

ISLE OF AXHOLME AND NORTH NOTTINGHAMSHIRE WATER LEVEL
MANAGEMENT BOARD

Minutes of the Annual General Meeting of the Board held via Microsoft Teams on Tuesday,
25th January 2022, at 10.00 a.m.

<u>Elected Members</u>		<u>Nominated by North Lincolnshire Council</u>	
*	Messrs J. Coggon	*	Cllr R. Allcock
*	P. Cornish	*	Mr I. Bint
*	R. Adam	*	Cllr J. Briggs
	Vacancy		Mr A. Catherall
	Vacancy	*	Mr T. Mitchell
	J.H.T. Bramhill	*	Mr M.D. Pilkington
	T. Dickinson	*	Cllr Mrs J. Reed
	J. Fretwell	*	Cllr D. Robinson
	M.A. Harris	*	Cllr D.J. Rose
	R. Mason		Two Vacancies
*	M. Wagstaff		
	M.T. Smith		
			<u>Nominated by Bassetlaw District Council</u>
			Cllr Mrs H. Brand
		*	Cllr Mrs J.M. Sanger
*	<i>Present</i>		
*	Messrs A. McGill (Chief Executive)		
*	N. Kemble (Engineer)		
*	A. Malin (Senior Operations Manager)		
*	D. Braddy (Operations Manager)		
*	Mesdames N. Hind (Finance Manager)		
*	C.B. Davies (Corporate Services Manager)		
*	<i>In attendance</i>		

1. APOLOGIES

Apologies were received from Messrs J. Fretwell and M.T. Smith.

2. DECLARATIONS OF INTEREST

None.

3. NOTIFICATION OF ITEMS OF ANY OTHER BUSINESS

None.

4. BOARD MINUTES

It was noted that Minute 9:3, Matters Arising, Minute 13:6 Page 565 should read
"Common Carrs Pumping Station," not Southfield Pumping Station.

RESOLVED

That the minutes of the meeting of the Board held 16th November 2021
held via Microsoft Teams and at West Butterwick Village Hall (Pages 575-
590) be confirmed as a correct record.

5. MATTERS ARISING

5:1 Minute 1, Pages 575 and 576 Election 2022

The vacancy in the Garthorpe Electoral District was being advertised on the Board's website. A ratepayer from this area had expressed an interest and was invited to attend the next Board meeting to see what was involved. A letter of resignation had been received from Mr H. Barton leaving a vacancy in the Rivers Idle and Ryton Electoral District. Members were asked to put names forward if they knew of anyone who may be interested. It was noted that two positions also remained vacant for North Lincolnshire Council, within the nominated members. The Chairman asked that a letter be sent to Mr H. Barton, thanking him for his service.

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5:2 Minute 9, Page 577 Meeting to Discuss Strategic Direction of the Board

It was agreed that this meeting would be postponed until later in the year. River Basin Flood Management Plans had been discussed at the most recent Humber Strategy meeting. Cllr R. Alcock added that he hoped that the Humber and Isle of Axholme Strategies could work in close conjunction with one another due to their geographic proximity and connectivity, to provide strong outcomes.

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5:3 Minute 9:2, Page 577 Introduction of Beavers

The introduction of beavers by Nottinghamshire Wildlife Trust near Retford had received a robust response from ADA, with concern being placed on the possible protected status they may receive and what this might mean for drainage authorities. Over £3 million had been spent repairing watercourse banks damaged by badgers in the Lindsey Marsh area. Consideration was needed when looking at beaver populations being placed in areas of special drainage need. Mr R. Adam asked that Officers seek a response on whether the Board had the right to clear drains which became blocked through beaver activity.

RESOLVED

Officers would approach ADA to gain a clear response regarding actions which could be taken by IDBs with regard to beavers in Board maintained drains.

5:4 Minute 10, Page 577 - Consortium Committee Minutes

The Chief Executive attended the ADA Policy and Finance Committee on 19th January 2022. A relaxation of the requirement to change from red to white diesel was being considered for land drainage that benefitted agriculture. A review of drains across the Consortium revealed that virtually all drains with the Isle of Axholme could be described as receiving agricultural water run-off at some stage in the journey towards the outfall.

ADA would be meeting with DEFRA and Treasury on 21st January 2022 and seeking clarity in terms of permitted diesel usage guidelines and their application to regulatory bodies in water management. As the legislation was not yet in place, it was a matter of making enquiries and waiting to see what developed. An update would be provided at the start of the financial year.

The Environment Agency precept and main river maintenance would be covered under Agenda Item 14.

5:5 Minute 12:9, Page 580 - Highland Water Contributions

A full breakdown was included within Agenda Item 10.

5:6 Minute 16, Page 582 - Finance

The bank mandates needed to be resigned and returned, as the wrong forms had been sent by the bank.

5:7 Minute 18, Page 584 - EA and Partnership Matters

It was re-emphasised at the Isle of Axholme Strategy Executive Board meeting, that we would be pursuing the commitment for more work on the ground under PSCA, pressing DEFRA to be able to use the EA Asset Replacement Allowance and pushing through to deliver the asset management plans for the Rivers Idle and Torne.

5:8 Minute 20:3, Page 585 - South Street Pumping Station

The Engineer would discuss this with those Board members local to the area once the data had been collated.

5:9 Minute 20:11, Page 588 - Isle of Axholme Strategy Group

The Strategy Group had recently been resurrected and meetings were due to take place twice a year although it was felt that quarterly meetings would be beneficial. Developments within the region included rationalisation of assets, with the idea of combining some of the smaller pumping stations/catchments and focusing on increasing the capacity of others. Cllr R. Allcock provided support for reducing the Board's carbon footprint, as well as quarterly meetings to take the Strategy forward. Above all, all channels would need to be correctly maintained for the reduction of stations to succeed.

5:10 Minute 21:2, Page 588 - River Idle Management Partnership

This would be covered under Agenda Item 17 and included a proposal for the River Idle.

5:11 Other Updates

The tenancy for the grazing land at Keadby was currently being advertised. Land owned by the Board was being reviewed and members were asked to contact officers if they were aware of any land owned by the former Boards; maps were available to view at the Epworth office.

A meeting would be held with the Chairman and Vice-Chairman to review the land before making any recommendation to the Board as to how best to utilise this.

As part of the cost savings review, the basement at the Epworth office was emptied and vacated. Files were moved to the Lindsey Marsh Depot for sorting and filing.

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6. ESTIMATES OF INCOME AND EXPENDITURE 2022/23

The Finance Manager presented the attached estimates for 2022/23 for members consideration and approval. Estimated total expenditure for the year was £3,189,630, with the net expenditure after contributions, other incomes and use of non-specific reserve funds totalling £1,427,418 to be funded by drainage rates and special levy. Officers highlighted that a balanced budget would require an increase of 4.75% and the proposed 4% rise in rates and special levies would result in a deficit of £9,272 to be met from reserves.

The Finance Manager reported that the expected outturn was a surplus of £57,428.21 at the 2021/22 year-end which would increase reserves to 18.91% however, with 4% annual increase over the five-year period, reserves would decrease to 18.88% in 2025/26.

Cllr J. Briggs offered his support to the 4% rate rise but noted that this was a stop gap situation and that solutions should be discussed at the Strategic Direction meeting. The surplus cash position would improve in 2022/23 due to Board funds of £205,000 for Wiseton Pumping Station, being replaced by a loan. However, it was noted that this would be short-lived and that reserves would continue to fall in ensuing years if a 4% rate continued. Mr I. Bint queried drawing an additional loan, considering the current state of the Board's reserves.

Officers and members discussed the rationalisation of stations and increasing capacity to others, as well as the need to refurbish those included within the attached schedule of Engineering projects.

The Finance Manager brought attention to the attached 5-year plan, which highlighted the negative impact of a continued 4% rate on cash reserves. With the current unpredictability of cost increases being faced, it was more difficult than ever to speculate future outcomes. Officers would continue to seek cost savings that would provide benefit to the Board's financial status.

RESOLVED

- (a) That the estimates of net income and expenditure of £1,427,418 be approved.
- (b) That a decision regarding the loan for Wiseton be discussed at the next Board meeting.

- (c) That the amounts to be raised by means of drainage rates in respect of agricultural land and buildings, special levies on the local charging authorities and estimates of the amount from balances, for the year commencing 1st April 2022 be as follows:
 - (i) by drainage rates levied in respect of agricultural land and buildings £517,727,
 - (ii) by special levy on North Lincolnshire Council £752,687,
 - (iii) by special levy on Bassetlaw District Council £135,058,
 - (iv) by special levy on East Riding of Yorkshire Council £11,054
 - (v) by special levy on Doncaster Metropolitan Borough Council £1,620, and
- (d) That the special levy for the financial year commencing 1st April 2022 on North Lincolnshire Council be made and sealed in the sum of £752,687.
- (e) That the special levy for the financial year commencing 1st April 2022 on Bassetlaw District Council be made and sealed in the sum of £135,058.
- (f) That the special levy for the financial year commencing 1st April 2022 on East Riding of Yorkshire Council be made and sealed in the sum of £11,054.
- (g) That the special levy for the financial year commencing 1st April 2022 on Doncaster Metropolitan Borough Council be made and sealed in the sum of £1,620.
- (h) That the statutory record of levies be made up.
- (i) That the drainage rate for the financial year commencing 1st April 2022 be made and sealed in the total sum of 15.81 pence in the pound.
- (j) That the 5-year plan be noted and approved.

7. COMMITTEE MEMBERSHIP

The Corporate Services Manager asked members to consider reinstatement of Committees for 2022/23. Meetings of the Plant and Compensation Committee and Finance Committee were proposed for the 2nd November 2022 and the terms of reference for the Committees would be amended to reflect the change in the number of meetings.

Cllr R. Alcock noted the value of being able to discuss things at length before being brought to the Board to make a final, informed decision. There were some vacancies on the Committees and members were asked to notify the Corporate Services Manager if they would like to fill these.

RESOLVED

- (a) That the members be appointed to committees as follows:

Plant and Compensation Committee (Membership eight)
Chairman and Vice-Chairman of the Board, Messrs R. Adam, R. Mason, M.D. Pilkington, Cllrs R. Allcock and Mrs H. Brand.

Finance Committee (Membership eight) Chairman and Vice-Chairman of the Board, Messrs M.A. Harris, M.T. Wagstaff, Cllrs R. Allcock, D. Rose and Mrs J.M. Sanger.

Consortium Committee Chairman and Vice-Chairman with Cllr R. Allcock acting as substitute.

Standards Committee (Membership six) Chairman and Vice-Chairman of the Board, Cllrs R. Allcock, J. Briggs, D. Rose and Mrs J. Reed (the Chairman would not attend hearings to enable him to hear an appeal if necessary).

- (b) That the Plant and Compensation Committee and Finance Committee meet on the 2nd November 2022.
- (c) That the Committee terms of reference be amended to reflect the reduction in the number of meetings.

8. HEALTH, SAFETY AND WELFARE

The Senior Operations Manager reported that Officers continued to review Covid-19 guidance and update the Covid Risk Assessment, new processes had been introduced to reduce the spread of the new Omicron variant.

Following changes to towing legislation, Officers were investigating training options to reduce the risk inexperienced drivers could pose to the organisation.

Since the last meeting there had been three incidents across the Consortium, but none in the Isle of Axholme area. The annual review of Health and Safety documentation was complete and areas of concern were being addressed. COSHH assessments across the Consortium had been reviewed and a process of rationalising the assessments into a more manageable number would be carried out. Health and Safety inspections and audits continued to take place with a more focused approach directed at lifting operations and third-party contractors to be implemented during the next twelve months.

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9. DRAINAGE RATES AND SPECIAL LEVIES

£446,376.94 (88.74%) of drainage rates had been received, as of 31st December 2021 leaving £56,531.26 outstanding. Special Levies had been collected in full. It was noted that £1,120.00 of the £5,167.67 arrears brought forward from 2020/21 had now been received.

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10. FINANCE

10:1 Management Accounts for the period ending 30th November 2021

The attached Management Accounts from April to November 2021 were presented in detail by the Finance Manager. A correction to the report was made to reflect the direction given at the previous Board meeting that instead of continuing to withhold the EA precept, that the next and final instalment would be paid. Arrangements would be made to resolve this immediately following the meeting. It was predicted that an out-turn of £57,428.21 would be added to the surplus cash reserves at the end of the financial year. The balances as of 30th November 2021 were £539,395.64 which did not include funding gained from grants.

RESOLVED

- (a) That all remaining instalments of the Environment Agency precept be paid.
- (b) That the Management Accounts as at 30th November 2021 be approved.

10:2 Cash Reserves and Investments as at 30th November 2021

The attached report was presented for information. Investment of Balances stood at £1,450,007.29 and External Borrowing from the Public Works Loan Board at £273,056.72. Applications had been made to DEFRA to draw loans for works at Southfield, Kelfield and South Street pumping stations, as directed by members.

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10:3 Payments over £500

RESOLVED

That the attached schedule of payments over £500 made since the last Board meeting be approved.

11. COMPENSATION

The Operations Manager reported that ten claims totalling £1,462.10 had been prepared and sent out since 1st April 2021 in accordance with the Board's Compensation policy and approved rates. It was added that Operatives avoided going through standing and root crops as much as possible. A full Compensation report would be provided at the year end.

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12. OPERATIONS REPORT

12:1 Winter Maintenance Works

The Operations Manager detailed the Winter Maintenance works programme. Although the programme was two weeks behind schedule due to Covid and machinery breakdowns, the Operations Manager was confident that all planned works would be completed; 20% of the programme was complete when the report had been submitted. Work on Snow Sewer/Warping Drain, Westmere Drain Branch, Woodhouse Branch and Adlingfleet Outfall Drain was well underway, with the latter being 75% complete. A local farmer had shown an interest in taking the material removed from Adlingfleet Outfall Drain for spreading on his fields, which would save time and money. Smeath Lane Drain was complete and all that remained at Westmere Drain Branch was grass works. Toft Dyke Drain, Stealgoose/Folly Drain would be the next to focus on. The footpath leading to the fishing area at Snow Sewer/Warping Drain had also been cleared.

The 2022/23 planned Winter Maintenance programme was provided, though change was still possible as summer job cards were currently being reviewed.

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12:2 Summer Maintenance Works

Flailing currently stood at 99% and weedcutting at 97%. Access difficulties had arisen due to the presence of root crops. Operatives would work to complete the remainder of these works.

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12:3 Construction Works

Construction work being undertaken at Kelfield, South Street and Southfield Pumping Stations and Wray's Drain were reported. These included boundary fence installations at Kelfield and South Street, dam installation and de-silting of the basin at Southfield and cutting a new drain and widening the current one, at Wray's Drain.

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12:4 Environment Agency (EA) Works

A new five-year PCSA agreement had been signed by the Chief Executive. Officers were meeting with the EA to develop the programme for 2022/23.

Following a request from Mr R. Adam it was agreed to include parishes alongside drain names in the future.

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12:5 Plant and Equipment

Unforeseen Plant breakdowns and delays in obtaining the necessary parts had caused issues. A plant efficiency review was being conducted in which Officers were investigating methods of reducing expenditure and minimising asset depreciation.

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13. ASSET RENEWAL AND REFURBISHMENT PROJECTS

13:1 South Street Pumping Station (AX16014)

The Engineer reported that additional Flood Defence Grant in Aid of £398,000 had been approved by the EA and would be available in January 2022. Concrete works to the pump basin were complete and the main electrical cable had been fitted. The outside pump which had been having issues was now repaired, had a motor replacement and had been recommissioned. All flap valves were refurbished and would provide an effective seal against high tides. Quotations for a new external pump had been received and were being reviewed. Feedback from the Fire Service regarding electrical upgrades to the museum at South Street had also been received.

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13:2 Southfield Pumping Station Refurbishment (AX18001)

Officers were pressing for the return of this pump which had been removed and returned to the manufacturer some time ago. Without this pump, station capacity was 70% and the areas at risk were agricultural land to the south of West Butterwick (Parklands) and north of Owston Ferry. With this reduced capacity, it was noted that Southfield would not be able to support Kelfield but that this station was now 100% operational.

The Chairman asked if a claim was being submitted for the failure of this new pump. It was noted that payments towards this pump were being retained while investigations and repair were being undertaken. Once returned, further discussions and an update would follow.

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13:3 Common Carrs Pumping Station (AX20307)

Officers confirmed that the new pump and control panel had been ordered and was expected by 28th February 2022. Modifications to minor civils works were being drawn up and quotations would be sought from contractors. The approved budget was £68,269. Costs to date were £35,469 for the pump and panel and an estimated £14,000 for civils works which would be decided under delegated authority. The Engineer reported that although a less sophisticated option than previously planned, the civils works would still provide the necessary solution.

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13:4 Telemetry System Replacement (AX20303)

The Engineer reported that the new telemetry system had been installed and issues relating to communications and the sim cards were being addressed. Duty Officers were now able to easily monitor and report on conditions across all four Boards. Members noted that this was a very good change which ensured a good level of protection.

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13:5 Emergency Pump Repairs (AX21302)

The Engineer updated as follows:

Pump 2 at Derrythorpe Pumping Station was removed for repairs and had since been reinstalled. Pump 1 had then been removed due to water seepage through the top bearing. Repair was delayed due to a parts shortage, but reinstallation was expected for January 2022.

Pump 3 at Gringley Pumping Station was lifted following a failure to start issue. The Board's Direct Labour Organisation and Inter-Lec had inspected the pump and it was found that it resisted hand rotation. North Lincs Engineering was to remove the pump in February 2022 for repairs.

Costs to date for Emergency Pump Repairs stood at £14,569.59 against a budget of £25,000.

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13:6 Heckdyke, Four Bridges Pumping Stations (and DEIDB Langholme Pumping Station) Rationalisation/Refurbishment (AX20305)

The Engineer confirmed that the Outline Business Case had been submitted to the Environment Agency on the 14th January 2022. All information required to inform the designs was provided and designers had been appointed to create the civil General Arrangement drawings. He stated that, in future, technical drawings and documents for pump procurement would be prepared as a package for multiple stations so that cost savings could be achieved.

The Engineer anticipated being able to provide a clear update for the Outline Business Case by March.

The Engineer would arrange a meeting to discuss the possibility of Three Bridges being brought into South Street.

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13:7 Wiseton Pumping Station Refurbishment (AX19305)

The Engineer reported that at the Regional Flood and Coastal Committee Local Levy meeting held on 15th December 2021, a presentation for Wiseton Pumping Station receiving an additional £325,000 in funding was given. This was granted

and would be ratified near to the end of January 2022. The Outline Business Case was being prepared and would be submitted to the Environment Agency by the end of the month. Designers had been appointed to create the drawings necessary for this application.

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13:8 Trentside Pumping Station Refurbishment (AX19301)

The Engineer Team was preparing the Outline Business Case for submission to the Environment Agency on the 21st January 2022.

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13:9 Wrays Drain Crowle (AX21505)

The Engineer confirmed that the Outline Business Case was being prepared for submission to the Environment Agency the following week. Cllr Mrs J. Reed asked if this had been sent off and the Engineer confirmed that the funds had been allocated and that work towards this scheme could press ahead. Cllr J. Briggs and Cllr Mrs J. Reed added that they might pull together an Isle of Axholme meeting group to support this going forward as well as contacting Severn Trent. Cllr R. Allcock noted that Wrays Drain would be discussed at tomorrow's meeting with Severn Trent.

The Chairman mentioned discussions that Outline Business Case application process was being reviewed by the Environment Agency which might reduce the burden when IDBs were applying for FDGIA in the future.

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Cllr J. Briggs and Mr T. Mitchell left the meeting

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14. ENVIRONMENT AGENCY (EA) AND PARTNERSHIP MATTERS

14:1 Meeting with DEFRA

The Chief Executive was due to meet with DEFRA to discuss main river maintenance and precept following the Board withholding a quarter of its precept payment and would be looking to discuss the matter at a policy level.

The Chief Executive stated that the current funding model was unnecessarily complex but this was secondary to the lack of action on the ground which adversely impacted ratepayers and the environment. The main rivers and lowland systems were inextricably linked and such was the relationship across IDB areas nationwide. Lack of maintenance on the main arteries through the Boards' areas caused flooding to occur. The main aim should be the maintenance of effective systems no matter which partner was responsible. Currently, a lot was achieved in spite of the DEFRA Policy (and EA interpretation) rather than it enabling essential maintenance work to be

undertaken. Something had to change at a policy level and then culturally within the EA. So much more could be achieved should there be greater focus on mutual respect, greater cohesion, and trust.

He would be pushing for the following at the meeting:

Capital Funding Acceptance of what the Capital System was- it being the pumping station and the watercourse. Keadby pumping station refurbishment included capital funds to improve conveyance by undertaking channel works; this should become the norm for all 'capital system' refurbishments. The river Devon was a system without a terminal PS. It therefore required capital funds to enable the type of intervention required to refurbish the system to its designed operational level and to enable the lowland systems to work effectively.

Definition of What the Channel should 'look like' An agreed view on 'What the definition of an effective, balanced, gravity channel in an artificial or enhanced/heavily modified river should look like'. *Currently the aversion to spend appropriate funds nationwide on channel (main river/Highland watercarrier) maintenance within areas of special drainage need has had an adverse impact across the spectrum. The Environmental 'benefit' was out of balance with the primary purpose of the channel 'to convey water under gravity where there is very little fall' to the point that the rivers require capital intervention to re-establish flows. IDBs plan on reforming and or desilting watercourses every 17-20 years, even with an appropriate level of annual maintenance being undertaken. While DEFRA cannot dictate what the maintenance policy for every river in IDB areas should be, they could write a policy to reinforce the purpose of those rivers and the level of operation required to maintain their effectiveness and outline the expected level of maintenance and expected frequency of capital intervention required.*

Annual Maintenance Enable the appropriate maintenance on these main rivers in IDB areas to be undertaken annually by altering the policy guidance given to the EA.

Pilot Scheme to Prove and inform the policy changes required Use the River Idle and West Stockwith PS refurbishment to be used as a Pilot scheme to prove the impact of such an approach.

The Chief Executive reported that when questioned as to what precept money should be used for, the EA responded that it could be used for any purpose within the organization. Board members were asked to share any ideas which would be beneficial. The strength of partnership works between the EA and the Board was highlighted, with so much work being achieved without consideration being placed on the precept. The Chairman added that at the previous meeting members had agreed that the EA should maintain our water just as we had been maintaining theirs, with the systems being so connected.

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14:2 All-Party Parliamentary Group for Sustainable Flood and Drought Management (APPG)

The APPG had been set up 'to provide a forum for discussion and progression of lowland sustainable water level management policies and to improve preparedness in the UK for global warming and its weather extremes' and to give parliamentarians an opportunity to engage with individuals and organisations outside Parliament. The Board's Chief Executive had been invited to give a presentation on main river maintenance to the first meeting of the Group in February. Mr A. Percy MP would be chairing the meeting.

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15. ENVIRONMENTAL REPORT

The Engineer updated on the following:

15:1 National Internal Drainage Board Annual Biometrics Survey

ADA had launched a new voluntary national IDB annual biometrics survey. The data collected would be used to demonstrate the biodiversity benefits that IDBs delivered. Metrics included; Ecological surveys undertaken, Annual maintenance techniques used, Artificial habitats created or installed, Natural habitats created by the IDB, Fish and Eel passage improvements, Invasive non-native species control, Partnership working, Biodiversity training and IDB-assisted habitat creation projects.

15:2 River Idle Management Partnership

The Environmental Officer had been elected Chairman of the River Idle Management Partnership and was joined by Mr P. Cornish as Vice-Chairman. Details of the report from Soil Water and Catchment Management regarding hydrology following their quarry restoration work was expected at the end of January 2022.

An increase in the number of birds was being reported, following overtopping of the river. This was also having a negative impact on wading birds using the SSSI as a breeding ground. Officers were in consultation with Natural England regarding this conflicting data and its interpretation.

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16. DELEGATED MATTERS - PLANNING, BYELAWS AND SUPERVISORY ROLE

16:1 Byelaw Applications

The following Byelaw consent had been granted under delegated authority since the last meeting:

IOANN/LDC/2021/014 - Installation of a surface water outfall with a precast concrete headwall within the Board maintained Whitewater Main Drain at national grid reference 462462 388755 Blyth Road in the parish of Blyth.

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16:2 Section 23 Applications

There had been no Section 23 consents granted since the last meeting.

16:3 Planning Applications

Officers reported on six Planning Applications which had been dealt with since the last meeting. Appropriate comments relating to surface water drainage had been made.

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16:4 Surface Water Development Contributions

A surface water development charge of £60,864.60 for a restricted discharge of flows into Board maintained Whitewater Main Drain from an industrial commercial development at Harworth had been received.

A further surface water development charge of £32,581.28 had been agreed for restricted discharge of flows into the same Board maintained drain as above but located at Blyth.

In response to Cllr R. Alcock, the Engineer explained the Board's policy surrounding surface water development contributions.

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17. ADA TRENT BRANCH

The attached minutes of the last ADA Trent Branch meeting were provided for information.

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18. STAFFING UPDATE

The Corporate Services Manager reported that following withdrawal from the ADA Lincolnshire Pay and Conditions, DRAFT terms of reference were being prepared for the WMC Pay and Conditions Committee and staff would be approached to nominate representatives. Staff were currently employed under the ADA Lincolnshire Terms and Conditions (White Book) and with the proposed move of the LMDB Direct Labour Organisation to salaries, the Consortium would be looking to move from the White Book and to its own set of terms and conditions.

An update on staffing across the Consortium was given. Two of the newly created Engineering roles had been filled and the four new positions plus the two Modeller roles was continued to be advertised. The Engineering apprentice and an Operations apprentice in the Isle of Axholme /Doncaster East area had started and the apprentice positions in the Lindsey Marsh and Trent Valley DLO would be advertised later in the

year. The Lindsey Marsh Operations Manager position was still vacant with the work being covered by existing staff. Since April 2021 there had been 22 staff changes, some were due to retirement and internal promotion, however, the Boards continued to invest in staff development and promote internally where possible.

Options for hybrid working were being considered and a draft policy would be prepared.

The Boards currently had a Long Service Award policy which gave awards for 21 and 35 years service. The Corporate Services Manager reported that one Lindsey Marsh employee had been with the Board for over 50 years and asked if members wanted to consider amending the policy to include acknowledge this exceptional length of service. Members were in favour and asked for suggestions to consider at the March Board meeting.

Following the last meeting, the Chairman's Allowance had been confirmed by the Secretary of State.

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19. ANY OTHER BUSINESS

None.

CHAIRMAN