in 1921 with assistance from the Carnegie United Kingdom Trust. By 1939 DCC had taken on responsibility for almost the entire county road network which measured nearly 1900 miles. DCC also assumed responsibility for the licensing of drivers and vehicles. By 1938, there were over 41,000 vehicles on the register. That year, DCC had a staff of some 200, compared to the c. 4000 it currently employs. The council also administered a sizeable portfolio of 46 farms and smallholdings amounting to over 2,600 hectares.

**3. Development of the Council and the war years**

- 3.1 During the First World War, DCC prioritised an increase in food production and the maintenance of civil defence. The County Council elections of 1919 witnessed the return of the first two women councillors. There was an increase in responsibilities for the County Council in the post-war period most notably through the Local Government Act of 1929 under which the total number of councillors and aldermen rose to 89.
- 3.2 DCC acquired Stratton Manor in 1910 and many of the distributed functions of the County Council were brought together for the first time in one place. The County Council decided to amalgamate the six buildings it occupied in Dorchester by acquiring Colliton House and Park for its new headquarters. The foundation stone was laid by Lord Shaftesbury in 1938. County Hall's construction, delayed by the

outbreak of war, was finally completed in 1955, and formally opened by the Lord Bishop of Sherborne on 11 May 1956. The building was subsequently extended in to accommodate growing numbers of staff, and at one time boasted two tennis courts. The county's archive service, the Dorset Record Office (now the Dorset History Centre) was established in the basement of County Hall in 1955.

- 3.3 DCC took a lead role in organising and directing civil defence and support services during the Second World War. The council organised Air Raid Precaution activities, coordinated food supplies and transportation and liaised closely with the military command as it developed plans for the invasion of occupied Europe in 1944. County Hall served as the headquarters of the Women's Land Army in Dorset during the conflict.

#### **4. Post-war change and the development of social care**

- 4.1 DCC assumed responsibility for the Dorset Fire Brigade in 1948, later sharing that responsibility with Bournemouth and Poole, overseeing the merger with Wiltshire in 2016. The County Council's close relationship with the Dorset Constabulary was founded on its clerkship of the Police Authority through to the abolition of that body in 2012. DCC received its royal grant of arms with the crest and 'Who's Afear'd' motto in 1950. The Council, supported the development of many of the county's key success stories. Notable were the 1959 designation of the Dorset Area of Outstanding Natural Beauty (AONB) and the 2001 UNESCO World Heritage designation for the Jurassic Coast. DCC has also facilitated the establishment of the Arts Development Company and was a key partner in the delivery of the 2012 Olympic Games venue in Weymouth and Portland. The Council has also been closely engaged in supporting economic development within the county with examples such as Winfrith and Wytch Farm.

- 4.2 With the abolition of the Poor Law and under the terms of the 1946 and 1948 National Assistance Acts, the Council was charged with the care of older persons 'in need of care and attention which is not otherwise available to them'. From this starting point, social care both for adults and children has become the biggest function of the Council and an activity in terms of resourcing that remains a huge and growing challenge in the present day.

#### **5. Boundary changes past and present**

- 5.1 Dorset County Council maintained its original territorial limits until in 1931 when Kinson was transferred to Bournemouth County Borough. Local government reorganisation in 1974 enlarged Dorset with the inclusion of Bournemouth and Christchurch, both formerly part of Hampshire. In 1997, another reorganisation saw the creation of two unitary councils in Bournemouth and Poole. With the inception of Dorset Council on 1 April, local government boundaries will once again change.

#### **6. Conclusion**

- 6.1 Dorset County Council has brought about much in its 130 year history and has made many contributions to the lives of residents and communities. This above report can only offer a tiny sample of its activities and achievements but county councillors past and present will have their own memories of these achievements.

**Mike Harries**  
**Chief Executive**  
March 2019



Appendix One: Royal Grant of Arms to Dorset County Council, 1950



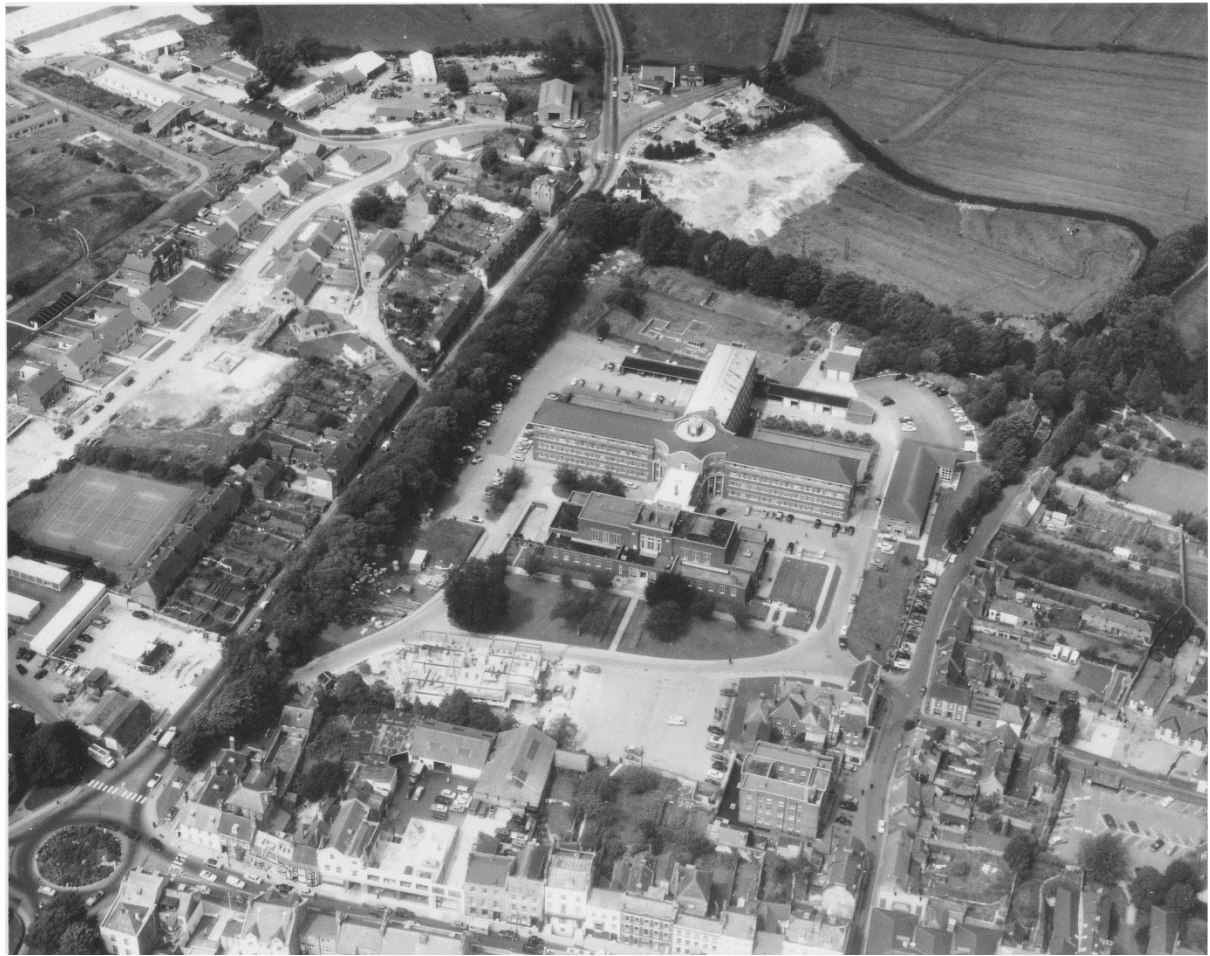


**Page 5 – 130 Years of Dorset County Council**

Appendix Two: Present day logo of Dorset County Council



Appendix Three: Aerial photograph of County Hall, c. 1961



Appendix Four: Chairmen of Dorset County Council 1888-2019

**Chairmen of Dorset County**

17th February 1889/18th February 1889  
**Lord Stalbridge** was appointed **Chairman of the Provisional County Council**, which held two meetings. At the meeting on the 18th February 1889, the Viscount Portman was elected Chairman, and the Earl of Eldon, Vice Chairman, of the County Council which came into being on the 1st April 1889.

1 April 1889 - 13 March 1917  
**The Right Hon. William Henry Berkeley, The Viscount Portman.**

13 March 1917 - 29 November 1922  
**Colonel John Robert Phelps Goodden**

29 November 1922 - 21 May 1924  
**Colonel Robert Henville Simonds, OBE**

21 May 1924 - 15 March 1946  
**The Right Hon. The Earl of Shaftesbury, PC, KP, GCVO, CBE**

15 March 1946 - 22 April 1955  
**Alfred Douglas Pass, OBE, DL**

22 April 1955 – 11 May 1962  
**The Right Hon. Lord Digby, KG, DSO, MC, VMH11th**

May, 1962 – 5 May 1967  
**Commander Henry Kelsall Beckford Mitchell, DL, RN (Ret'd.)**

5 May 1967 – 5 May 1977  
**Lt.-Col George William Mansell, CBE, DL**

5 May 1977 - 7 May 1981  
**Deric Sidney Scott DL**

7 May 1981 – 28 April 1988  
**Air Commodore Kenneth John McIntyre CB, CBE, DL**

28 April 1988 – 27 May 1993  
**Sir Stephen George Hammick Bt, DL**

27 May 1993 – 21 June 2001  
**Mrs Patricia Ann Hymers, DL**

21 June 2001 – 18 June 2009  
**John Copson Peake, MBE**

18 June 2009 – 21 April 2016  
**John Leslie Wilson**

21 April 2016 – 18 May 2017  
**Andrew R Cattaway**

18 May 2017 – 31 March 2019  
**Hilary Ann Cox**



**Leaders of Dorset County Council – 1987-2019**

The Rev Colin Hodge – 1987-1993

~

Dr Geoffrey Tapper – 1993-1997

~

Trevor Jones – 1997-2001

~

David J Fox – 2001-2002

~

Tim Palmer – 2002-2006

~

Angus Campbell – 2006-2013

~

Spencer Flower – 2013-2014

~

Robert Gould – 2014-2017

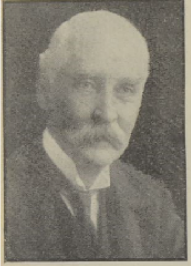



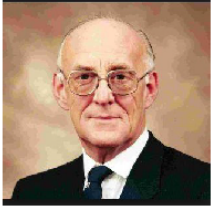




~

Rebecca Knox – 2017-2019

Note: Before 1987 there was no Leader of Dorset County Council.

Appendix Six: Clerks to and CEOs of Dorset County Council 1899-2019

**Clerks to and Chief Executives of the County Council**

 <small>Mr. E. Archdall Ffooks, the first Clerk of the Dorset County Council.</small> <b>Edward Archdall Ffooks</b> 1899-1925	 <small>Mr. J. Leslie Torr, the second Clerk of the Dorset County Council.</small> <b>John Leslie Torr</b> 1925-1935	 <b>Charles Phipps Brutton</b> CBE 1935-1961	 <b>A C Templeman</b> 1961 - 1967	 <b>Kenneth Abel</b> 1967 - 1991
 <b>Peter Kent Harvey</b> 1991 - 1998	 <b>David Hugh Jenkins</b> 1998 - 2013	 <b>Debbie Ward</b> 2013-2017	 <b>Mike J Harries</b> 2018- present	