

North East Derbyshire District Council

Council

14 July 2025

The increase in capacity for Cabinet and LGR

Report of the Leader

Classification: This report is public

Report By: **Managing Director**

Contact Officer: **Managing Director**

PURPOSE / SUMMARY

To advise Council of the decision by the Leader to increase the size of Cabinet by one [1] elected Member [Cllr Kevin Gillott] to add additional capacity to meet the existing and potential growing demand brought about by Local Government Reorganisation.

DECISION ROUTE AND REASON FOR DECISION BEING BROUGHT TO COUNCIL

- The report is for Council's information.

RECOMMENDATIONS

That Council:

1. Receive and note the decision.

Approved by the Leader

IMPLICATIONS

Finance and Risk: Yes ☒ No ☐

Details:

A special responsibility allowance [SRA] is paid to those Councillors who perform the special responsibilities in relation to the Authority that are specified in the Council's Constitution. In the case of a Cabinet Member, this is currently £10,014.59 p.a.

However, no Member shall be in receipt of more than one special responsibility allowance at any one time. Where an elected Member performs two or more special responsibilities, then only the highest allowance will be paid.

As the newly appointed Cabinet Member is Cllr Kevin Gillott, who is also the Chair of Standards Committee and currently receives special responsibility allowance for this role, in this case, the net cost of the decision to increase the size of Cabinet by one [1] elected Member will be; £5,233.39 p.a.

On Behalf of the Section 151 Officer

Legal (including Data Protection): **Yes** ☒ **No** ☐

Details:

It is for the Leader to choose the Councillors to join his Cabinet. This is a legal requirement in Section 9C (3) Local Government Act 2000. Accordingly, Council cannot change or challenge the decision that has been made by the Leader.

On Behalf of the Solicitor to the Council

Staffing: **Yes** ☐ **No** ☒

Details:

There are no direct staffing impacts arising from this specific report.

There remains however staffing related risks overall as set out in the '*English Devolution White Paper update*' presented to the Council in January 2025 by the MD.

Beyond this, as and when detailed proposals are formed, if/when Government accept such a proposal and the reorganisation process progresses, future related reports will provide comprehensive staffing impact details as this information becomes available.

On behalf of the Head of Paid Service

DECISION INFORMATION

Decision Information	
Is the decision a Key Decision? A Key Decision is an executive decision which has a significant impact on two or more District wards or which results in income or expenditure to the Council above the following thresholds: NEDDC: Revenue - £125,000 <input type="checkbox"/> Capital - £310,000 <input type="checkbox"/> <input checked="" type="checkbox"/> <i>Please indicate which threshold applies</i>	No
Is the decision subject to Call-In? (Only Key Decisions are subject to Call-In)	No
District Wards Significantly Affected	All indirectly
Consultation: Leader / Deputy Leader <input checked="" type="checkbox"/> Cabinet <input checked="" type="checkbox"/> SMT <input checked="" type="checkbox"/> Relevant Service Manager <input type="checkbox"/> Members <input type="checkbox"/> Public <input type="checkbox"/> Other <input type="checkbox"/>	Yes

Links to Council Plan priorities, including Climate Change, Equalities, and Economics and Health implications.
All indirectly

REPORT DETAILS

1 Background

- 1.1 Since the launch of the ‘*English Devolution White Paper*’ in December 2024, Council have received various reports and updates from both the Leader of the Council and the Managing Director providing comprehensive updates on both the White Paper itself, Local Government Reorganisation [LGR] and associated risks to the Council.
- 1.2 Amongst those risks identified was the threat of ‘taking our eyes off the ball’ or ‘competing for capacity and human resource’ when it comes to balancing valuable and essential service delivery and key projects which may become hampered, fail to start, or even be reconsidered due to the uncertainties around the future and/or insufficient organisational capacity to meet the new demands of LGR.
- 1.3 Previous reports set out that the successful delivery of our Council Plan objectives and specific important workstreams, may be detrimentally

affected by such uncertainty or insufficient organisational capacity. Explaining that turbulence of this nature could affect wider organisational productivity and effectiveness resulting in the potential failure of the people we serve – our communities.

- 1.4 On the 19th May 2025, the Managing Director provided a verbal update to Council on the progress of LGR and a chronology of events and communications with Council to date including the 'Interim Submission' to Government during March 2025 and the deadline for the submission of a full business case by late November 2025.
- 1.5 The verbal update also provided a summary of the work and effort that had been involved to get to this point, along with the next steps and the further demands on capacity that this would bring.
- 1.6 The Managing Director detailed that in the interests of our communities, all Districts and Boroughs and the City Councils had been working hard to ensure the most fully informed business cases are being produced, this would require building on the interim proposal, adding more detail, gathering, analysing and testing lots of data, amongst many other things, to ensure that the full business case for change is both robust and authentic.
- 1.7 To help in this regard, the Managing Director explained that a programme governance structure had been co-developed – a structure that would oversee the development of the full business case and beyond.
- 1.8 In the interests of safeguarding the 'day-job' so to speak and to help prevent distraction from the operational day-to-day business of the Council, the Managing Director explained that whilst much of the above has been contained within the workload of a small group of Officers and Members to date. On the run up to the full business case production, submission and beyond however, there will likely be a much greater demand and call for capacity from a wider cohort here at NEDDC spanning the next 2 to 3 years.

2. Details of Proposal or Information

- 2.1 No more than the envisaged much greater demand and call for capacity over the next 2 to 3 years could continue to be limited to the Managing Director and the Directors, senior political involvement needs to be bolstered too.
- 2.2 Although the time, energy and effort thus far has been demanding, this is likely set to increase considerably on the run up to the final submission of the full business case in November. In addition and if LGR is to proceed, then beyond the decision being made by Government will be the task of creating a 'safe and legal' organisation and the architecture that would support this amongst many other things over the months and years beyond.
- 2.3 The decision by the Leader to increase the size of Cabinet by one [1] elected Member [Cllr Kevin Gillott] is to help address this growing demand for capacity.

3 Reasons for Recommendation

- 3.1 To recognise and address the current situation and risks/threats to the organisation in relation to the Devolution White Paper, and particularly Local Government Reorganisation (LGR) in two-tier areas

4 Alternative Options and Reasons for Rejection

- 4.1 A 'do nothing' approach has been ruled out due to the risks/threats identified

DOCUMENT INFORMATION

Appendix No	Title
Background Papers (These are unpublished works which have been relied on to a material extent when preparing the report. They must be listed in the section below. If the report is going to Cabinet you must provide copies of the background papers)	