

# Brighton and Hove City Council

Strategy, Finance and City  
Regeneration Committee

Agenda item: 90

**Subject:** City Clean Independent Inquiry

**Date of meeting:** 25<sup>th</sup> January 2024

**Proposer:** Councillor Shanks

**Seconder:** Councillor McNair

**Ward(s) affected:** All

## **Joint Green Group and Conservative Group amendment**

That additional recommendations are added as shown in ***bold italics*** below:

That the Strategy, Finance & City Regeneration Committee:

- 2.1 Notes the findings of the independent inquiry report, as detailed in Appendix 1.
- 2.2 Notes and reinforces the apology issued by the Council's leadership to every staff member who has been affected by these behaviours, past and present, and to residents whose service has been affected by the dysfunction that has resulted.
- 2.3 Approves all recommendations of the independent inquiry report, as detailed on pages 18-19 of Appendix 1, and the action plan in Appendix 2.
- 2.4 Gives delegated authority to the Director of HR&OD to issue and serve the necessary notice on or after 26th January 2024 to terminate the council's existing disciplinary and disputes procedures.
- 2.5 Authorises the Director of HR&OD to take all steps necessary or incidental to preparations for the implementation of arrangements that will replace the role of Personnel Appeal Panels in those procedures, and therefore cease any involvement of members in employment procedures from 26th July 2024 (aside from statutory responsibilities associated with disciplinary action against Statutory Chief Officers under the law or against other Chief Officers under the JNC terms and conditions).
- 2.6 Notes that a further report with the proposed new disciplinary and disputes procedure and necessary amendments to the Council's Constitution to remove reference to the Personnel Appeals Panel will be brought to Council or the Strategy, Finance & City Regeneration Committee for approval.
- 2.7 Recognises the responsibility of the Council over many years in failing to address the issues identified in the independent inquiry report.***

**2.8 *Requests an officer update report be brought back to this Committee on the impact of the culture change programme at City Clean and updating on the progress of the implementation of the Action Plan set out at Appendix 2.***

Proposed by: Cllr Shanks

Seconded by: Cllr McNair

**Recommendations to read if carried:**

That the Strategy, Finance & City Regeneration Committee:

- 2.1 Notes the findings of the independent inquiry report, as detailed in Appendix 1.
- 2.2 Notes and reinforces the apology issued by the Council's leadership to every staff member who has been affected by these behaviours, past and present, and to residents whose service has been affected by the dysfunction that has resulted.
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- 2.6 Notes that a further report with the proposed new disciplinary and disputes procedure and necessary amendments to the Council's Constitution to remove reference to the Personnel Appeals Panel will be brought to Council or the Strategy, Finance & City Regeneration Committee for approval.
- 2.7 Recognises the responsibility of the Council over many years in failing to address the issues identified in the independent inquiry report.
- 2.8 Requests an officer update report be brought back to this Committee on the impact of the culture change programme at City Clean and updating on the progress of the implementation of the Action Plan set out at Appendix 2.