



Neuadd y Sir  
Y Rhadyr  
Brynbuga  
NP15 1GA

County Hall  
Rhadyr  
Usk  
NP15 1GA

Monday, 31 December 2018

Dear Councillor

## CABINET

You are requested to attend a **Cabinet** meeting to be held at **Steve Greenslade Room, County Hall, Usk** on **Wednesday, 9th January, 2019, at 2.00 pm.**

## AGENDA

1. Apologies for Absence
2. Declarations of Interest
3. To consider the following reports:

- i. **FUTURE LEGAL DEPARTMENT**

1 - 8

Divisions/Wards Affected: All

Purpose:

Monmouthshire County Council has evolved considerably over the last decade and will continue to do so. The world is changing too. The combined effect is a growth in external pressures such as Child Protection cases (up >75% in 2018 alone) and an uncertain legal landscape owing to Brexit, and internal pressure resulting from an ambitious Corporate Plan and underlying strategies that require innovation and flexibility. Despite this change, the Legal department has not evolved at the same pace, and in some areas has retreated in terms of resourcing. The team itself is good; it comprises skilled, deeply experienced individuals with a genuine commitment to their work and the County. The fact that the level of service is where it is, is due to their willingness to go above and beyond. However, there is barely the structure or capacity to cope with current demand, and the situation is such that the department is unlikely to be able to deal with what current demand should look like, and needs change to support where the Council is so clearly heading. More broadly, external legal advice across the Council is uncoordinated, unexploited and not subject to any sort of quality assurance – as much is spent on external legal advice as is on the legal department in total.

This report aims to set out what the future legal department should look like and how this will be achieved. This first step is aimed at stabilising current legal provision while seeking efficiencies through new systems and structures of work that will enable 'true' demand to be met, costs to

be exposed and further cost rises across other departments prevented. Thereafter the aim will be to reduce costs through better coordination of pan-MCC legal advice and the upskilling of the legal department to take on more of this work in the future. Once this foundation is achieved, the opportunities of income generation can be assessed, turning elements of the legal department into fee-earners, not cost burdens, without impact on the core and statutory work already being undertaken.

Author: Matt Phillips, Head of Law and Monitoring Officer

Contact Details: matthewphillips@monmouthshire.gov.uk

- ii. **MARCH ON FOR WASTE CHANGES - RECYCLING RECEPTACLES** 9 - 22  
Division/Wards Affected: All

Purpose: To seek approval to move to reusable bags for the collection of dry recyclables and recycled plastic bags for food waste. This will give a reduction in costs and potential for increased income generation as a result of changes to the types of bag we use to collect recycling. This report was taken to Strong Communities Select Committee and was recommended for approval by Cabinet.

Author: Carl Touhig

Contact Details: carltouhig@monmouthshire.gov.uk

- iii. **IMPLEMENTATION OF THE NEW PAY SPINE 2019** 23 - 44  
Division/Wards Affected: N/A

Purpose: To appraise Cabinet of the financial and non- financial implications of implementing the new NJC pay spine in April 2019 and seek Cabinet approval of the preferred option to be implemented in April 2019.

Author: Tracey Harry, Head of People Services and Information Governance

Contact Details: traceyharry@monmouthshire.gov.uk

- iv. **MELVILLE THEATRE SITE - PROPOSED LEASE** 45 - 122  
Division/Wards Affected: Priory/Cantref

Purpose: To consider the granting of a 3 year Lease to Melville Centre for the Arts CIC to further utilise the site promoting the arts through education, participation and entertainment serving the Local Community.

Author: Nicola Howells – Estates Surveyor

Contact Details: nicolahowells@monmouthshire.gov.uk

- v. **OUTDOOR EDUCATION - SERVICE CHANGE PROPOSALS** 123 -  
Division/Wards Affected: All 140

Purpose: To agree the dissolution of the Gwent Outdoor Education Service partnership for which the Council is the lead partner, working with

Blaenau Gwent County Borough Council (BGCBC), Newport City Council (NCC) and Torfaen County Borough Council (TCBC) further to the withdrawal of partner subsidy.

To agree the closure of the Talybont Site, returning the site to Newport City Council for disposal, and subsequently to approve the associated staff redundancies if suitable redeployment cannot be found.

Author: Ian Saunders – Head of Tourism, Leisure, Culture and Youth  
Ian Kennett – Head of Gwent Outdoor Education service  
Richard Simpkins – Business Manager TLCY

Contact Details: [iansaunders@monmouthshire.gov.uk](mailto:iansaunders@monmouthshire.gov.uk)

vi. **WELSH CHURCH FUND WORKING GROUP**

141 -  
152

Division/Wards Affected: All

Purpose: The purpose of this report is to make recommendations to Cabinet on the Schedule of Applications for the Welsh Church Fund Working Group meeting 6 of the 2018/19 financial year held on the 20<sup>th</sup> December 2018.

Author: David Jarrett – Senior Accountant – Central Finance Business Support

Contact Details: [davejarrett@monmouthshire.gov.uk](mailto:davejarrett@monmouthshire.gov.uk)

Yours sincerely,

**Paul Matthews**  
**Chief Executive**

### CABINET PORTFOLIOS

County Councillor	Area of Responsibility	Partnership and External Working	Ward
P.A. Fox (Leader)	<b>Whole Authority Strategy &amp; Direction</b> CCR Joint Cabinet & Regional Development; Organisation overview; Regional working; Government relations; Public Service Board; WLGA	WLGA Council WLGA Coordinating Board Public Service Board	Portskewett
R.J.W. Greenland (Deputy Leader)	<b>Enterprise</b> Land use planning; Economy & Tourism; Town Centre Regeneration; Leisure; Cultural services; ADM development	WLGA Council Capital Region Tourism	Devauden
P. Jordan	<b>Governance</b> Council & Executive decision support; Scrutiny; Regulatory Committee standards; Community governance; Member support; Elections, Democracy promotion & engagement; Law, Ethics & Standards; Whole Authority performance; Whole Authority service planning & evaluation; Regulatory body liaison; Audit; Development control; Building control; Community Hubs inc Adult Education		Cantref
R. John	<b>Children &amp; Young People</b> School standards; School improvement; School governance; EAS overview; Early years; Additional Learning Needs; Inclusion; Youth Service; Extended curriculum; Outdoor education; Admissions; Catchment areas; Post 16 offer; Coleg Gwent liaison.	Joint Education Group (EAS) WJEC	Mitchel Troy
P. Jones	<b>Social Care, Safeguarding &amp; Health</b> Children; Adult; Fostering & adoption; Youth offending service; Supporting people; Whole Authority safeguarding (children & adults); Disabilities; Mental Health; Public Health; Health liaison.		Raglan
P. Murphy	<b>Resources</b> Finance; Information technology (SRS); Human Resources; Training; Health & Safety; Emergency planning; Procurement; Land & buildings (inc. Estate, Cemeteries, Allotments, Farms); Property maintenance; Digital office; Commercial office	Prosiect Gwrydd Wales Purchasing Consortium	Caerwent

S.B. Jones	<b>County Operations</b> Highways maintenance, Transport, Traffic & Network Management, Fleet management; Waste including recycling, Public conveniences; Car parks; Parks & open spaces; Cleansing; Countryside; Landscapes & biodiversity; Flood Risk.	SEWTA Prosiect Gwyrdd	Goytre Fawr
S. Jones	<b>Social Justice &amp; Community Development</b> Community engagement; Deprivation & Isolation; Housing & Homelessness; Social cohesion; Poverty; Equalities; Diversity; Welsh language; Public relations; Trading standards; Environmental health; Licensing; Communications		Llanover

# Aims and Values of Monmouthshire County Council

## Our purpose

Building Sustainable and Resilient Communities

### Objectives we are working towards

- Giving people the best possible start in life
- A thriving and connected county
- Maximise the Potential of the natural and built environment
- Lifelong well-being
- A future focused council

## Our Values

**Openness.** We are open and honest. People have the chance to get involved in decisions that affect them, tell us what matters and do things for themselves/their communities. If we cannot do something to help, we'll say so; if it will take a while to get the answer we'll explain why; if we can't answer immediately we'll try to connect you to the people who can help – building trust and engagement is a key foundation.

**Fairness.** We provide fair chances, to help people and communities thrive. If something does not seem fair, we will listen and help explain why. We will always try to treat everyone fairly and consistently. We cannot always make everyone happy, but will commit to listening and explaining why we did what we did.

**Flexibility.** We will continue to change and be flexible to enable delivery of the most effective and efficient services. This means a genuine commitment to working with everyone to embrace new ways of working.

**Teamwork.** We will work with you and our partners to support and inspire everyone to get involved so we can achieve great things together. We don't see ourselves as the 'fixers' or problem-solvers, but we will make the best of the ideas, assets and resources available to make sure we do the things that most positively impact our people and places.