



THORPE ST ANDREW TOWN COUNCIL

FINANCE AND STAFFING COMMITTEE MEETING

Roxley Hall, Yarmouth Road, Thorpe St Andrew, NR7 0QF

Tel/Fax: (01603) 701048

Email: office@thorpestandrew-tc.gov.uk

19th April 2023

Notice of Finance and Staffing Committee Meeting

Councillors of the Finance and Staffing Committee, you are hereby summoned to attend the meeting of the Finance and Staffing Committee to be held on Monday 24th April 2023 at the Roxley Hall from 7.30pm for the purpose of transacting the following business.

Foreman

Thomas Foreman Clerk to the Council

AGENDA

- 1 Attendance and apologies for absence
- 2 Declarations of interest in items on the agenda
- 3 To confirm the minutes of the meeting held on 20th February 2023
- 4 Public Participation – to consider a motion to suspend the meeting to allow the public to speak for a maximum of 3 minutes regarding items on the agenda.
- 5 Finance
 - (i) Draft End of Financial Year Update
 - (ii) Dementia Support Group Accounts 2022/23
- 6 Review of Scheme of Delegation

Town Clerk – Dr Thomas Foreman

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MINUTES OF FINANCE AND STAFFING COMMITTEE MEETING HELD ON 20TH FEBRUARY 2023

1. **PRESENT:**

Mrs J Fisher (Chairman)

Mr F. Bowe

Mr J. Emsell

Mr S. Snelling

Mr L. Reeves

Mr J. Ward

Mr P. Berry

Mr J. Fisher

Ms M Friend

IN ATTENDANCE: Mrs R McCarthy (Operational Manager/RFO),
Dr T Foreman (Locum CEO) (remotely)

APOLOGIES FOR ABSENCE: Miss S Lawn

2. **Declarations of Interest**

None

3. **Minutes of Meeting held on 17th October 2022**

Minutes of the meeting held on 17th October 2022 were approved and signed as a true record.

4. **Public Session – Limited to 3 minutes per speaker**

None

5. **Appointment of Internal Auditor**

Dr T Foreman provided a verbal report relating to the appointment of the internal auditor. It was proposed by Mr J Fisher, seconded by Mr S Snelling and on a show of hands with all in favour **RESOLVED** to appoint Mr Roger Canwell.

6. **Review of Responsible Financial Officer Job Description**

The current job description of the Responsible Financial Officer was presented to the Committee for review. There was some discussion regarding the job description, which has changed significantly in recent years. It was proposed by Mrs J Fisher, seconded by Mr J Ward and on a show of hands with all in favour **RESOLVED** that responsibility 13 as presented is removed. In addition, wording within responsibility 10 as presented is edited to reflect deputising for the CEO.

7. **To consider a motion to exclude press and public from the meeting under the Public Bodies (Admission to Meetings) Act 1960, as amended by the Local Government Act 1972 ss 100 and 102 due to the disclosure of personal and commercial information**

It was proposed by Mr J Fisher, seconded by Mr F Bowe and on a show of hands with all in favour **RESOLVED** to close the meeting to press and public.

8. **Staff Terms and Conditions**

A review of staff terms and conditions was presented to the Committee. The Committee discussed the existing terms and conditions at length and considered the potential for a full review. On balance, it was felt that a full salary review be recommended to the new Council in May 2023. However, the Committee felt there was an urgent need to reflect the changes to the roles impacted by the redundancy of the Parks and Estates Manager in 2022. In addition, annual leave entitlements across the Council were assessed against the latest national pay award announced in November 2022.

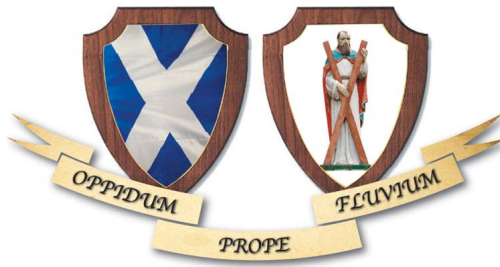
It was proposed by Mrs J Fisher, seconded by Mr S Snelling and on a show of hands with 7 in favour and 1 against **RESOLVED** that the RFO be placed in the first SCP of the PO1 scale and the Parks Supervisor be placed on the first SCP of the SO1 scale. In addition, annual leave entitlement be increased to reflect the national pay agreement announced November 2022.

With no other business the meeting closed at 21.00hrs.

Chairman_____

Date_____

RECEIPTS								PAYMENTS						BALANCE	Notes	
DATE	VOUCHER	CUSTOMER	DONATION	GRANT	TEA MONEY	OTHER	TOTAL RECEIPTS	SUPPLIER	FOOD & DRINK	GOODS	GARDEN	TRIPS & EVENTS	OTHER			TOTAL PAYMENTS
01/04/2022							0.00								6155.16	
04/04/2022	1	At Heart Lottery	24.00				24.00	Ella Marsham	-135.00					-135.00	6020.16	
12/04/2022							0.00							0.00	6044.16	
04/05/2022		At Heart Lottery	24.00				24.00							0.00	6068.16	
05/05/2022	2	-					0.00	Sainsbury's	-8.15				-1.50	-9.65	6058.51	
05/05/2022	3	-					0.00	Thorpe Plant Centre					-13.00	-13.00	6045.51	
07/06/2022		At Heart Lottery	31.00				31.00							0.00	6076.51	
09/06/2022	4	-					0.00	S. Snelling (Expenses)	-105.56		-134.62			-240.18	5836.33	
09/06/2022	5	-					0.00	Thorpe St Andrew TC			-93.00			-93.00	5743.33	
13/06/2022		CASH DEPOSIT			47.00	50.00	97.00							0.00	5840.33	
13/06/2022		CHQ DEPOSIT	250.00				250.00							0.00	6090.33	
13/06/2022	6	-					0.00	Amazon		-14.08				-14.08	6076.25	
12/07/2022		At Heart Lottery	26.00				26.00							0.00	6102.25	
14/07/2022	7	-					0.00	The Little Park Café	-9.00					-9.00	6093.25	
15/07/2022	8	CASH DEPOSIT	55.00				55.00							0.00	6148.25	
18/07/2022	9	-					0.00	The Little Park Café	-108.00					-108.00	6040.25	
28/07/2022		CASH DEPOSIT			150.00		150.00							0.00	6190.25	
02/08/2022	10	-					0.00	Marmax			-2354.40			-2354.40	3835.85	
09/08/2022		At Heart Lottery	27.00				27.00							0.00	3862.85	
26/08/2022	11	-					0.00	Charlotte Wright					-150.00	-150.00	3712.85	
01/09/2022		CASH DEPOSIT			100.00	8.50	108.50							0.00	3821.35	
01/09/2022	12	-					0.00	Morrisons				-15.75		-15.75	3805.60	
01/09/2022	13	-					0.00	Morrisons				-20.00		-20.00	3785.60	
07/09/2022	14	-					0.00	Amazon					-37.35	-37.35	3748.25	
08/09/2022	15	-					0.00	Morrisons				-159.46		-159.46	3588.79	
13/09/2022		At Heart Lottery	30.00				30.00							0.00	3618.79	
15/09/2022	16	-					0.00	The Little Park Café	-144.00					-144.00	3474.79	
11/10/2022		At Heart Lottery	24.00				24.00							0.00	3498.79	
08/11/2022	17	-					0.00	Ella Marsham	-234.00					-234.00	3264.79	
08/11/2022		CASH DEPOSIT	103.00		100.00		203.00							0.00	3467.79	
09/11/2022		CHQ DEPOSIT			180.00		180.00							0.00	3647.79	
15/11/2022		At Heart Lottery	29.00				29.00							0.00	3676.79	
18/11/2022	18	-					0.00	Amazon					-227.79	-227.79	3449.00	
21/11/2022	19	-					0.00	B&M				-17.49		-17.49	3431.51	
21/11/2022	20	-					0.00	Poundland				-35.00		-35.00	3396.51	
21/11/2022	21	-					0.00	Morrisons				-77.00		-77.00	3319.51	
25/11/2022	22	-					0.00	Makro				-159.80		-159.80	3159.71	
05/12/2022	23	-					0.00	B&M				-25.00		-25.00	3134.71	
06/12/2022		At Heart Lottery	20.00				20.00							0.00	3154.71	
08/12/2022	24	-					0.00	Sainsbury's				-126.00		-126.00	3028.71	
15/12/2022	25	-					0.00	DB Pycroft				-100.00		-100.00	2928.71	
15/12/2022		TSA Town Council				227.79	227.79							0.00	3156.50	
15/12/2022	26	-					0.00	Morrisons				-40.15		-40.15	3116.35	
15/12/2022	27	-					0.00	Sainsbury's				-54.60		-54.60	3061.75	
05/01/2023		At Heart Lottery	20.00				20.00							0.00	3081.75	
17/01/2023		CASH DEPOSIT	100.00		18.89		118.89							0.00	3200.64	
17/01/2023		CHQ DEPOSIT	150.00				150.00							0.00	3350.64	
20/01/2023	28	-					0.00	Stuart Snelling	-285.98	-52.25	-97.08		3.00	-432.31	2918.33	
23/01/2023		CHQ DEPOSIT	265.40				265.40							0.00	3183.73	
23/01/2023		CASH DEPOSIT	292.55		-21.05	155.30	426.80							0.00	3610.53	
24/01/2023	29	-					0.00	Amazon		-14.99				-14.99	3595.54	
09/02/2023		At Heart Lottery	25.00				25.00							0.00	3620.54	
13/02/2023	30	-					0.00	TSA Town Council	-100.00					-100.00	3520.54	
14/02/2023		At Heart Lottery	25.00				25.00							0.00	3545.54	
01/03/2023	31	CASH DEPOSIT	62.30				62.30				-19.80			-19.80	3588.04	
14/03/2023		At Heart Lottery	20.00				20.00							0.00	3608.04	
30/03/2023	32	CASH DEPOSIT	81.30				81.30				-18.00			-18.00	3671.34	
TOTAL			1684.55	0.00	574.84	441.59	2700.98		-1129.69	-81.32	-2716.90	-980.25	-276.64	-5184.80	3671.34	END BALANCE 31/03/2023



Thorpe St Andrew Town Council

Scheme of Delegation to the Chief Executive Officer

Introduction

The powers and duties set out in this scheme are delegated to the Chief Executive Officer. The Chief Executive Officer may delegate these duties and powers to other Officers within the Council.

The Chief Executive Officer is also the Council's Proper Officer and responsible for the management of the organisation.

Extent of Delegation

- 1.0 All delegated functions shall be deemed to be exercised on behalf of and in the name of the Council.
- 1.1 The Chief Executive Officer will exercise these powers in accordance with:
 - approved budgets
 - the Council's Financial Regulations
 - the Council's Contract Procedure Rules
 - the Council's Procurement Strategy
 - the Council's Policy Framework and other adopted policies of the Council
 - all statutory common law and contractual requirements
- 1.1. The Chief Executive Officer. may do anything pursuant to the delegated power or duty, which it would be lawful for the Council to do including anything reasonably implied or incidental to that power or duty.
- 1.2. Provided that such authorisation is not prohibited by statute the Chief Executive Officer. to whom a power, duty or function is delegated may authorise another Officer to exercise that power, duty or function, subject to:
 - such authorisations being in writing
 - only be given to an Officer below the delegating officer in the organisational structure
 - only being given where there is significant administrative convenience in doing so
 - the Officer authorised by the Chief Executive Officer acting in the name of the Chief Executive Officer.
 - such authorisation not being prohibited by statute.

- 1.3. A delegation to a subordinate Officer shall not prevent the Chief Executive Officer. from exercising the same power or duty at the same time.

General Matters

2. The Chief Executive Officer. is authorised to:
 - 2.1. Sign, or where appropriate, have sealed on behalf of the Town Council, any Orders, Deeds or Documents necessary to give effect to any of the matters contained in reports or in any resolution passed by the Town Council.
 - 2.2. Take any proceedings or other steps as may be necessary to enforce and recover any debt owing or other obligation due to the Council.
 - 2.3. Institute and appear in any legal proceedings authorised by the Council.
 - 2.4. To appear or make representation to any tribunal or public inquiry into any matter in which the Council has an interest (in its own right or on behalf of the citizens of Thorpe St Andrew).
 - 2.5. Alter the date or time of a Council Committee, Working Group, Panel or Task Group meeting but, before doing so, shall consult the Mayor of the Council, or chairman of the Committee or Task Group concerned.
 - 2.6. Decide arrangements for the closure of the Council offices in the Christmas/New Year period, subject to consultation with the Mayor.
 - 2.7. Deal with day to day matters relating to the use of office accommodation space.
 - 2.8. Negotiate and enter into contractual arrangements for artistes and promoters in relation to events held in Thorpe St Andrew, organised by the Town Council and programmes of entertainment.
 - 2.9. Manage all the Council's current services including the following:
 - Events
 - Neighbourhood planning
 - Provision of street furniture
 - Services agreed under contract for other authorities and bodies
 - Website
 - 2.10. To act as the Council's designated Officer for the purposes of the Freedom of Information Act 2000 and General Data Protection Regulations.
 - 2.11. To apply for planning consent for the carrying out of development by the Council.
 - 2.12. To respond to consultations on planning applications and licensing applications subject to the comments by the Planning and Environment Committee
 - 2.13. Under the Regulation of Investigatory Powers Act 2000 to authorise directed surveillance or the use of a human intelligence source.
 - 2.14. To respond to complaints made under the Council's complaints procedure.

- 2.15. To manage, monitor and review the Council's internal control procedures.
- 2.16. To manage, monitor and review the Council's Corporate Risk Management Strategy.

Financial Matters

3. The Chief Executive Officer is authorised to:
 - 3.1. Be the Responsible Financial Officer for the purposes of Section 151 of the Local Government Act 1972, in the absence of the Responsible Financial Officer.
 - 3.2. Have oversight of the Council's banking arrangements including arranging overdrafts.
 - 3.3. Incur expenditure up to a maximum of £3,500 on any item for which provision is made in the appropriate revenue budget provided that any action taken complies with any legislative provisions and the requirements of the Council's Constitution and Financial Regulations.
 - 3.4. pay of all accounts properly incurred.
 - 3.5. Pay all subscriptions to organisations to which the Council belongs.
 - 3.6. Make all necessary arrangements for the provision of an internal and external audit service for the Council.
 - 3.7. Negotiate settlements in connection with claims made by and against the Council in consultation with the Council's insurers where appropriate.
 - 3.8. Incur expenditure on revenue items within the approved estimates and budgets under their control.
 - 3.9. Incur expenditure on capital schemes within the Council's approved capital Programme.
 - 3.10. Use the Repairs and Maintenance Budgets for the maintenance, replacement or repair of existing plant, vehicles or equipment.
 - 3.11. Enter into leasing and contract hire agreements for the acquisition of vehicles machinery and equipment on such terms as are considered appropriate.
 - 3.12. Accept quotations or tenders for work supplies or services (where tenders are required by the Council's Financial Regulations), subject to:
 - a) the cost not exceeding the amount approved estimate
 - b) the tender being the lowest price or the most economically advantageous to the Council according to the criteria set out in the tender documentation
 - c) all the requirements of the Council's Financial Regulations being complied with.
 - 3.13. Compile, approve or vary lists of approved contractors subject to the requirements of the Council's Financial Regulations.
 - 3.14. Carry out virement of sums between cost centres in accordance with the Council's Financial Regulations.
 - 3.15. Manage investments and raise and repay loans as appropriate and obtain such other sources of credit as are required in accordance with the Financial Regulations.

- 3.16. Authorise action for the recovery of debts.
- 3.17. Write-off debts up to £500 + VAT.
- 3.18. Maintain a Register of Assets and Inventory of Equipment.
- 3.19. Determine the Town Council's insurance requirements on the Council's behalf.
- 3.20. Make all necessary arrangements for the Council's insurances.
- 3.21. Determine Community Grant applications up to a value of £2,000 subject to approval by Full Council.

Staffing Matters

4. The Chief Executive Officer is given delegated powers to manage the Council staff in accordance with the Council's policies, procedures and budget, including:
 - 4.1. Appointments to posts including apprentices.
 - 4.2. Appointment of Team Leaders through an appointment panel which includes the Town Mayor
 - 4.3. Employment of temporary employees.
 - 4.4. Preparation of the job description and person specification, placing of the advertisement and short-listing of applicants.
 - 4.5. Management of staff performance.
 - 4.6. Control of discipline and performance, including the power of suspension and dismissal.
 - 4.7. Exercise of disciplinary and grievance procedures in accordance with the Council's procedures.
 - 4.8. Determine approved duties for the payment of travel and subsistence expenses to Members and Officers where they represent the Council outside of the Town Council area.
 - 4.9. Approve or refuse applications for re-grading, remove any bars in salary scales and to authorise salary increments and accelerated increments.
 - 4.10. Approve payment of overtime.
 - 4.11. Agree minor variations to the condition of employment.
 - 4.12. Approve changes to the establishment structure.
 - 4.13. Implement and monitor the arrangements for annual leave, flexi time, sickness absence, maternity and paternity leave in accordance with the Council's policies.
 - 4.14. Authorise training in line with the Council's policies.

- 4.15. Authorise the provision of uniforms or protective clothing.
- 4.16. Approve payment of claims from employees for compensation for loss of or damage to personal property.
- 4.17. Negotiate and agree settlements on behalf of the Council in relation to any proceedings in the Employment Tribunal.
- 4.18. Agree to premature retirement on the grounds of duly certified ill health, having consulted full Council.
- 4.19. Terminate employment during probation and to review salary on completion of probationary periods.
- 4.20. Commission legal and professional advice on staffing matters.

Property Matters

5. The Chief Executive Officer is given authority to manage the land and property of the Council including:
 - 5.1. Agreeing the terms of any lease, licence, conveyance or transfer.
 - 5.2. The granting or refusal of the Council's consent under the terms of any lease.
 - 5.3. Variations of restrictive covenants of a routine nature.
 - 5.4. The granting of easements, wayleaves and licences over Council land.
 - 5.5. Initiating legal action or proceedings against unauthorised encampments or encroachments on Council land.
 - 5.6. Directing the custody of Town Council property and documents in accordance with the provisions of Local Government Act 1972 S226.
 - 5.7. Exercising responsibility for the safe custody and maintenance of the civic regalia.

Urgency

6. The Chief Executive Officer is authorised to act on behalf of the Council in cases of urgency or emergency. Any such action is to be reported to the next meeting of the Council or relevant Committee or Working Group. The Mayor, the Leader of the Council (if appointed) and the Chairman of any relevant Committee or Working Group are to be consulted where possible before such action is taken.

Emergency Planning

The Chief Executive Officer is authorised to:

7. Implement the Council's Emergency Plan and to incur any necessary expenditure. Any such action is to be reported to the next meeting of the Council or relevant Committee or

Working Group. The Mayor or the Chairman of any relevant Committee are to be consulted where possible before such action is taken.

Procedural

The Chief Executive Officer can:

8. Authorise Officers to exercise statutory powers of entry and inspection for the purposes of any function under their control.
- 8.1. Serve requests for information as to ownership occupation and other interests in land for the purposes of any function under their control.
- 8.2. Appoint consultants and other professionals to carry out any function and provide any service under their control.

Health and Safety at Work Act 1974

9. To oversee the discharge of the Council's responsibilities under the Act.

Legal Proceedings

The Chief Executive Officer is authorised to:

10. Take and discontinue legal proceedings in any Court or at any Tribunal.
- 10.1. Take Counsel's advice or instruct Counsel to represent the Council.
- 10.2. Seek injunctions and commence proceedings for the purposes of:
 - enforcement in accordance with the Council's policies
 - recovering money due to the Council
 - recovering or otherwise preserving possession of the Council's land or property
 - defending the interests of the Council
 - appealing against a decision affecting the interests of the Council and responding to appeals against action taken by the Council.
- 10.3. Represent the Council at Court or any Tribunal or to make arrangements for appropriate representation.
- 10.4. Negotiate and settle the terms of documents to give effect to a decision of the Council or any of the Committees or of any Officer acting under delegated powers.
- 10.5. Apply the affixing of the Common Seal of the Council to documents in accordance with Standing Orders.
- 10.6. Be the responsible Officer for the co-ordination and operation of the legal requirements under the Data Protection Act and the Freedom of Information Act.
- 10.7. Serve Requisitions for Information.

Date of Adoption

This Scheme of delegation was reviewed and adopted by Council on 9th May 2022.

It was further reviewed by the Finance and Staff Committee on _____ prior to local elections where there was a longer than usual period between the elections and first meeting.