

Minutes of the Annual General Meeting of the Board held at Ealand Victory Hall and via Microsoft Teams on Tuesday, 14th June 2022, at 10.00 a.m.

Elected Members

\* Messrs J. Coggon  
\* P. Cornish  
\* R. Adam  
Vacancy  
Vacancy  
J.H.T. Bramhill  
\* T. Dickinson  
\* J. Fretwell  
\* M.A. Harris  
\* R. Mason  
\* M. Wagstaff  
\* M.T. Smith

Nominated by North Lincolnshire Council

\* Cllr R. Allcock  
\* Mr I. Bint  
Cllr J. Briggs  
Cllr T. Mitchell  
\* Mr M.D. Pilkington  
\* Cllr Mrs J. Reed  
Cllr D. Robinson  
\* Cllr D.J. Rose  
Two Vacancies

Nominated by Bassetlaw District Council

\* Cllr Mrs H. Brand  
\* Cllr Mrs J.M. Sanger

\* *Present*

\* Mr A. McGill (Chief Executive)  
\* Dr D. Hickman (Executive Officer)  
Messrs R. Brown (Senior Engineer)  
\* A. Malin (Senior Operations Manager)  
\* D. Braddy (Operations Manager)  
\* J. Boden (Civils Project Engineer)  
\* C. Harris (Internal Auditor)  
\* Mesdames N. Hind (Finance Manager)  
\* C.B. Davies (Corporate Services Manager)

\* *In attendance*

*A member of the public was present at the meeting.*

1. APOLOGIES

Apologies for absence were received from Messrs J.H.T. Bramhill and M.T. Smith and Cllrs J. Briggs, D. Robinson and R. Brown.

2. DECLARATIONS OF INTEREST

None.

3. NOTIFICATION OF ITEMS OF ANY OTHER BUSINESS

None.

*Cllr Mrs J. Reed arrived.*

4. BOARD MINUTES (Pages 606 to 617)

RESOLVED

That the minutes of a meeting of the Board held on 22nd March 2022 be confirmed as a correct record subject to the amendment of the word 'ability' to 'authority' in the final paragraph of Matters Arising.

5. MATTERS ARISING

None.

6. IOA STRATEGY MEETING

The Chief Executive gave an overview of the meeting which had updated members on savings measures. The meeting had not produced any new ideas from members on how to raise additional funds for the Board but was beneficial for an insight and engagement as to the future of the Board.

Areas that may be considered in the future included closer working with the Doncaster East IDB and a reduction in the size of the Board. The Chairman suggested that members should contact the Chief Executive or the Corporate Services Manager with any suggestions or ideas on improvements and efficiencies that may come to mind in the future.

RECEIVED

7. HEALTH, SAFETY AND WELFARE

The Senior Operations Manager gave a brief health and safety update. It was noted that Covid-19 guidance would be continually followed and numbers in staff had increased within the Consortium offices as things gradually returned to normal.

There had been two 'damage only' incidents cross the Consortium since the last Board meeting within the Lindsey Marsh Drainage Board area.

The annual review of the Consortiums' Health and Safety Policy, Safe Systems of Work and Model Task Risk Assessments was due to be undertaken in July. Issues identified during the review would be brought to the attention of the Senior Management Team and Health and Safety Committee for resolution as a matter of urgency.

Mr R. Mason reported that he had noticed that the health and safety signs at some of the pumping stations had become illegible. The Operations Manager confirmed that a budget had been allocated for their replacement and he would arrange for this to be done.

RECEIVED

8. OPERATIONAL EFFICIENCY REVIEW

*Cllr Mrs J. Sanger and Cllr R. Alcock joined via Microsoft Teams, it was noted that there were sound issues.*

8:1 Introduction

Following extensive discussion with the Chairman and Vice-Chairman, Officers had undertaken a review of the Board's plant and machinery to identify possible actions which could lead to improved productivity, reduced nonproductive time,

de-risking of assets and improved cash flow. The review had been focused on high value plant items with breakdown and repair costs, current hours/miles and condition of the plant being taken into consideration. A move from the current seven-year replacement policy to a five-year policy was being considered for major plant items such as excavators and tractors to fall in line with warranty and servicing agreements. Options such as long-term contract hire, flexi lease, hire purchase and the secondhand market were considered for maximizing cash flow but after detailed consideration, purchase of new or nearly new plant was deemed most efficient.

#### 8:2 Excavators

The Senior Operations Manager reported that an excavator must cover sufficient operating hours to be financially viable and give a good return to the Board. The expected hours as per the current replacement policy were 7,500 hours or seven-years, whichever occurred first. Current findings suggested that excavator usage was falling below the expected hours. Historically the Board had kept machines longer than the seven years due to the low runtime hours, however, this increased the risk of breakdown and repair costs, e.g. JCB excavator £9,300 in repairs in 2021/22.

#### 8:3 Summer Works

The 16-week programme required to maintain the 460km of Board maintained watercourse in reality took around 20 weeks to complete with four machines.

The Senior Operations Manager reported that in theory three machines undertaking 4,750 meters a day could complete the programme, however, this did not take into account adverse weather events, breakdowns, machine travel, early cuts, access issues, staff holidays, training or sickness. These were important things to consider (125 person days had been lost in the 2021 summer season due to Covid-19, sickness breakdowns and training). Officers were implementing performance improvement measures to reduce travel time, concentrating work in catchments and using contractors to undertake work such as fencing thus enabling the direct labour organisation to focus on the summer and winter works.

In response to members, the Senior Operations Manager confirmed that it had been necessary to undertake some training during the summer due to courses being postponed because of Covid-19, however, training was usually undertaken outside the cutting season.

#### 8:4 Winter Works

Due to adverse weather in 2019/20, the winter reforming target of 15 kilometers had not been achieved as emergency drain repairs had become a priority resulting in a reduced programme of ten kilometres, however, it was expected that work would be back on track for 2022/23. Based on three excavators each performing a daily meterage of 100 meters, the programme should be completed in ten weeks. However, consideration would need to be given to the availability of the wheeled excavator due to adverse weather and how this would restrict the Board to two functioning machines for some of the period.

In addition to reforming, preparatory work needed to be completed as well as access improvements, tree and bushing, and fencing.

8:5 Tractors/Flails – Potential Early Replacement of the Massey Ferguson Tractor and Flail

The second highest operational and financial risk sat with the fleet of tractor/flails which consisted of a tractor and flail, a self-propelled flail and a yard tractor. Two of these machines were essential for completion of the summer programme. The Massey Ferguson tractor and flail was fourteen years old and incurred the highest repair costs; £9,630 in 2021/22. This machine was not scheduled for replacement until 2024/25 which meant given the age and condition, similar maintenance costs were to be expected.

It was calculated that the full summer cutting programme was achievable in 23 weeks with one tractor/flail, however, one machine would not be able to keep ahead of the several excavators performing the summer weedcutting and it also did not allow for any potential downtime. Officers therefore recommended that two flails be retained and that the replacement of the Massey Ferguson tractor be brought forward. This would bring benefits such as improved reliability, reduced maintenance costs and improved productivity resulting in less nonproductive time. A suitable tractor and flail replacement was expected to be in the region of £140,000 which was considerably cheaper than the £220,000 budgeted in 2024/25 to replace like for like.

It was proposed by Mr M. Pilkington and seconded by Cllr Mrs J. Reed that the replacement of the Massey Ferguson tractor and flail be brought forward to 2022/23 and that tenders for a suitable replacement be sought. The result of a members' vote was in unanimous agreement.

8:6 Potential Reduction of Excavator Fleet

It was noted that there was a potential consideration of reduction in fleet, however, this would carry a degree of risk. If considered that the most logical choice for disposal would be the 22 ton excavator, as it was the least bespoke of the four machines. The long reach was suitable for larger watercourses, the 13 ton JCB tracked excavator was the most utilised and most versatile and flexible, and the wheeled excavator brought maneuverability to the fleet. The benefits of reducing the excavator fleet would realise in the region of £90,000, reduce overall servicing and maintenance costs and free up an operative to undertake duties such as refueling, pumping station maintenance and asset inspections. Downsizing of the fleet and increasing output of the remaining excavators would produce savings, however, it would also restrict availability to undertake additional works in the future and would limit resilience.

Mr M. Pilkington stated that although in theory the summer programme could be completed on time, the calculation did not allow for sickness, holidays or adverse weather. He stated that it was essential to complete the programme before November to ensure the Board's systems could operate effectively and with this in mind felt that reducing the excavator fleet was the wrong decision at this time. Mr J. Coggon suggested that a benefit would be an increased productivity on machines as well as freeing up someone to concentrate on refuelling/pump runs etc. Cllr Mrs J. Reed advised caution about disposing of equipment that would be very expensive to replace and stated that losing the fourth excavator could leave the Board in a more vulnerable position in terms of emergencies and flood events, as it would take away flexibility. She suggested that the Board should investigate other options and efficiencies such as the appointment of a fuel delivery/pump attendant.

Mr R. Mason suggested retaining the excavator fleet at its current size and undertaking more work to utilise them better. The Chairman highlighted that, due to cost, the Board had not been replacing the fleet in line with the seven-year replacement policy and this had resulted in expensive repair costs. Mr J. Coggon stated that the Board's finances dictated that it was unable to adhere to the current replacement policy which meant the Board was now running an ageing fleet. Mr I. Bint agreed that less machines, utilised better and replaced regularly seemed better. He enquired whether additional machines could be hired in if required. The Senior Operations Manager reported that an 'off the shelf' excavator to the specification required by the Board was not available and the Board would therefore have to commit to an annual agreement which would cost in the region of £26,000 per annum for the 20/30 week period. There was no option for short term hire to cover downtime and delivery and collection charges would also apply. The Senior Operations Manager also highlighted that Environment Agency work had been slow of late and there had been very little private work. The Chief Executive stated that this had been considered and it was not cost-effective to hire, it was cheaper to buy and, based on costs recently obtained by another of the Consortium Boards, considerably cheaper to undertake work inhouse than employ a contractor. Cllr R. Alcock agreed that machine hire or contractors may not always be available when required.

Mr M. Harris did not believe in reducing the excavator fleet, stating the Board was a public body serving the ratepayers and it needed to be able to do this effectively to protect land, homes and businesses. He stated that this situation had arisen because the Board had overspent on capital expenditure over the last few years and it should not be recouped from revenue expenses. He referred to other boards that relied on contractors and highlighted the huge increases they were facing this year. He also stressed the benefits of having a dedicated workforce with the right equipment that was ready and available to respond to a flood event. Mr Harris further stated that the condition and hours of equipment should be considered, not necessarily the age and it was important for the Plant and Compensation Committee to keep a close eye on things. He would not support a reduction in the excavator fleet. Mr M. Wagstaff thought it was important to note that if the same hours were completed on three machines rather than four, that the machines would wear out quicker.

Mr J. Fretwell stated that the Board had a good skilled workforce who knew the area, he suggested that the Board consider a new position to undertake duties such as pumping station checks and fuel delivery to enable them to focus their time and increase productivity. He was concerned that machines would be overstretched if the fleet was reduced. He suggested that this could be reviewed again at a later date once other measures had been introduced to increase productivity.

The Vice-Chairman reported that one of the reasons for reducing the number of excavators was to free up a man for fuel deliver/pumping station duties, the other reason was to bring forward the replacement date to fall in line with warranty periods and thus save costly repair bills. Mr J. Coggon reminded members that it was voted by the Board to suspend Plant and Compensation Committee meetings and take all decisions to the Board. Mr R. Adam added that in retrospect it was important for an in-depth review to be undertaken by Committee before coming to the Board. Mr Adam understood that sometimes only 20 hours a week were being spent on a machine by a member of staff and that the DLOs time should be utilised more efficiently than this, he pointed out the time-off due to Covid had also skewed the hours. He understood that there was a lot of travel

time due to the nature of the area and welcomed a review into how this could be reduced. Mr Adam supported the view that other ways of increasing productivity should be investigated before a decision was made on reducing the plant fleet. Mr Adam and Cllr Mrs H. Brand highlighted that the Board had been discussing this one item for the last 50 minutes, time that would have been significantly reduced had the matter gone to Committee first. Cllr Mrs H. Brand and Cllr R. Alcock both agreed that a Plant and Compensation Committee was a necessary step in making these important decisions. Cllr Allcock was concerned about reducing the fleet at this time and also about relying on contractors due to their cost and availability. Mr J. Coggon too thought that it was necessary that the Plant and Compensation Committee be reinstated. It was proposed by Cllr Mrs J. Reed that the recommendation to reduce the number of excavators from four to three was rejected and that the 22 ton excavator be retained. 12 members voted in favor of the proposal and 2 voted against.

#### 8:7 Potential move to a Five-Year Replacement Policy

To further mitigate the risk to the Board's operational output and to assist the move to a five year replacement policy, it was recommended that the replacement of the 13 ton excavator be brought forward from 2023/24 to 2022/23. Mr I. Bint agreed that machines were being kept too long and were incurring large costs due to being outside of the warranty period. Mr M. Harris believed that the policy should be reviewed based on hours and condition of the machine rather than age and suggested that regular Plant and Compensation Committee meetings would be a sensible measure to take. Mr P. Cornish believed that too much money was being spent on machine repairs and this was not viable. Cllr Mrs H. Brand was of the opinion that the Board should move to a five-year policy, however, Cllr Mrs J. Reed believed that condition and hours should be considered on top of age. Members agreed that the plant replacement policy should be considered by the Plant and Compensation Committee. It was noted that Mr J. Coggon and Cllr Mrs H. Brand were not in agreement. Members were in agreement that the replacement of the 13 ton excavator be brought forward to 2022/23 and that tenders for a suitable replacement be sought.

It was proposed by Mr J. Fretwell and seconded by Cllr D. Rose that delegated authority be granted to the Plant and Compensation Committee to consider the tender returns and approve the purchase of a new excavator and tractor flail up to a maximum cost of £150,000, an additional in year cost of £75,000.

#### 8:8 Other Efficiency Measures

It was noted that some efficiency measures had already been taken such as the replacement of a 4x4 with a small van saving circa £15,000 and the planned purchase of two secondhand pumps potentially saving £12,000 on the original estimate for one new pump.

The refurbishment of existing assets such as weed baskets and trailers in Lindsey Marsh Drainage Board had proven to be successful and they had been fully refurbished for less than 60% of the replacement cost. The feasibility of this option was being explored by officers, but it was not something that would be implemented straight away.

After voting it was RESOLVED

- (a) That the Plant and Compensation Committee review the replacement policy and bring a recommendation back to the Board.
- (b) That the recommendation to sell the 22 ton excavator and reduce the number of excavators from four to three be rejected.
- (c) That the replacement of the Massey Ferguson tractor and flail be brought forward to 2022/23 and that tenders for a suitable replacement be sought.
- (d) That the replacement of the 13 ton excavator be brought forward to 2022/23 and that tenders for a suitable replacement be sought for consideration at the September Board meeting.
- (e) That delegated authority be granted to the Plant and Compensation Committee to consider tender returns and approve the purchase of a new excavator and tractor/flail up to a maximum cost of £150,000, an additional in year cost of £75,000.

## 9. OPERATIONS REPORT

### 9:1 Winter Maintenance Works

The Operations Manager presented members with the full 2021/22 winter programme which was around 79% complete. He expected to achieve 90% of the work; Wiseton Bridge scheme being deferred until the 2022/23 winter programme. The 2022/23 programme was also presented for information following a review of the 2021/22 job cards which had identified 152 watercourses requiring assessment. These had been prioritised and 13 watercourses identified for inclusion in this winter's programme.

RECEIVED

### 9:2 Summer Maintenance Works

Preparation for the summer maintenance season was underway with plant and equipment being readied and job cards prepared.

RECEIVED

### 9:3 Construction Works

Additional construction works had been programmed for 2021/22 including some boundary fence installations, dam installations at two pumping stations the widening of Wrays Drain, and refurbishment of Common Carrs Pumping Station. Officers were in discussion with the Engineering team to ensure works were undertaken using the most effective use of budgets and resources.

RECEIVED

### 9:4 Plant and Equipment

A used Godwin CD150 6" mobile pump had been purchased from Stuart Group, using allocated plant funds, at a cost of £10,507.77. This would provide greater resilience during adverse weather events.

The Mitsubishi L200 pickup (YP13 TWE) was due for replacement however was nine years old and had covered in excess of 100,000 miles. Officers were aware that historically vehicles of that age and condition were susceptible to significant repair costs and downtime. In addition to this, the two Citroen Nemo vans (FX16 KZA and FX65 MKU) were approaching seven years old and had covered 80,000 and 87,000 miles; recently repair costs of over £2,900 had been incurred. Officers recommended that all three vehicles above be disposed of and three new small vans be purchased. The recommendation was to purchase three Toyota Proace vans for a net spend of £38,487. These vans were the best value for money and came with the current market leading warranty offered by all manufacturers of small vans (ten years or 100,000 miles). Mr J. Fretwell raised concerns as to whether a van replacing a pickup truck was sufficient to allow the same access for staff to carry out their works. The Senior Operations Manager confirmed that there would still be two pickups available for use.

RESOLVED

That three Toyota Proace City vans be purchased from the 2021/22 and 2022/23 plant budgets at a cost of £38,487.

9:5 CCTV Work at Misterton

Cllr Mrs H. Brand asked for an update on the CCTV work at Misterton. The Civils Project Engineer confirmed that officers were trying to find a contractor to undertake the work. Cllr Mrs Brand highlighted that this matter had been ongoing for some time and the work needed to be done. Officers agreed to pursue this.

RECEIVED

10. COMPENSATION

It was reported that the amount of compensation paid by the Board from 1st April 2021 to 31st March 2022 was £838.10, not including claims yet to be returned by ratepayers.

RESOLVED

That the amount of compensation paid in the last financial year be approved by the Board.

11. ASSET RENEWAL AND REFURBISHMENT PROJECTS

11:1 Common Carrs Pumping Station – Emergency Works (AX20307)

Officers reported that further ground movement had occurred resulting in a large void under the weed dump slab. Additional steel piles had been driven into the ground to support the embankment and track creating a stable foundation for the slab. The original dump slab which had moved significantly was removed to provide access to the incoming electric cable. The capping beam was found not to contain the expected amount of reinforcement therefore requiring further repair.. The mains electrical supply cable was due to be re-routed on the 16th June 2022. The second concrete pour for the replacement slab would take place following this. In response to Mr R. Mason, the Civils Project Engineer confirmed that delivery and installation of the new pump and control panel would begin on



the 27th June 2022. Costs to date were £133,517.09; an overspend against the original budget of £91,693.72. It was proposed that funding for this would be sought through budget transfers from Southfield Pumping Station Refurbishment Scheme (£30,000), Pumping Station Reserve Account (£50,000) and Partnership Contributions (£8,830.39).

RESOLVED

That the overspend be noted.

11:2 South Street Pumping Station (AX16014)

It was noted that the flap valve on the larger internal fish friendly pump had been reinstated and was awaiting testing during low tide. Costs to date were £556,161.39 against the approved budget of £891,000.

RECEIVED

11:3 Southfield Pumping Station Refurbishment (AX18001)

Pump No.1 had been reinstalled by KSB with the same problem occurring. KSB were due to return to install a new protection unit. Costs to date were £259,741.30 against the approved budget of £392,000.

RECEIVED

11:4 Cow Lane Pumping Station

Prices were being sought for the replacement of the pump chamber lids and access covers, penstock refurbishments and flap valve inspections. The overall budget was £22,221 however it was expected to cost in the region of £30,000. Transfer of budgets was expected to give a new budget of £31,955.

RECEIVED

11:5 Telemetry System Replacement (AX20303)

Any communication issues were now solved and all pumping stations except Common Carrs had visibility with approximately 60% operating in telemetry control, a significant improvement against the 15% on the previous telemetry system.

RECEIVED

11:6 Gringley Pumping Station Demolition (AX19304)

The out-turn cost was over budget by £7,183.16 and details of proposed transfer of budgets to meet the overspend were detailed in the finance report.

RECEIVED

11:7 Wrays Drain, Crowle (AX21505)

Design and drawings for the flood alleviation route were being undertaken by James Roberts Design Limited and were expected to be received by the Board

mid-June enabling the Board to prepare tender documents for the delivery of the scheme. The culvert under Godnow Road had been deepened over the original outline to avoid a clash with Severn Trent Water's foul sewer.

RECEIVED

11:8 Occupation Drain (AX20504)

A proposed budget of £2,000 was required to support engineers' time and the proposed funding was detailed in the finance report.

RECEIVED

12. FINANCE

12:1 Management Accounts and Variance Report for the Year Ending 31st March 2022

The Finance Manager presented the attached Management Accounts and the Variance Report for the year ending 31st March 2022. It was noted that new rental income on the land at Owston Ferry was £5,521.60 and fishing rights income to the 31st May 2022 was £1,967.91. The Board had also received more consent application fees than anticipated including a £60,764 surface water development charge. In terms of drain maintenance expenditure, external costs were £7,900 lower than estimated and electric costs were £31,500 lower than estimated. These results in a positive variance in maintenance expenditure. There was a negative variance on supportive expenditure largely due to depreciation. At the 31st March 2022, the outturn position relating to non-scheme net income and expenditure was £445,261.36, a positive variance of £193,784.36 to the budget estimates.

In terms of engineering schemes, several schemes had been closed and their underspent balances had been returned to general reserves. It was noted that loans were still awaited for Kelfield Pumped Catchment Scheme and Southfield Pumping Station Refurbishment.

The overall cash position showed a surplus cash reserve percentage of 46.93%, which was better than predicted at the 2021/22 estimate stage.

RESOLVED

That the variance report for the year ending 31st March 2022 be approved.

12:2 Transfer of Budgets for Approval

The attached schedule of transfers of budgets was presented for members approval.

RESOLVED

That the transfer of budgets be approved.

12:3 Management Accounts for the Year Ending 31st March 2022

The attached Management Accounts for the period 1st April 2021 to 31st March 2022 were presented for members consideration and approval. They included a schedule of income and expenditure, balance sheet and a schedule of reserves. Members gave a vote of thanks to the Finance Manager for in depth, detailed accounts.

RESOLVED

That the attached Management Accounts for the year ending 31st March 2022 be approved and the Chairman evidence the Board's approval on Page 2 of the accounts.

*Mr I. Bint left the meeting.*

12:4 Audit of Accounts for the Year Ending 31st March 2022

The attached Internal Auditor's report was presented on the accounts for the year ending 31st March 2022.

RESOLVED

That the attached audit report be noted.

*Mr M. Pilkington left the meeting.*

12:5 Annual Governance Statement and Review of Internal Control

The 2021/22 Annual Governance Statement and Review of Internal Controls were presented for information. It was proposed by Cllr Mrs J. Reed and seconded by Cllr Mrs H. Brand that the Annual Governance Statement be approved and signed.

RESOLVED

That the attached Annual Governance Statement for 2021/22 be approved and signed by the Chairman and Chief Executive.

12:6 Accounting Statements of the Annual Governance and Accountability Return

The Accounting Statements for 2021/22 were presented for information.

RESOLVED

That the attached Accounting Statements for 2021/22 be approved and signed by the Chairman.

12:7 Bank Mandates

The Board was asked to approve the removal of the former Engineer and the addition of the Executive Officer and Engineer to the banking mandates.

RESOLVED

That the removal of Mr Neil Kemble from the Board's banking mandates and the addition of Dr David Hickman and Mr Robert Brown to the banking mandates be approved.

12:8 Cash Reserves and Investments as at 31st March 2022

Officers reported on cash balances of £1,495,722.90 and one loan outstanding of £265,432.13 in respect of Paupers/Bewcarrs. It was noted that loans of £541,000 for Southfield, South Street and Kelfield had been received in April at an annuity rate of 2.9%

RESOLVED

That the Board's cash balances and borrowings be noted.

12:9 Payments over £500

The attached schedule of payments over £500 made since the last Board meeting were presented for approval.

RESOLVED

That the schedule of payments totaling £303,082.27 be approved.

13. DRAINAGE RATES AND SPECIAL LEVIES

It was noted that drainage rates of £19,984.93 outstanding at 31st March 2022 had been carried over to 2022/23 (£4,341.93 of this had since been collected).

Of the 2022/23 year, £20,255.71 (4.13%) of drainage rates and £451,019.50 (50.09%) of special levies had been collected. A total of £966,648.10 remained outstanding at 25th May 2022.

RECEIVED

14. ENVIRONMENT AGENCY AND PARTNERSHIP MATTERS

Nothing further was reported.

15. ENVIRONMENTAL REPORT

The Greater Lincolnshire Nature partnership had secured £20,000 for mink control work in the county, funded by the Keadby Power Station Works. A contract was being let with Axholme Pest Control to control mink in Board maintained watercourses near Keadby. A joint approach and a contribution of £1,000 to the scheme from the approved budget was recommended.

The regeneration bill when enacted was proposed to replace the Environmental Impact Assessment (Land Drainage Improvement Works) Regulations 1999 and would require the production of Environmental Outcomes Reports for the Board's improvements works and capital programme. It was hoped that the expensive requirement to advertise work in local newspapers would be removed.

The registration for sites with stored pesticides had been completed as required however it was unclear how frequently the Board was required to update.

Reports by Dr Jon Hillman were complete and continued to recommend silt removal to restore river function. Mr R. Adam requested a copy of the report to which Mr P. Cornish confirmed he would arrange.

RESOLVED

That the Officer's report be noted and that the contribution of £1,000 towards the mink control scheme be approved.

**16. DELEGATED MATTERS - PLANNING, BYELAWS AND SUPERVISORY ROLE**

16:1 Byelaw Applications

Officers Reported the following byelaw consents had been granted under delegated authority since the last Board meeting:

IOANN/LDC/2021/016 Erection of a tractor shed to replace existing sheds within nine metres but no closer than six metres of the Board maintained Soil Bank Drain at national grid reference 482045 422920 in the in the parish of Twin Rivers.

IOANN/LDC/2022/001 Construction of hardstanding and security fencing within nine metres but no closer than six metres of the Board maintained Whitewater Main Drain at A1 (M) Styrrup with Oldcotes Styrrup between national grid reference 461804 389151 and 462228 388990 in the parish of Blyth.

IOANN/LDC/2022/005 Laying of a 33kv circuit and fibre cable below the Board maintained culvert within the highway outside Hallgarth Farm, A161 Epworth Road, Low Burnham at national grid reference 477958 402186 in the parish of Haxey.

RECEIVED

16:2 Section 23 Applications

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

RECEIVED

16:3 Planning Applications

Officers reported on 16 planning applications which had been dealt with since the last meeting and appropriate comments relating to surface water drainage had been made. No objections had been raised.

RECEIVED

**17. MEMBERSHIP**

There was nothing further to update however the Corporate Services Manager encouraged members to pass on details of any interested parties.

Cllr Mrs J. Reed agreed to speak to North Lincolnshire Council regarding filling of the three council vacancies.

RECEIVED

## 18. STAFFING UPDATE

### 18:1 Recruitment

The Corporate Services Manager reported the post of Engineer had not been advertised but the internal promotion of Mr R. Brown to Senior Engineer would cover most of this role. The new post of Executive Officer had been filled by Dr D. Hickman and he would be supporting the engineering team to ensure they were focussed on the delivery of projects, allowing the Senior Engineer to undertake any necessary training.

Five of the six new engineering roles had been filled along with the vacant post of Flood Risk and Modelling Advisor position. Appointment to the two remaining posts of Flood Risk and Modelling Analyst and Senior Civils Engineer had been delayed until the Executive Officer had reviewed the needs of the engineering department.

The position of Admin Assistant for the planning and enforcement team had been filled internally, creating a vacancy in the Corporate Services department.

RECEIVED

### 18:2 Salary Review

The Corporate Services Manager reported that the Board had reviewed Direct Labour Organisation (DLO) pay in 2018 as it had fallen behind the construction and agricultural sectors and there had been issues recruiting. This had resulted in a move to salary and change in working pattern which was reviewed again and updated in 2020.

Salary negotiations were underway with the Lindsey Marsh DLO area and once these were complete Officers would be reviewing the other Boards' DLO terms and conditions to see whether these could be harmonised across the Consortium. If affordable, this would ensure consistency across the Boards making it easier to negotiate annual cost of living increases. Full details and costs of any proposed changes would be presented for consideration later in the year.

Members agreed in principle to standardising pay and terms and conditions across the Consortium if this was affordable.

RECEIVED

### 18:3 WMC Joint Negotiating Committee (JNC)

The first meeting of the Committee would be held on 10th August 2022. The Committee would be made up of the four Chairmen, the Chief Executive and Corporate Services Manager, together with representatives from each workforce, the office staff and the Union.

The Chief Executive and Corporate Services Manager had met informally with Unison who were keen to be involved in any discussions relating to pay and terms and conditions. They were also keen for formal recognition. Officers were concerned that all employees should be represented on the Committee and have the right to a vote, not just Unison members, therefore this would be considered and discussed at the first meeting of the JNC when the Committee Terms of Reference would be agreed. A new handbook setting out employee terms and conditions was being prepared.

RECEIVED

19. ANY OTHER BUSINESS

None.

CHAIRMAN