

CABINET MEMBER FOR ORGANISATION & WORKFORCE

WEDNESDAY, 12 March 2025

PRESENT: Councillor: P.M. Hughes (Cabinet Member).

The following officers were in attendance:

R. Edgecombe, Legal Services Manager

G. Ayers, Corporate Policy and Partnership Manager

E. Bryer, Democratic Services Officer

Virtual Meeting - 10.00 - 10.30 am

1. DECLARATIONS OF PERSONAL INTEREST

There were no declarations of personal interest.

2. TO SIGN AS A CORRECT RECORD THE DECISION RECORD OF THE MEETING HELD ON THE 5TH NOVEMBER, 2024

RESOLVED that the decision record of the meeting held on the 5th November 2024 be signed as a correct record.

3. REGULATION OF INVESTIGATORY POWERS ACT

The Cabinet Member considered a report noting the level of covert surveillance activity undertaken by the Council in 2024 and reviews the procedures that have been adopted in respect of this activity.

The Cabinet Member noted that the Regulation of Investigatory Powers Act (RIPA) provides a legal framework by which the Council can seek authorisation to carry out covert surveillance in certain limited circumstances.

The Legal Services Manager explained that whilst to date the Authority had not used its powers under the Regulation of Investigatory Powers Act to acquire communications data, there had been 5 occasions where an Investigating Officer had sought advice in relation to Covert Surveillance. In all cases covert surveillance authorisation was unnecessary and advice was given accordingly.

The Cabinet Member was informed that no changes had been made to the procedure document since it was last reviewed, although it was noted that minor corrections had been made since the agenda had been published which included named responsible officers detailed within the report.

RESOLVED that:

3.1 the level of covert surveillance activity undertaken by the Council in 2024 be noted.

3.2 the Councils RIPA procedures for 2025, as detailed in the report, be approved.

3.3 the Legal Services Manager be authorised to make the typographical and factual amendments as necessary.

4. PROGRESSION OF THE DEFENCE EMPLOYER RECOGNITION SCHEME (DERS)

The Cabinet Member considered a report detailing the Progression of the Defence Employer Recognition Scheme (DERS). It was noted that to be eligible to apply for Gold status, the Authority must approve the 10 days additional paid leave for HM Reservists and additional leave for CFAV.

The Cabinet Member noted that the DERS Gold Award was the highest recognition for employers who demonstrate outstanding support for the AF community. Securing the Gold Award would affirm the Authority's commitment to supporting the AF community. To be eligible to apply for the GOLD Award the Authority would need to meet essential criteria including providing 10 days fully paid leave for members of HM Reserve Forces to undertake their annual training commitments and duties. GOLD criteria also ask employers to consider provision of additional leave (paid) for Cadet Forces Adult Volunteers (CFAV) for them to complete their annual training commitments. It was highlighted that the criteria in terms of CFAV was not essential for GOLD Award status.

Based on analysis undertaken of requests for unpaid leave over the last year, it was found that only one employee had been identified as a reservist with no employees having been identified as serving as CFAV. On that basis it was thought that the cost of granting paid leave to both categories would be minimal.

RESOLVED to:

- 4.1 agree 10 days additional paid leave for HM Reserve Forces annual commitment as required for Gold Award Level (essential criteria).**
- 4.2 approve decision to apply for the DERS at Gold Award Level.**
- 4.3 agree 10 days additional paid leave for Cadet Forces Adult Volunteers annual commitment (non-essential criteria).**

CABINET MEMBER

DATE