

**Minutes of the Meeting of Warwickshire County Council
held on 8 December 2015**

Present:

Councillor Bob Stevens (Chair)

Councillors: John Appleton, John Beaumont, Sarah Boad, Peter Butlin, Les Caborn, Richard Chattaway, Jonathan Chilvers, Chris Clark, Jeff Clarke, Alan Cockburn, Jose Compton, Yousef Dahmash, Corinne Davies, Nicola Davies, Neil Dirveiks, Richard Dodd, Sara Doughty, Peter Fowler, Jenny Fradgley, Bill Gifford, Mike Gittus, Colin Hayfield, Bob Hicks, John Holland, John Horner, Julie Jackson, Philip Johnson, Kam Kaur, Bernard Kirton, Keith Kondakor, Joan Lea, Keith Lloyd, Jeff Morgan, Phillip Morris-Jones, Peter Morson, Brian Moss, Maggie O'Rourke, Bill Olnor, Dave Parsons, Caroline Phillips, Wallace Redford, Clive Rickhards, Howard Roberts, Kate Rolfe, Jerry Roodhouse, Chris Saint, Izzi Seccombe, Jenny St. John, June Tandy, Heather Timms, Angela Warner, Alan Webb, Mary Webb, John Whitehouse and Chris Williams.

1. General

(1) Apologies for absence

Apologies for absence were submitted on behalf of Councillors Mike Brain, Brian Hawkes, Danny Kendall, Mike Perry, Dave Shilton and Matt Western.

Members expressed their best wishes to Councillor Western for a speedy recovery following his recent operation.

(2) Members' Disclosures of Pecuniary and Non-Pecuniary Interests

None.

(3) Minutes

Resolved

That the minutes of the meeting held on 24 September 2015 and the extraordinary meeting held on 3 November 2015 be approved as correct records.

(4) Announcements

Flooding in Cumbria

The Chair, on behalf of Council, expressed concern and best wishes to those who had suffered in the recent flooding in Cumbria. He added that Warwickshire Fire and Rescue Service had offered assistance if required.

Waste Recycling

The Chair reported that the partnership with Age UK Warwickshire in the running of the reuse shops at our household waste recycling centres, has been Highly Commended in an International Circular Economy Awards Programme.

The Chair also referred to the display in the ante-chamber provided by the recycling team and encouraged members to promote recycling throughout their divisions.

Former County Councillor David Keighley

The Chair announced that former County Councillor David Keighley had died on 23 September. David had served on the County Council from 1987 to 1993, representing Leamington Milverton Division.

Councillor Bill Gifford paid tribute to David Keighley's dedication to the Council and to the community of Milverton. David taught at Warwick School and was committed to education which was reflected in his support and promotion of Mid Warwickshire College. David was a member of Dale Street Methodist Church and had been very active in the community, leading a number of campaigns. David remained active following his period in office and will be greatly missed by all who knew him.

The Council expressed its appreciation of the dedication given by David Keighley to his community and expressed condolences to family and friends for their sad loss.

Chair's Events

The Chair announced that his Civic Service would be on Sunday 14 February at 10.30 am at Harbury Church.

The Chair also invited members to his open evening on Saturday 27 February 6.30 pm and reminded members that this was an opportunity for them to invite people from their divisions whom they wished to thank for their work in the community.

Long Service Awards

The Chair paid tribute to 60 members of staff who had served the council for over 25 years of service and whose long service had been recognised in a celebration event on 26 November.

2. Update on Collaborative Working with Hereford and Worcester Fire & Rescue Service

Councillor John Horner, Cabinet Portfolio Holder for Community Safety, presented an update on the collaborative work with Hereford and Worcester Fire and Rescue Service. The implementation of an operational collaboration began in March 2015 and key activity has focussed on operational support, training, fire protection and prevention, technical services and non-operational fire support. As a result of this work, further opportunities to support more sustainable, viable and resilient service delivery and long term financial efficiency had been identified and are being discussed at the Joint Project Board. Although the November target for progressing the project had not been met, work was now moving forward and, since the last meeting of the Board on 19 November, resources have been recruited to deliver the project. Councillor Horner welcomed the cross-party support for the project that was evident from both Hereford and Worcester and Warwickshire and thanked members of the Warwickshire Fire Working Group for their support.

It was noted that the Government has been consulting on enabling closer working between the emergency services, which includes a proposal to bring fire services within the remit of the police and crime commissioners. Councillor John Horner advised that the current Warwickshire Police and Crime Commissioner had sent a robust response to the consultation making clear that he did not support the proposal to bring the service within the PCC remit. In addition a response had been sent on behalf of the Council, drafted following consultation with the Council's Fire Working Group, and that was similarly robust in that it would not be in the interests of residents of Warwickshire. Councillor Horner added that Warwickshire's Fire and Rescue Service has the benefit of county council 'back office' support that other stand-alone fire services do not enjoy.

Members welcomed progress but expressed concern that the next meeting of the Board is not until March and wished to ensure momentum is sustained. Councillor Horner agreed that every effort should be made to bring forward the meeting date, even if not all are able to attend.

Councillor Horner moved that the report be noted and was seconded by Councillor Wallace Redford.

Resolved

That progress to date is noted.

3. A428 Rugby Radio Station Mast Site S278 Highway Works – Addition to the Capital Programme

Councillor Peter Butlin, Cabinet Portfolio Holder for Transport and Planning, moved that Council approves the addition of this scheme to the Council's Capital Programme. Councillor Alan Cockburn seconded the proposal.

It was noted that, although Council is required to approve the addition, the scheme is fully funded by the developer and any increase in cost would be met by the developer.

During the debate Councillor Jerry Roodhouse requested that the footway from Hillmorton that serves this site is completed quickly as there is already high use. Councillor Keith Kondakor expressed concern that cycleways often get fenced off during road construction and requested that more is done to keep cycleways open and that new cycleways, being built alongside road schemes, are opened early and provided with adequate signage.

Councillor Peter Butlin advised that cycleways are paid for by the developer and that fencing is necessary to ensure the safety of those on site whilst construction is underway.

Resolved

That Council approves the addition of the A428 Rugby Radio Station Mast Site S278 Highway Works to the 2015-16 capital programme at an estimated cost of £2.7m subject to the applicable Section 278 Agreement with the Developer being signed, which provides for 100% of the funding.

4. Health & Wellbeing Board – Annual Review

Councillor Izzi Seccombe, Chair of the Health and Wellbeing Board, presented the Board's annual review of its activity.

Councillor Seccombe drew attention to recent changes in the Board governance arrangements. These had been undertaken in the light of the outcome of the previous year's peer challenge and had been endorsed by Council at its meeting on 24 September 2015. The new governance arrangements ensure the Board focusses on setting the vision and driving the direction of health and wellbeing, with implementation through a supporting executive team. This refocus of the Board means it will meet less frequently in formal meetings but between formal meetings there will be themed workshops, such as the recent workshop aimed at developing a single Warwickshire strategy for end of life care. There is also a developing Commissioning Board, below which are subject specific groups (such as the 0-5 strategy).

Councillor Seccombe also highlighted that the key ambitions are to integrate health and care services and to provide a simpler customer journey; to target

resources to improve health and wellbeing outcomes (particularly for the most vulnerable); and to manage rising demand within increasingly restrained resources.

Councillor O'Rourke, Chair of the Adult Social Care and Health Overview and Scrutiny Committee, expressed concern at the number and level of challenges that the Health and Wellbeing Board had before them. Councillor O'Rourke expressed particular concern that there is a lack of resources to deliver the integration of health and social care and will impact on local health providers. In addition there continues to be a high level of health inequalities in deprived areas that needs to be addressed as well as more focus on prevention, but all require resources. Councillor O'Rourke added that she welcomed the focus on end of life care and hoped that every opportunity would be taken to ensure the gaps in the system are closed and a single approach developed.

Members recognised that the document was focused on high level strategy but suggested it would be helpful to include (or link to) the following:

- More detailed information on the aspirations of the Board, and what measurable outcomes has the Board achieved or aim to achieve in future.
- What specific activities or plans are there to address at a local level the issues around the intersection between health and social care (such as 'bed blocking').
- A focus on mental health, in particular young people's mental health where there is a gap to be addressed for those who are at the intermediate level of need (between the lower level services and the crises level). A progress report on the review of mental health services undertaken last March would also be welcome.
- IT development is highlighted as important and members would like to see CCGs in the north of the County taking on the same approach as those in the south of the County.

Councillor Les Caborn, Cabinet Portfolio Holder for Health, in seconding the report explained that an update on the Children and Adolescent Mental Health Service redesign is set out in a report to the Adult Social Care and Health Overview and Scrutiny Committee meeting held on 2 December. This sets out the progress being made with partners, assisted by the £1.7m of recurrent funding being provided to the Coventry and Warwickshire CCGs to tackle mental health issues. Councillor Caborn emphasised that there is a wide range of work being undertaken in partnership and added that overview and scrutiny committees may wish to review some of the work areas being undertaken by the Board. Councillor Caborn also thanked those members who had become dementia friends. This had proved very successful campaign with over 10,000 people now signed up.

Councillor Izzi Seccombe, in responding to the debate, agreed that it is essential to have a single strategy for end of life care and that this single strategy approach should be applied across other health and care services. Councillor Seccombe added that the aim is to form a commissioning block to undertake the commissioning and that one CCG had joined up and it is hoped that other CCGs will follow. Councillor Seccombe assured members that the issue of 'bed blocking' was being tackled and that the discharge to assess beds is the right approach but the challenge is ensuring there are enough beds and the financial challenges

being faced in the private sector may impact on this. Councillor Seccombe welcomed the Better Care Fund as the right vehicle for funding but expressed concern that the funding is back loaded and that available for 2017 (£100m) will not be enough to make a significant impact.

Councillor Izzi Seccombe concluded by reminding members that the CCGs have their own 5 year plans but that there is no single five year plan at present but that she hoped this would be achieved in future.

Resolved

That Council notes the Annual Review of the Health & Wellbeing Board.

5. Notice of Motions

(1) Smoke Free Warwickshire

Councillor Angela Warner moved the following motion and was seconded by Councillor Kam Kaur.

‘That, in support of our public health role and our endorsement of the Local Government Tobacco Control Declaration, Warwickshire County Council commits to become a fully smoke free council by 1st April 2016.

To achieve this, the council will provide leadership to others by

- Ensuring our own staff are supported by HR and Public Health to quit smoking (or at least remain smoke free whilst at work)
- Providing smoke free workplaces and surroundings (including areas around entrances to buildings) for staff, service users and others
- Raising the profile of the harm caused by smoking to our communities and businesses
- Supporting local work to reduce smoking prevalence and health inequalities by developing plans with partners and local communities through the Smoke Free Warwickshire Alliance’

Councillor Angela Warner reminded members that smoking remains the major cause of premature death and the primary cause of health and other inequalities and, in addition, many smokers suffer smoking related disease and disability. Councillor Warner believed that reducing the number of people smoking would also have a positive effect on young people who would not see smoking as a normal adult behaviour and a positive effect on the environment outside and around Council buildings. Councillor Warner referred to the economic cost to the Council in terms of sickness and loss of productivity but added that her main concern was to support staff in improving their health and show commitment to staff welfare.

The following points were raised in debate:

- It is appropriate that the Council takes a lead in making Warwickshire smoke free but it should be promoted in a positive way with support for staff and signposting to cessation services.
- Partners are moving towards introducing this policy and it is the next step following previous no smoking policies.
- Whether and how this will cover the smoking of e-cigarettes, which have been recognised as helping smokers give up cigarettes.
- There is a danger of victimising smokers and currently staff do not take breaks unless they feel they have to.

Councillor Kam Kaur, Cabinet Portfolio Holder for Customers, in seconding the motion stressed that this would not stop staff smoking in their own time and those who wished to give up would be supported. Councillor Kaur added that this would be managed sensitively by managers.

Councillor Warner advised that the proposal seeks to make the current policy easier to enforce with clearer boundaries. She added that it should include not allowing smoking of e-cigarettes as they normalise smoking and they are not yet proven as totally safe.

The motion was put to the vote and was CARRIED, the voting being 49 for, 1 against and 6 abstentions.

(2) Local Decision Making

- A Councillor June Tandy moved the following motion and was seconded by Councillor Richard Chattaway:

‘That, as community forums across the Council have not been as successful as we would wish and that the view amongst some members is that the Council should revert to the Area Committee system, the Council sets up a time limited cross party working group to consider how a new system -possibly combining formal decision making (devolution to Borough/District areas) and community and Police involvement- can be initiated to allow any changes to be brought forward at the Council’s Annual Meeting in May 2016.’

- B Councillor Jeff Clarke moved the following amendment and was seconded by Councillor John Appleton:

‘That, given there is concern that Community Forums are not as successful as we would wish them to be, and in consideration of the views of some members that Area Committees may have been more successful, it is agreed that a new working group should consider how a new system could look at devolution of formal decision making to district and borough areas, with community and Police involvement.’

The working group should consider how this council can strengthen local community working and devolution, including delegated budgets, to all areas. In consideration of the new Divisions and a new Administration in 2017, recommendations should be brought forward by September 2016.'

- C Councillor Tandy indicated that she accepted the second paragraph of the amendment at B so that the motion under debate read as follows:

'That, as community forums across the Council have not been as successful as we would wish and that the view amongst some members is that the Council should revert to the Area Committee system, the Council sets up a time limited cross party working group to consider how a new system -possibly combining formal decision making (devolution to Borough/District areas) and community and Police involvement can be initiated.

The working group should consider how this Council can strengthen local community working and devolution, including delegated budgets, to all areas. In consideration of the new Divisions and a new Administration in 2017, recommendations should be brought forward by September 2016.'

Councillor June Tandy explained that she brought this motion in the light of comments from members that the current community forums were not all operating effectively, particularly in view of the level and cost of officer attendance, in most cases with small reward in terms of public attendance. Councillor Tandy added that she considered public and police participation should be retained in any new system. The working party should therefore take a thorough look at options including those for delegated budgets and decision making.

DEBATE

The following points were raised in the debate:

Suggestions for inclusion in the review

- Public do not wish to attend 'talking shops' and any new system should include delegated budgets and decision making.
- The working group should include recently elected members to bring fresh approach to this issue as well as some members with experience of the council's previous area committees.
- The working group should approach this with an open mind and include options that may go across district/borough boundaries.
- Examples of what works in other authorities (and for how long) and why has it worked.

- Whether (some of) decisions currently delegated to portfolio holders could be put to local level.
- The feasibility of having a mixed approach according to local needs.
- Whether it is possible to have a form of delegation that is not overly bureaucratic.
- As the county is diverse, consider whether some priorities for an area can be set at local level and for service delivery to reflect these.
- The role of members in being the eyes and ears of how services are being delivered locally.
- Public engagement and how to engage in a way that communities can be confident that we understand and are responding to their needs.
- Include cost but do not let this be a paramount consideration given the value of effective community engagement.
- Take into account consultation with communities and views of current forum members.
- The part played by social media – in connecting with and getting views from individuals (in particular young people) and communities, as well as its use in encouraging their participation at meetings.

The amended motion at C was put to the vote and was agreed unanimously.

Resolved

That, as community forums across the Council have not been as successful as we would wish and that the view amongst some members is that the Council should revert to the Area Committee system, the Council sets up a time limited cross party working group to consider how a new system -possibly combining formal decision making (devolution to Borough/District areas) and community and Police involvement can be initiated.

The working group should consider how this Council can strengthen local community working and devolution, including delegated budgets, to all areas. In consideration of the new Divisions and a new Administration in 2017, recommendations should be brought forward by September 2016.

6. Member Question Time

6.1 Questions on Notice (Standing Order 7.2)

(1) Termination of the joint County Council/Warwick District Council telephone number

Councillor John Holland asked the following question of Councillor Kam Kaur, Portfolio Holder for Customers:

'The County Council and Warwick District Council have the same telephone number and joint enquiry desks. This means that residents do not need to know which Council provides a service when making contact.

Warwick District Council Executive Committee resolved on 30 September 2015 to give 12 months notice of termination of the agreement.

Can the Portfolio Holder tell Council what are the financial implications of this decision and, assuming she agrees that this joint working is important to residents, what action has the Portfolio Holder taken to resolve the problems so that the service can continue?'

Councillor Kam Kaur replied that the Executive of Warwick District Council agreed on 30 September to end its joint Customer Service Centre arrangement with the County Council and to return the handling of its phone enquiries to Riverside House in Leamington Spa. The County Council will retain its telephone numbers but Warwick District Council will introduce new numbers for its services which will be transferred back by 31 March 2016 at the latest with council tax calls transferred before the letters are sent to Warwick District residents. The Customer Service Centre will be redesigned with reduced staff and budget.

Councillor Holland asked whether the portfolio holder will meet with Councillor Dave Shilton (Warwick District Executive Member) and officers to see if the position can be resolved. Councillor Kam Kaur replied that she had not been able to get a meeting and that she was disappointed with the withdrawal from the service.

Councillor John Whitehouse asked whether, in the light of this and earlier examples of difficulties in cooperation, the Portfolio Holder would seek to ensure there is a high level meeting with Warwick District Council to seek assurance with regard to future cooperation from them. Councillor Kaur undertook to take this forward.

(2) Competitive Tendering of NHS services

Councillor Maggie O'Rourke left the meeting during the following question and answer.

Councillor John Holland put the following question to ask Councillor Izzi Seccombe, Leader of the Council:

'On 24 September 2015 the Council unanimously agreed the following:
Resolved, That, given the current priority is for the NHS and local government to focus on the integration of health and social care services, this Council makes an urgent representation to the three CCGs to reconsider their decision to put NHS services in Warwickshire out to competitive tender.
Can the Leader give a progress report and what further action is to be taken for compliance with our resolution?'

Councillor Izzi Seccombe replied that the South CCG have made some amendments and have moved to a contract that is not completely open tender and will not require the full EU structure but is not a preferred best provider tender that was our suggested route. We will be part of the scoping of that as it does have an impact on our services. The North CCG are moving to a most suitable provider contract.

Councillor Izzi Seccombe agreed to forward the amended document to Councillor Holland and Councillor Chris Clark.

(3) Fire Stations

Councillor Sarah Boad asked the following question of Councillor John Horner, Portfolio Holder for Community Safety:

'Can the Portfolio Holder confirm that he will not propose the closure of any fire stations in the next two years?'

Councillor Horner replied that in implementing the budget he considered whether firefighters are appropriately trained and equipped and can they get to an incident quickly enough to be effective. The location of fire stations is part of the solution to meeting attendance times. In addition to approval for a new fire station in Gaydon, and a new training college site, the service also has a new fleet of smaller vehicles to access narrow lanes and streets. The service has to adjust to meet a changing environment and if officers brought forward a robust proposal that improves service levels and requires the closure of a fire station, then he would be forced under his duty of care to the people of Warwickshire, to accept it. Any proposals would come to the Council for decision.

Councillor Sarah Boad asked whether the Portfolio Holder can give an assurance that there would not be a reduction in the number of fire tenders.

Councillor John Horner replied that his focus is on reducing attendance time so he did not foresee this being helped by a reduction of tenders but if a robust case was made then he would be required to consider it.

Councillor Keith Kondakor sought and received assurance that there is not a proposal to merge Nuneaton and Bedworth Fire Stations.

(4) Addressing Low Wage levels in Nuneaton and Bedworth

Councillor Keith Kondakor asked the following question of Councillor Izzi Seccombe, Leader of the Council:

'The average working person in Nuneaton and Bedworth earns just £418 a week, far less than anywhere else in Coventry and Warwickshire. The majority of well paid jobs are outside the Borough and we urgently need help to attract well paid jobs. The problem is not being helped by the CWLEP and 'Invest in Warwickshire' which seems to focus on areas with less need. Invest in Warwickshire do not even mention that we have a railway on their list of transport links in the County.

Does the Leader agree that there is an urgent need to relocate the CWLEP's Business Hub and 'Invest in Warwickshire' to offices in Nuneaton and Bedworth town centres?'

Councillor Izzi Seccombe replied that the County Council actively promotes Nuneaton and Bedworth as a place to invest, has funded the business start-up support contracted in Nuneaton and Bedworth delivered by the Chamber of Commerce and is currently bidding for funding which includes start-up business growth support in Nuneaton and Bedworth and has recently reviewed the operation of its business centres (Centenary and Epic) which contain nearly 100 businesses and at 98% occupancy. Invest in Warwickshire exhibited at the 'Info to Grow' event last month in Nuneaton and WCC paid for the Growth Hub, Apprenticeship Hub, Skills for Employment and University of Warwick to attend that. This is in addition to many other activities that support Nuneaton and Bedworth. Councillor Seccombe reported that the lease for the Growth Hub which has been on a peppercorn would end in 18 months and then a decision will be needed on where it will be located.

Councillor Kondakor asked whether something could be done to improve the information about stations in Nuneaton and Bedworth on the website.

Councillor Izzi Seccombe replied that she recognised, as many said in the Let's Talk events, that there is a need for investment in Nuneaton and for commitment to a big project.

6.2 Questions without Notice to Leader of the Council and Cabinet Portfolio Holders (Standing Orders 7.7 and 7.8)

(1) Local Government Funding

Councillor Chris Clark asked the Leader whether, given the Prime Minister's comments regarding funding in Oxfordshire, she had outlined to him this Council's concern about financial support for Warwickshire.

Councillor Izzi Seccombe replied that the proposals in the comprehensive spending review reveal the direction of travel towards more reliance on local council tax, grant taxation and ultimately business rates to raise funding. Councillor Seccombe added that the Council will need to decide whether to take the 2% precept for adult social care, which she supported, but regretted that it had not come forward earlier to enable investment in meeting winter pressures and the instability of the market place.

(2) County Music Service

Councillor Sarah Boad asked the Chair whether he would approve the playing of DVDs by the County Music Service in the ante chamber prior to Council meetings. The Chair agreed to this proposal.

(3) Flood Risk

Councillor Keith Kondakor asked Councillor John Horner whether, in view of the latest floods in Cumbria which are reported to be consistent with climate change, he would be seeking a review of the flood levels used for planning purposes.

Councillor John Horner replied that there is already an allowance for climate change. The Meteorological Office provides data to DefRA which is passed on to local authorities. If Government policy is ignored then authorities are open to appeal or judicial review.

(4) Contingency funds held by developers

Councillor Neil Dirveiks asked Councillor Peter Butlin whether developers maintain any contingency funding that is not used.

Councillor Peter Butlin replied that the usual process is that the developer meets any contingency costs and also retains any contingency funding not used.

(5) New Homes Bonus

Councillor Maggie O'Rourke asked how much money the County Council receives from the New Homes Bonus, by area.

Following the meeting an explanatory note was sent to all members describing the level of the Bonus (£10.m for Warwickshire of which £2.1m will be received by the County Council and is included in the four year One Organisational Plan and Budget).

7. Any other items of urgent business

None

8. Reports Containing Confidential or Exempt Information

Resolved:

That members of the public be excluded from the meeting for the item mentioned below on the grounds that their presence would involve the disclosure of exempt information as defined in paragraph 3 of Schedule 12A of Part 1 of the Local Government Act 1972.

9. NUCKLE 2 and Kenilworth Station

Councillor Peter Butlin presented a report that sought Council's approval to release funding from the Capital Programme, following the Cabinet's award of the contract for the construction of Kenilworth Station. The proposal for funding was seconded by Councillor Alan Cockburn.

Members expressed concern with regard to the delay in opening of the station at Bermuda, Nuneaton and delay with the Kenilworth project and asked that the Council ensure that any part of the scheme under its direct control is proceeded with as close to the original timetable as possible. It was also requested that proposals come forward soon on the future use of the Lighthouse Building. The question of Stratford being included as part of NUCKLE was also raised but it was noted that this would require a fully formed scheme to go forward as a funding bid.

During the discussion on this item Councillor Julie Jackson raised concern in relation to the level crossing on the line near Hawkesbury Village which she understood will be brought down for 20 minutes in each peak hour. This will restrict access for 700 properties in Hawkesbury Village and, whilst recognising this is a Network Rail issue, Councillor Jackson asked whether there is any funding that could be used to find an alternative solution to the access issue. Councillor Peter Butlin undertook to discuss this further with Councillor Jackson.

The Council agreed the recommendations in the report and as recorded in the exempt minutes of this meeting.

The meeting adjourned at 12.58 pm and reconvened at 2 pm.

10. National Living Wage and Living Wage

Councillor Kam Kaur, Cabinet Portfolio Holder for Customers, presented a report setting out the implications of introducing a Living Wage and the options for introducing the National Living Wage. Councillor Kaur thanked officers for the comprehensive report on a complex subject and proposed approval of the recommendations in the report (set out in full in the exempt minutes) and that

supported the introduction of the National Living Wage from 1 April 2016 and extends it to all employees regardless of age.

Councillor June Tandy (seconded by Councillor Julie Jackson) moved an amendment to include that the Council seeks to move toward the Living Wage as soon as reasonably possible. Councillor Jonathan Chilvers (seconded by Councillor Keith Kondakor) moved a further proposal to investigate the further extension of the National Living Wage regardless of age.

All of the proposals above were agreed by Council as set out in full in the exempt minutes.

The meeting rose at 2.40 pm.

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Chair