At a meeting of the Cabinet held on Tuesday, 28 June 2016 at 7:00pm at the Council Chamber, Civic Centre, Lampton Road, Hounslow.

Present:
Councillor Steve Curran (Chair)
Councillors Tom Bruce, Theo Dennison, Katherine Dunne, Richard Foote, Kamaljit Kaur, Amritpal Mann, Sue Sampson and Corinna Smart

171. Apologies for absence, declarations of interest or any other communications from Members

Apologies had been received from Councillor Ed Mayne.

There were no other communications from members.

172. Minutes of the meeting held on 14 June 2016

The minutes of the meeting held on 14 June 2016 were confirmed.

173. REG 411 - Assurance Report on Lampton 360's Readiness

See the report by Councillor Theo Dennison, Lead Member Finance & Citizen Engagement - Agenda Item 3.

Councillor Theo Dennison introduced the report which presented a summary of the services across Finance, HR, ICT and Facilities Management which the Council would provide under a legally-binding Service Level Agreement to Lampton 360 and its subsidiaries as they were created. Councillor Dennison moved the recommendations of the report. These were seconded by Councillor Steve Curran.

The recommendations had been moved and seconded. Members considered the report and all the issues and options contained therein and in conclusion the recommendations were agreed unanimously.

Resolved:

That Cabinet approved the recommendations of the report as follows:

1. That Cabinet considered the recommendations of the RSM Lampton 360 Gateway Review, attached as Appendix 1 and agreed actions to be taken in light of these
2. That Cabinet noted the work underway to define the services across Finance, HR, ICT and Facilities Management which the Council would supply to Lampton 360
3. That Cabinet noted the current version of the Business Plan for Recycle 360, the first proposed subsidiary of Lampton 360, attached as Appendix 3, and agreed that this was to be submitted for final approval by Cabinet once the issues raised in the Gateway Review have been addressed
4. That Cabinet agreed that Lampton 360 could register Recycle 360 as a subsidiary of Lampton 360 to ensure that plans to transfer the Council’s recycling and waste service
into Recycle 360 could remain on track.

174. **REG 409 - Shareholder Agreement and Revised Articles of Association**

See the report by Councillor Theo Dennison, Lead Member Finance & Citizen Engagement - Agenda Item 4.

Councillor Theo Dennison introduced the report which presented the draft Shareholder Agreement and revised Articles of Association. Councillor Dennison moved the recommendations of the report. These were seconded by Councillor Steve Curran.

The recommendations had been moved and seconded. Members considered the report and all the issues and options contained therein and in conclusion the recommendations were agreed unanimously.

**Resolved:**

That Cabinet considered the draft Shareholder Agreement attached at Appendix 1 and the draft Articles of Association for Lampton 360 attached at Appendix 2 and approved the recommendations of the report as follows:

1. That Cabinet approved the draft Shareholder Agreement.
2. That Cabinet approved the draft Articles of Association.
3. That Cabinet approved that the Chief Executive and the Interim Head of Governance be authorised to finalise the drafts and arrange for the Shareholder Agreement to be signed by the Council and Lampton 360 and to come into effect on 1 July 2016.
4. That Cabinet approved that the revised Articles of Association be formally approved by Lampton 360 and filed at Companies House.

175. **REG 410 - Lampton 360 Employment Policies**

See the report by Councillor Richard Foote, Lead Member for Communities - Agenda Item 5.

Councillor Foote introduced the report which sought approval for establishing terms and conditions for staff employed by Lampton 360 with more detail provided in Section 3 of the paper. Councillor Foote moved the recommendations of the report. These were seconded by Councillor Steve Curran.

The recommendations had been moved and seconded. Members considered the report and all the issues and options contained therein and in conclusion the recommendations were agreed unanimously.

**Resolved:**

That Cabinet approved the recommendations of the report as follows:

1. That Cabinet agreed to adopt the proposed employment policy framework for Lampton 360 laid out in Section 3 of the paper.
2. That Cabinet agreed to adopt a maximum 6% contributory pension scheme for all new Lampton 360 employees as explained in Section 4 of the paper.
3. That Cabinet agreed to adopt the pay structure and proposed job evaluation scheme for Lampton 360 laid out in Section 5 of the paper.

176. REG 408 - Provision of Recycling and Waste Collection Services

See the report by Councillor Amrit Mann, Lead Member Environment - Agenda Item 3.

Councillor Amrit Mann introduced the report which presented further details of the arrangements for delivery of the service and recommended that the waste and recycling service be awarded to Recycle 360, a subsidiary of Lampton 360, subject to further amendments being made to the company’s Business Plan in accordance with the Gateway Review. Councillor Mann moved the recommendations of the report. These were seconded by Councillor Steve Curran.

The recommendations had been moved and seconded. Members considered the report and all the issues and options contained therein and in conclusion the recommendations were agreed unanimously.

Resolved:

That Cabinet approved the recommendations of the report as follows:

1. That Cabinet approved the award of the waste and recycling contract to Recycle 360, a subsidiary of Lampton 360, subject to further amendments being made to the company’s Business Plan in accordance with the Gateway Review.
2. That Cabinet noted the revised revenue budget set out in the report.
3. That Cabinet noted the progress of the overall project.

177. Urgent Business

There was no urgent business.

178. Date of next meeting: To be confirmed

The date of the next meeting was noted as Tuesday 19th July 2016.

The meeting finished at 7:25 pm. The minute taker at this meeting was Chaspal Sandhu