



Decisions of Council held on 2nd March 2023

Public Questions

Please see the meeting recording, Council minutes will follow.

[Council - Tuesday, 2nd March, 2023 6:00 pm - YouTube](#)

Agenda item 6: Senior Management Review - SMR (Leader of the Council)

Resolved (unanimously) to approve:

- i. deletion of the following posts at Director level: Director of Communities and Neighbourhoods; and Director of Enterprise and Sustainable Development; and
- ii. the creation of the following new posts at Director level: Director, Communities; Director, City Services; Chief Operating Officer.
- iii. the deletion of the following posts at Head of Service level: - Head of Commercial Services - Head of Community Services - Head of Corporate Strategy / Assistant Chief Executive - Head of Environmental Services - Head of Housing Maintenance and Assets - Head of Housing Services - Head of Human Resources - Head of Property Services - Head of Transformation
- iv. the creation of the following new posts at Assistant Director level, which will be composed of 2 levels: - Assets and Property (AD2) - Assistant Chief Executive (AD2) - Housing and Homelessness (AD1)
- v. noted that the following posts will be subject to slotting-in arrangements with new post titles: - Head of Finance to Chief Finance Officer (AD1) - Head of Housing Development Agency to Assistant Director, Development (AD1)
- vi. the creation of a new Head of People and a Head of Transformation on 2-year Fixed Term contracts at Band 11, while future leadership arrangements for 'Transformation, Digital and HR' are considered.

- vii. the Chief Executive is given delegated powers to take all steps necessary to implement the new structure (other than those delegated to the ESOC) including final determination of the Council's staffing structure below Director level, and
- viii. where specific changes to the Constitution are required the Chief Executive and Monitoring Officer should make such changes.

That the Council noted:

- ix. the Head of 3C Shared Legal Services (Head of Service) and Council's Monitoring Officer becomes an Assistant Director grade (AD1) in the new grade structure.
- x. the Head of Building Control (Head of Service) post will be reviewed once the Greater Cambridge Shared Planning Service management restructure has been fully implemented.
- xi. changes proposed to the senior officer Leadership Behaviours following feedback from the consultation (Annex B).
- xii. that the transitional Group structure will provide staff with certainty about line management arrangements and are a starting point for each Group organisational redesign (Annex C)

Agenda item 7a: Pay Policy Statement (Civic Affairs Committee)

Resolved (unanimously) to approve:

- i. the draft Pay Policy Statement 2023/2024 attached to the officer's report as Appendix 1.
- ii. the pay proposals for chief executive, director and assistant director level pay bands following the 2022 review of senior officer salaries and as they relate to the senior management review.
- iii. the delegate authority to the Head of Human Resources to update the Pay Policy Statement 2023/24 following consideration and approval of the proposed changes to the pay bands for the roles of Chief Executive, Director and Assistant Director.

Agenda item 7b: Senior Management Review – Termination and Exit Costs (Senior Officer Committee)

Resolved (unanimously) to approve:

- i. individual statutory and contractual termination costs over £100k (the posts described above) arising from the SMR due to contractual severance.
- ii. delegate authority to the Chief Executive to implement termination of employment by reason of redundancy, arising from the SMR, where individual statutory and contractual costs are greater than £100k.

Agenda item 8: Oral Questions

Please see the meeting recording, Council minutes will follow.

[Council - Tuesday, 2nd March, 2023 6:00 pm - YouTube](#)

Agenda item 9a: Motion, Appointment to the post of Honorary Recorder

Resolved (unanimously):

- i. to appoint His Honour Judge Mark Bishop to the post of Honorary Recorder of Cambridge for as long as they hold the position of Resident Judge at Cambridge Crown Court.

Agenda item 9b: Motion, Protecting Workers' Rights to Strike

Resolved (unanimously):

The council acknowledges:

- i. The vital work that trade unions play in workplaces in Cambridge and beyond;
- ii. That the right to strike is a fundamental human right;
- iii. That without unions, we would not enjoy many of the workplace rights we have today.

The council notes:

- i. That unionised workplaces are more likely to have better terms and conditions, higher wages, improved maternity, paternity and carer leave policies, better job stability for staff, as well as stronger health and safety arrangements.
- ii. That the UK has the most restrictive anti-union laws and some of the tightest regulations on strikes in Europe.
- iii. That the Government intends to introduce the Minimum Service Levels Bill covering six service sectors, which the TUC has described as an 'attack' on the right to strike.
- iv. That the intention of this legislation would require Unions and employers to agree minimum levels of service during times of strike action, and in the event of no agreement Government Ministers could impose these limits, with Unions then liable to be sued and workers potentially dismissed if they don't comply.
- v. This legislation has raised many concerns with some legal experts noting that there are likely to be legal challenges raised.

The council believes:

- i. That industrial disputes are best resolved through negotiation not measures designed to undermine and potentially outlaw industrial action.

The council resolves to:

- i. Stand in solidarity with striking workers who are fighting for better pay and conditions.
- ii. Continue to work alongside the local Trades Council on relevant work such as the TUC's 'Stay Safe, Join a Union' Campaign and 'Heart Unions Week'.
- iii. Write a letter from the leader of the council to the Prime Minister and Business Secretary Kemi Badenoch, outlining this council's **concerns and opposition to the Minimum Service Levels Bill.**

Agenda item 9c: Motion, Cost of Living Emergency and Making Connections

Resolved (24 votes to 0) to approve the amended motion:

- i. The GCP 'Making Connections' consultation, which closed before Christmas, has received over 24,000 responses. No decisions about whether or how to proceed with the proposals will be made until the responses have been fully analysed.
- ii. The City council has previously declared cost of living¹, climate and biodiversity emergencies, and its representatives on the GCP board and assembly have been consistently clear that any scheme must reflect this and avoid disproportionately disadvantaging the most vulnerable; and it is satisfied these will be considered in the preparation of any proposals.
- iii. The GCP scheme in its current form has proposed a wide range of mitigations for medical reasons, disabilities and low incomes. Its ultimate aim is to provide outstanding public transport. For any scheme to be endorsed after the consultation responses have been analysed, it is a key principle that any charge is contingent on the provision first of new and improved bus routes which will be more affordable, more extensive and more frequent than has previously been possible.
- iv. Those on lowest incomes are often disproportionately affected by climate change, and are often the most reliant on public transport². The high cost of fuel will only exacerbate this problem.
- v. Public transport in the East of England is chronically under-funded, with many residents, students and workers having no option currently but to drive a car to enter the city, assuming that they are able to drive at all.

- vi. In Cambridge, public transport's performance and viability as an alternative to the private car is also hampered by the same congestion experienced by all road users.
- vii. The 'Making Connections' proposals have never been designed as punitive. The Sustainable Travel proposals seek to find solutions to our public transport problem, such as reducing bus fares, increasing routes and providing greater hours and frequency of operation, in order to provide people with viable and affordable alternatives to driving a private car and to enable as many as possible to avoid needing to pay to use a private car.
- viii. Our small and medium-sized businesses play a crucial role in the economy of our city. They experience both the problems caused by congestion and poor public transport, and their input is invaluable in addressing these issues.
- ix. The consultation period has been about listening to the needs of residents, students, workers and businesses which will be carefully analysed to ensure that any scheme that is put forward, takes account of the needs of the people who live and work in our city.
- x. The council notes that the GCP has published draft 'Social and Distributional Impact Assessment', draft 'Equality Impact Assessment', draft 'Health Impact Assessment', and that these documents will be updated and republished alongside the proposals expected the summer.

This council therefore:

- i. Reiterates its commitment to the consultative process by listening to the responses of the 24,000+ people who have responded, and considers it is only right that council does not pre-empt the results of that consultation by making a decision on the future of any scheme until the responses have been analysed.
- ii. Believes that any scheme put forward must consider the overall balance of environmental, economic and social impacts on our residents, students, workers and businesses.
- iii. Supports the GCP board and assembly in giving particular consideration to the future economic and social impact of any proposals on city residents, businesses, workers and students, including the impacts on small businesses and residents' cost of living.
- iv. Requests that the GCP continues to consider appropriate reliefs and exemptions for all those who may be disproportionately affected by any scheme.
- v. Continues to acknowledge the need lying behind the Making Connections proposals, and supports the overall objectives to

provide better, greener, cheaper public transport for all, as originally laid out by the Citizens' Assembly. “

Agenda 9d: Motion, Türkiye and Syria

Resolved (unanimously) to approve the altered motion:

- ii. This Council notes with horror the shocking scale of devastation and loss of life following the earthquake in southern Türkiye and northern Syria.
- iii. This Council expresses its profound support for and solidarity with all those suffering as a result of the earthquake, both those facing trauma and loss in the region, and those here in the UK who grieve for family and friends and the damage to communities. We commit to work closely with the Turkish and Syrian communities here in Cambridge to understand how we can best support the relief and recovery effort.
- iv. This Council also calls upon the UK government, parliamentary representatives, and spokespeople to explore whether a scheme similar to the Ukraine Family Scheme could be set up to allow those who have been made homeless and who have family in the UK to travel here and remain in safety while recovery in the region takes place.

Agenda Item 9e: Murketts Garage Site

Resolved (24 votes to 0) to approve the amended motion:

- i. The Council welcomes the recent city council-funded acquisition of the former Murketts Garage site on Histon Road through the Cambridge Investment Partnership, the joint venture between the City Council and private developer Hill. It notes the intention to develop it for a mixture of market and social housing, similar to the Ironworks and Timberworks developments.
- ii. At the outset of this new scheme, Council wishes to make clear that marketing will continue to focus on purchasers planning to live or work in Greater Cambridge, whether they be from the UK or elsewhere.

Agenda item 9f: Mandatory Voter ID

Resolved (unanimously) to approve the altered motion:

This council notes that:

- i. The Government intends to implement mandatory photo voter ID at the local elections in May 2023.

- ii. Over 2 million voters are estimated to need the government-issued voter ID cards¹.
- iii. Only 10,000 people have applied so far for these, representing just 0.5% of those who might need the new cards²
- iv. Parliament's Joint Committee on Human Rights have said that the impact of the proposals may fall disproportionately on those with protected characteristics³.
- v. The Electoral Reform Society has called the project 'an expensive distraction' which may disproportionately disadvantage already disadvantaged groups. They say that the Government's own figures suggest that this project will cost £180,000,000 a decade.⁴
- vi. The electoral commission have been given a budget of £5,650,000 to spend on advertising, resources and research for this project⁵.
- vii. The Local Government Association has expressed serious concerns about the implementation of this project for May 2023 and is calling for a delay⁶.
- viii. The Chief executive of the Association of Electoral Administrators has raised concerns about the safety of staff in polling stations.⁷

This Council believes that:

- i. Any democratic deficit could be better addressed by reaching out to the estimated 9 million people who are currently not on the electoral roll at all, or by seeking to raise electoral turnout, rather than putting up barriers to voting.
- ii. The Government should abandon this costly project which will undermine, not enhance, democracy.
- iii. At the very least, the Government should delay implementation, to avoid the risk of significant disenfranchisement.

This council resolves to:

- i. call upon the Government to:
 - delay the requirement for photo ID in the May 2023 elections
 - review the entire project with a view to scrapping it entirely and focussing on other actions more likely to improve democratic engagement

¹ <https://committees.parliament.uk/committee/93/human-rights-joint-committee/news/157247/voter-id-law-must-be-shown-to-be-necessary-and-proportionate/>

² <https://www.theguardian.com/politics/2023/jan/31/only-10000-people-in-uk-have-applied-for-government-issued-voter-id>

³ <https://committees.parliament.uk/committee/93/human-rights-joint-committee/news/157247/voter-id-law-must-be-shown-to-be-necessary-and-proportionate/>

⁴ <https://www.electoral-reform.org.uk/campaigns/voter-id/>

⁵ <https://www.independent.co.uk/news/uk/angela-rayner-britain-sarah-olney-labour-government-b2258668.html>

⁶ <https://www.local.gov.uk/about/news/lga-statement-parliamentary-vote-plans-introduce-voter-id>

⁷ <https://www.theguardian.com/politics/2022/dec/10/council-leaders-urge-ministers-to-delay-plans-for-photo-id-at-may-elections>

- undertake to cover fully the additional costs arising for councils due to the implementation of the Elections Act 2022
- ii. Ask the leader to write to our Cambridge MPs informing them of this motion and asking them to share our concerns with Central Government and ask the Leader to write to Michael Gove asking him to act.
- iii. Publicise this motion and do all it can locally to urge voters to make sure they have the necessary voter ID.

Agenda item 10: Written Questions

These can be viewed in the Information Pack of the Council agenda pages at the following link:

[Agenda for Council on Thursday, 2nd March, 2023, 6.00 pm - Cambridge Council](#)

Agenda item 11a: Cambridgeshire and Peterborough Combined Authority- Appointment of the Council's Board member and substitute member.

The Council noted the decision.

Agenda item 11b: Approval of Additional Energy Investment 2023/24

The Council noted the decision.

Agenda item 11c: Approval of funding to Cambridge Investment Partnership for a land purchase (former Murketts Garage Site, Histon Road Cambridge)

The Council noted the decision.

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