

Comments received from the Active Northumberland Board

Thank you for consulting the Board of Active Northumberland about the paper you propose to put to the Council requesting additional funds. In particular you also asked whether this should be a confidential pink paper report or not.

In general terms the Board agrees that there is no need for the report to be regarded as confidential. However, the Board would wish the following comments to be made available to the Council:

- A service level agreement between the Council and Active Northumberland for the provision of HR, Finance and Procurement services is being developed.
- The decision to transfer services to/from Active Northumberland (as described in paragraph 3 of the report) was made at the sole discretion of the Council and not at the request of Active Northumberland.
- Active Northumberland was not consulted on the application of the savings (as described in paragraph 4 of the report); nor was the Board given the opportunity to identify how this may be achieved if at all.
- The Board was not given notice regarding the change in discretionary rate relief (as described in paragraph 5 of the report). As a result the Board was unable to challenge the decision or take action to mitigate this change.
- The Board was not consulted or made aware of the decisions resulting in the budget shortfall (as described in paragraph 7 of the report) it was therefore unable to challenge the decision or take action to mitigate the effect.
- The need for job evaluation (as described in paragraph 8a) and the creation of a single pay spine was known to the Council prior to the establishment of Active Northumberland and the Council agreed to underwrite these costs once they were fully understood. Because of the scale of the task and lack of resource available this has meant that the Council has only just been able clarify the impact of the introduction of a single pay spine.
- The external companies referred to in paragraphs 8b) and 8c) were commissioned by the Council but the contracts were in the name of Active Northumberland. The Board was not consulted regarding the commissioning of these services.
- With regard to holiday pay (as described in paragraph 8d) in the report) it would be useful to note that this judgement was in 2014 and the Council has known about the need to meet this liability since then. This Employment Tribunal judgement applies to all employers however the application of the judgement has not been applied to date because of the lack of availability of Council resource to calculate the payments due and the extreme complexity of the task including the ability to seek agreement with trade unions.

The Board is happy to agree to the paper being placed in the public domain.