

Member Questions for Council - 15th March 2023

Question	Response
<p>Question from Councillor Stephen Andrews to Councillor Jenny Forde, Cabinet Member for Health and Wellbeing and Armed Forces Champion</p> <p>In January of this year, you will recall that you undertook to provide a short briefing note for Members so that we are all aware of the support that this Council will now provide, or act to encourage those that it can influence to provide as part of this new Armed Forces Covenant Duty.</p> <p>I have not yet seen this briefing note. This should not be complicated as the Council should already have the measures in place with guidance available to Staff.</p> <p>When will this briefing note be produced and made available to Members?</p>	<p>Briefing note has been prepared and sent out in advance of the meeting.</p>
<p>Question from Councillor Stephen Andrews to Councillor Juliet Layton, Cabinet Member for Development Management and Licensing</p> <p>As of the 3rd March 2023, the version of the Scheme of Delegation posted on the Planning Committee page of the CDC website (https://www.cotswold.gov.uk/planning-and-building-permission/planning-committee/) is clear at 4 i under Development Management (DM) that Planning Applications should be</p>	<p>It is difficult in the absence of examples to be specific as it has not been possible to track down whether the assertion that the scheme of delegation is not being followed is correct.</p> <p>For example applications may have been delegated using an alternate provision (eg a renewal of an existing consent) The scheme of delegation as quoted in the question is not the scheme as approved. Staff are using the “scheme of delegation” as approved ie the version agreed by Council on 14th July 2021 and endorsed again as part of the full constitution review on 5 October 2022.</p> <p>However what the question has brought to light is that there is an out of date version of the scheme of</p>

<p>referred to the Planning Committee unless the Scheme of Delegation applies:</p> <p>“... with the following exceptions:-</p> <p>i. Applications where the views of the Town Council or Parish Council are clearly contrary to the proposed recommendation and cannot be resolved by condition or negotiation (with the exception of householder development or advertisement consent, which may continue to be delegated)”</p> <p>In this and other areas, the published Scheme of Delegation differs significantly from the current practice of this Council.</p> <p>Would she agree with me that the Scheme of Delegation followed by the Council should, in the interest of openness, transparency and good governance, be made available to the public on the website of the Council?</p>	<p>delegation on the website which we have requested be removed asap.</p> <p>Members will also be aware that as part of the recent Planning Advisory Service(PAS) report PAS made recommendations as to how the scheme of delegation could be improved and so it is suggested that if the recommendation to update the SOD is followed that this matter is comprehensively reviewed to ensure all the published material is consistent with what Members have approved.</p> <p>In 2021, the administration committed to reviewing the scheme of delegation in 2023 and this will be done following the local elections.</p>

Question from Councillor Tom Stowe to Councillor Joe Harris, Leader of the Council

With the international cost of living crisis continuing, and council employees' morale at a low, can Cllr Harris please confirm what financial hardship and well-being arrangements the council has in place to help council employees who may be struggling financially?

Under this administration, Publica has become an accredited Real Living Wage employer and ensures all staff are paid a real living wage. This is one of the foundations to our approach in ensuring the wellbeing of our employees.

The Council and Publica are focused on employee wellbeing and ensuring the benefits that we provide for our workforce meet their needs and are continually under review. The suite of employee benefits that we provide include MyEva Digital Financial Expert which is an online financial app that assists with all money related matters such as building up savings, finding the right mortgages, managing debt and pension savings. It also helps people prioritise for unexpected bills and to ensure a healthy financial future.

Our EAP (Employee Assistance Programme) is moving to Spectrum Life who provide counselling and therapy support from trained clinicians 365 days a year 24 hours a day for employees and their direct family. It also offers more holistic support including yoga to sleep and stress support. Our Medicash plan, part funded by the Council, offers cash back on private treatment from dentistry, opticians and health and well-being therapies as well as the ability to save money on shopping through "Perks at Work". This gives exclusive discounts, great deals and cashback on supermarket shops, high street retailers and restaurants.

As an accredited Healthy Place to Work employer our health and wellbeing action plan produces a clear framework of reactive and proactive measures in place to support our people, this includes a cohort of available mental health first aiders, a newly relaunched H&S platform that offers a suite of modules, guidance and resources for wellbeing, stress and mental health, whilst

	always considering the future.
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