

City of Wolverhampton Council – Decisions taken by the Cabinet on Wednesday, 13 December 2023

Item 4	
Title	Removal of Mandatory Unpaid Leave
Status	Recommendations Approved
Record of Decision	<ol style="list-style-type: none"> 1. That the proposal to end Mandatory Unpaid Leave (MUL) from April 2024 and for the Council to enter formal consultation with Trade Unions in this regard be approved. 2. That if agreement is reached after consultation with Trade Unions, employees would utilise their annual leave allowance for the three day Christmas closure period (Friday 27, Monday 30 and Tuesday 31 December 2024) and annually thereafter as per the current collective agreement. 3. That it be noted that if agreed the Christmas closure period for the majority of Council services remains unchanged. 4. That it be noted that employees would continue to have the option to purchase annual leave, as detailed in the Buying Annual Leave Scheme guidance, as a substitute for Mandatory Unpaid Leave. 5. That it be noted that there would be an impact on People Services (HR), Agresso and the Payroll team due to the initial work required to make the amendments (communication, engagement, consultation, changes to terms and conditions, policies and guides) and subsequently a potential increase in purchasing of annual leave, monthly deductions and lost pension buy back related work. At this stage this is not quantifiable and would change on an annual basis so this would need to be carefully monitored to review priorities/put work on hold or bring in additional resource if required. 6. That it be noted that the current arrangements for services not subject to Christmas closure remain the same in that they would still be required to operate as an essential or emergency service. Employees in these services can continue to choose when they book their annual leave using their entitlement or additional purchased leave.

City of Wolverhampton Council – Decisions taken by the Cabinet on Wednesday, 13 December 2023

Options Considered	An option would be to do nothing – this would not be conducive to supporting employees with the cost of living rise, their health and wellbeing and would not assist the Council in mitigating against a potential equal pay risk.
Reasons for Decision	<ol style="list-style-type: none"> 1. To support our employees with cost of living – this will equate to an increase in pay of 1.15%, which is an additional £257.00 gross for some of our lowest paid employees. 2. Some Local Authorities that introduced MUL have since removed it – such as Dudley Council and Worcestershire Council. 3. Employees will have the choice of purchasing annual leave and this can be considered by them on an annual basis giving them the freedom to consider their own financial circumstances. 4. Recruitment and Retention is a risk on the Council’s Strategic Risk Register. The Council needs to provide a competitive offer that assists in attracting and retaining talent. According to a Chartered Institute of Personnel and Development (CIPD) report ‘resourcing and talent planning report, 2022’ that surveyed over 1,000 UK-based HR professionals found that pay and benefits is now most commonly ranked amongst the three most important elements of employer branding for attraction of candidates. The 1.15% uplift in pay therefore could help to attract and retain our talent. 5. Ensuring that the Christmas closure period for the majority of Council Services, i.e. non-essential services, remains unchanged will ensure the continuing health and wellbeing benefits which have been referenced. 6. Fairness for employees – employees in some services have advised Trade Unions that they have lost annual leave due to the inability to use or carry over leave. The Council does have a policy allowing employees to carry over up to five days leave where they have been prevented from taking that leave. Carry over of more than five days leave is at manager discretion. By ending MUL it will reduce the risk of employees losing leave entitlement.

City of Wolverhampton Council – Decisions taken by the Cabinet on Wednesday, 13 December 2023

	<p>7. Employees in non-essential services will be able to use their annual leave to cover the Christmas closure, while employees in essential and emergency services will no longer be required to purchase annual leave.</p> <p>8. Continuing to offer the option to buy additional annual leave will satisfy those who are supportive of MUL.</p> <p>9. Reduces the potential equal pay risks identified in the Equal Pay Risks Audit Report (2023-2024), which highlighted in some instances that MUL deductions were not being made for some positions.</p> <p>10. Ensures fairness and equity for our employees as not all employees can access Mandatory Unpaid Leave such as Level 2 Apprentices, weekend workers and those working a non-standard working pattern.</p> <p>11. Responds to a request from Unison for a removal of MUL following a survey of members.</p> <p>12. Increases productivity for many employees by three days per year. As an example, for a service that employs 20 employees, this is 60 additional working days per year if the employees choose to take their contractual leave rather than purchase additional leave using the buying annual leave process.</p>
Record of Conflicts of Interest	None
Dispensation Granted	Not applicable
Decision available for implementation (subject to call-in)	18 December 2023

City of Wolverhampton Council – Decisions taken by the Cabinet on Wednesday, 13 December 2023

Item 5	
Title	Families First for Children Pathfinder Implementation
Status	Recommendation Approved
Record of Decision	That the high-level Wolverhampton Families First for Children Pathfinder Implementation Plan be approved.
Options Considered	<ol style="list-style-type: none"> 1. As part of the pathfinder, the Department for Education (DfE) has produced a design specification, with key minimum expectations for each area of the reform. The model presented is in line with the DfE requirements. 2. Throughout the co-design process alternative options were considered. The model has been informed by a detailed Needs Analysis and demographic and performance data. 3. Input has been gained from a range of services that have been working closely, as well as the other two Pathfinder Local Authorities to ensure similar responses to the reform areas whilst building on 'what works well' for Wolverhampton. 4. Staff, parent/carer, children, and young people reference groups have been key in responding to the proposed model during the co-design phase. Their feedback has shaped our approach and processes.
Reasons for Decision	It is important that the service retains well performing areas and maximises positive outcomes for our residents. This was a key factor considered when designing the model and focused on enhancing current provision and services. The above will be tested and learning will allow to fine tune the model through the next phase, minimising risk and negative impact to services and residents.
Record of Conflicts of Interest	None

City of Wolverhampton Council – Decisions taken by the Cabinet on Wednesday, 13 December 2023

Dispensation Granted	Not applicable
Decision available for implementation (subject to call-in)	14 December 2023

City of Wolverhampton Council – Decisions taken by the Cabinet on Wednesday, 13 December 2023

Item 6			
Title	Investment Prospectus First Phase Delivery Plan - St Georges		
Status	Recommendations Approved		
Record of Decision	<p>1. That authority be delegated to the Leader of the Council and the Cabinet Member for Resources, in consultation with the Director of City Development, the Section 151 Officer and Chief Operating Officer to:</p> <p>i. Approve the appointment of Capital&Centric through a direct award via the Pagabo Developer Led Framework (LOT 3c – West Midlands).</p> <p>ii. Enter into a Pre-Development Agreement to progress the development of feasibility studies to inform an HMT Outline Business Case (OBC) identifying the preferred option for the site.</p> <p>2. That the allocation of £358,000 from the Regeneration Reserve to support the cost of the pre-development agreement be approved.</p> <p>3. That it be noted that a further report would be brought to Cabinet in the near future to approve the allocation of funds from the regeneration reserve to support the procurement of extra capacity within the Council and city investment directorate that is required in order to deliver St Georges and other priorities.</p>		
Options Considered	Option	Outcome	Impact
	Do nothing	The scheme is unlikely to progress.	The benefits of the proposed scheme would not be realised.
	Land disposal	The Council would lose control of the outcomes, benefits, quality, use and timing of any scheme.	The Council benefits of any social value or other council desired outputs would be lost.

City of Wolverhampton Council – Decisions taken by the Cabinet on Wednesday, 13 December 2023

	<p>Council led development and promotion</p>	<p>This would allow the Council to control how, when and what was delivered on the site to shape the development in line with local need and in line with the Our City: Our Plan.</p>	<p>In a challenging market the project would not have the benefit and expertise of a developer to bring market insight to inform and shape the project to both deliver the Council objectives but for it to be market facing and commercially attractive as it progress through feasibility stage.</p>
<p>Reasons for Decision</p>	<ol style="list-style-type: none"> 1. The provision of services and the development of St Georges will contribute towards the Council’s vision, objectives, and outcomes within Our City: Our Plan maximising benefits for Wulfrunians through shaping development across the city centre in response to both market demand and local need. 2. The recommendations will enable the Council’s aim to deliver a new gateway into the city centre delivering an inclusive, safe and sustainable new quarter improving accessibility and connectivity into the city centre, providing enhanced public realm, retail and leisure uses which will bring new opportunities and jobs, bring underutilised assets back into community use and importantly deliver circa 400 much needed new homes into Wolverhampton and the city centre which will bring wider social and economic benefits. 		
<p>Record of Conflicts of Interest</p>	<p>None</p>		
<p>Dispensation Granted</p>	<p>Not applicable</p>		
<p>Decision available for implementation (subject to call-in)</p>	<p>18 December 2023</p>		