

12l) Question to Councillor Paul Rainbow, Lead Member for Transport and Economic Development from Councillor Sara Bedford

What provision is being made for new cycle ways to assist with lowering emissions and congestion and enabling safe cycling?

Written response:

The District Council is working with the County Council to develop improvements to several new local routes featured in the current Cycling Strategy (details here <https://www.threerivers.gov.uk/cycling> and the new Cycling and Walking Infrastructure Plan will propose new direct cycle routes connecting local towns and villages across the District. This is shortly to be consulted on by HCC.

Supplementary question for Councillor Paul Rainbow from Councillor Sara Bedford

What is being done to ensure that the cycle paths that we do already have are being kept free of parking which seems to infest quite a few of the cycle paths we have particularly the shared surface cycle path along the northern side of South Way which was restored due to a combination of created using a range of funding including Section 106 funding from the Leavesden Aerodrome development however this is but is frequently parked on by people using the play area by the side of South Way and is obstructing it from being able to be used its use. It is part of a greater route which we are trying to deliver including one which will go up and down the canal. What is being done?

Supplementary response:

Councillor Paul Rainbow advised that from their understanding it does not actually fall under Three Rivers DC and it is part of the County Council and the situation with regard to enforcing would fall with the Police. that there are a variety of different types of cycle paths in Three Rivers District, many of which are enforceable and regular or on-demand enforcement is available.

The District Council has consistently requested the County Council to include parking restrictions on the new cycle paths it installs.

Councillor Sara Bedford said the answer they had been given was incorrect. There are double yellow lines down there, therefore parking enforcement is a matter for this Council and not for the County.

The Chair advised that they were sure the Lead Member would take that on board

12bbb) Questions to Councillor Keith Martin, Lead Member for Resources and Shared Services from Councillor Sara Bedford

12bbb i - How many contracted staff are now being paid the Real Living Wage where the roles were previously being paid at a rate lower than the RLW?

Written response:

The Real Living Wage for the Leisure Management Contract is due to commence on 1 October 2022. It will affect 103 colleagues/staff broken down as the below;

Full Time – 15

Part Time – 39

Casual – 49

Tenon FM provide cleaning services for Watersmeet, Batchworth Depot, Basing House and Three Rivers House. Their staff are paid the National Minimum wage.

The contract is due for renewal in January 2023 when the requirement to provide the Real Living wage will be implemented

Supplementary question to Councillor Keith Martin from Councillor Sara Bedford:

Does the Councillor share agree with my disappointment that we have not gone to our contract managers and said on the amount the Council has agreed to pay these people – the real living wage – and would like to up the value of the contract in order that these people can be paid that? The people that clean these office and who work as our casual the leisure staff are very valuable to us and should be being paid the real living wage as agreed by this Council.

Supplementary response

If we have a contract with an outside organisation both parties are bound by the terms of that contract and it is not up to us to change the terms midway through as much as I would like to see people paid the real living wage. I do know as the answer states that we will insist that our counterparties of the contract pay the real living wage when those contracts are up for renewal.

Councillor Sara Bedford advised that was misinterpreting what they had said it is perfectly possible. It is a point of personal information which I am raising. It is perfectly up to us not to break a contract but to go along and say, what I said 2 minutes ago, here is some money and we would like you to pay people more I don't believe anyone would say no we would rather see our cleaners getting less money.

The Lead Member would speak to officers and get a written answer.

Councillor Sara Bedford felt that her question had been misinterpreted and asked to clarify a point stating it is up to us not to break a contract but to offer more money.

Councillor Keith Martin responded that he would speak with Officers and provide a written response.

Supplementary written response provided after the meeting:

At their meeting on 8 December 2020 Full Council approved a motion, in which "...all employees of contractors and Council staff employed on a casual basis should be paid the RLW as soon as practically possible, and that discussions take place with SLM regarding the pay of employees at our leisure facilities." The Council agrees, these employees are very valuable. Noting that the motion requires action is taken as soon as is 'practically possible', changes will come into effect for the Leisure Management Contract on 1 October 2022 and for Cleaning Staff when the contract is re-tendered in January 2023.

12bbb ii - Which areas of the Council's operations do these staff work in?

Written response:

Cleaning Contract, Leisure Management Contract

See supplementary question and response above.

Supplementary question to Councillor Keith Martin from Councillor Sara Bedford:

Does the Councillor agree with my disappointment that we have not gone to our contract managers on the amount the Council has agreed to pay these people the real living wage and would like to up the value of the contract in order that these

~~people can be paid that? The people that clean these office and the leisure staff are very valuable to us and should be being paid the real living wage as agreed by the Council.~~

Supplementary response:

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CHAIR OF COUNCIL