

WITHAM FOURTH DISTRICT INTERNAL DRAINAGE BOARD

MINUTES

of the proceedings of the **Board** at a Meeting held by Zoom on **Wednesday, 15th September 2021**

Present: - P. Richardson (Chairman)

Messrs:	T. Ashton	R. Leggott
	R. Austin	N. Jones
	P. Bedford	F. Pickett
	B. Bowles	A. Saul
	C. Crunkhorn (Vice-Chairman)	K. Smith
	J.E. Grant	P. Skinner
	A. Hall	J. Ward
	R. Hall-Jones	N. Welton (part)
	A. Harrison	J. Woods

1 **CHAIRMAN'S ANNOUNCEMENTS**

1.1 **Covid 19**

The Chairman apologised that this meeting had again been held by Zoom but it was felt that there would be insufficient room in the Board Room to maintain social distancing. It was hoped that the Committee meetings would be able to take place in the office as these were smaller gatherings and the Chairman asked the Board for their feelings in relation to physically attending a meeting in the Board Room. Most Board members confirmed they were happy to attend provided the current Covid situation did not change between now and then.

P. Bedford - had attended an Inspection and Board meeting at Black Sluice the previous week although space had been slightly sparse.

1.2 **Maureen Dennis**

The Chairman confirmed that Maureen Dennis had sadly passed away on 2nd August 2021. The Board had sent condolences to her family and the Vice-Chairman had attended the funeral to represent the Board. Maureen had been a long-standing member of the Board and a huge supporter of the work carried out by them. The Chairman asked Board Members to mute their microphones for a one-minute silence to pay respect to Maureen.

1.3 **Committee Vacancies**

Following the Chairman's request at the last meeting, J.E. Grant had agreed to join the Governance & Risk Committee but there were still a few vacancies. At the front of the agenda was a sheet detailing the current vacancies. The Chairman advised that, moving forward, as well as attendance at Committee Meetings in the office some of these will also take place on site. The Chairman confirmed that various projects were in progress, and it would be beneficial to Committee Members' understanding to attend a site meeting to see what was being proposed.

B. Bowles - confirmed he would be willing to join the Plant & Pumping Committee.

J. Grant - asked if it would be sensible to review the split in membership between Farmers and Elected members? The Chief Executive confirmed there was a list of names showing membership of each committee and he felt it was quite fairly balanced at the present time. There were however a couple of Councillors that were not on any of the committees, and he would encourage them to come forward and volunteer.

1.4 **2021 Elections**
The Chairman confirmed that the 2021 elections were fast approaching and there were still a few Nomination papers outstanding. He confirmed the deadline for submitting the Nomination papers - 12 noon on Friday, 24th September 2021 and urged members to submit their papers before then.

1.5 **Richard Leggott**
The Chairman was sad to confirm that this would be Richard's last Board meeting as Richard had decided to step down. Richard had become a Boston Borough Council appointed member on 31st May 1995 and remained so until he stood down in 2015. He then became a non-elected member for West Fen in the November 2015 elections until today, some 26 years later. Richard had been involved in the initial interview process for the current Chief Executive and was always an active Committee Member. He succeeded his Father, Charles Leggott OBE, who was a Board Member from 15th September 1943 until his sudden death in 1992 having served just short of 50 years on the Board. He was Board Chairman from 1967 to 1983. During Richard's time with the Board, he had been a firm supporter of the Board and always acted in the Board's best interest. The Chairman added he was never afraid to ask difficult questions or to hold the Board to account, and, as a result, the Board was a better place. The Chairman extended his thanks to Richard for his considerable support and service to the Board and confirmed that a Nomination paper had been received from Richard's son, Mark.

J. Grant - added his appreciation to Richard for his valued support and participation during his tenure as Chairman.

(Richard will attend the Board Meeting on 8 December 2021 to say farewell in person to Board Members)

2. **APOLOGIES**
Apologies for non-attendance were received from: -
Messrs: Mrs P Ashleigh-Morris
C. Hardy

No apologies had been received from Cllr. N. Hastie and Cllr N. Welton

3. **DECLARATION OF INTEREST ON ANY GENERAL ITEM**
Declared an interest in discussions about Triton Knoll/Viking and Bank Rents – P. Richardson
Wrangle Pumping Station – B. Bowles
Triton Knoll – J.E. Grant
Bank Rents – J Ward

4 **MINUTES**
4.1 **Board Meeting – Wednesday, 9th June 2021**

The Minutes of the Meeting of the Board held on 9 June 2021 were submitted and signed by the Chairman.

The Chairman ran through each page and asked members for comments.

The Chairman invited the Chief Executive to update the Board regarding page 4 of the Minutes. The Chief Executive confirmed that the Board had been approached with regard to selling some land near Jolly Farmer bank. The Board had had the land independently valued and a purchase figure of £13,750 had been given to the tenant. However, it was slightly more than he wanted to pay at this present time but he had asked for some time to consider this offer.

The Chief Executive referred Board Members to paragraph 8.2 (1) wherein the AGAR (Accounts and Annual Governance and Accountability Return) had been approved at the last Board meeting. The Auditors had come back with a question and required an amendment to the assertions made in governance. Last year, the Board had allowed the electors a 30-day period to exercise their duty to inspect the accounts but had inadvertently dated the notice on day 1 of the obligatory 30-day period, so in fact were only allowing 29 days. The Chairman and the Chief Executive had amended this so the Board were not given a qualification this year. The Chief Executive just wanted the Board to be aware of this. The amended version is now displayed on the Board's website.

The Chief Engineer referred the Board to page 5 paragraph 9.2 with regard to the access at Hobhole Pumping Station. The issue is still ongoing but there was no update to report as the Chief Engineer had not had time to deal with this due to other commitments.

J. Grant - asked about the state of the roadway? The Chief Engineer confirmed it needed attention. He had attended a meeting with the Environment Agency ("EA") to request that they fund the repairs as the damage had been caused by their vehicles carting material. The EA had confirmed that they were willing to carry out any required repairs as they would like to continue to use the road for access to the bank.

J. Grant - asked if there was any update regarding the ELDC PAD meeting for the Spilsby development? The Chief Engineer confirmed there was nothing further to report following their telephone conversation.

J. Grant - added this development was starting to gather pace and urged the Chief Engineer to stay on top of developments. The Chief Engineer confirmed that he would do so.

The Chairman asked the Chief Engineer to update the Board regarding page 8, paragraph 9.13 – Goosemuck Lane, Sibsey. The Chief Engineer confirmed matters have progressed and other options, which do not incur any cost to the Board, are being considered. The Chief Engineer is trying to persuade Anglian Water to fund more of the required works.

B. Bowles - expressed his thanks to the Board for delivering soil and filling in the section of bank at Wrangle.

5. **MEETINGS WITH OUTSIDE ORGANISATIONS**

5.1 The Chief Executive confirmed that:-

5.1.1 **Lower Witham Strategy Meeting**

The Chief Executive confirmed this scheme had expanded greatly since its inception, and it was now proposed to carry out re-modelling of 17 catchment areas from Lincoln (in the north) to Boston (in the south). This included modelling the Lock and the Grand Sluice and surveying all of the banks, which was something the Board had requested following the 2019 severe weather event. The funding had been approved for the surveying works and if successful, could mean up to £160 million worth of capital work being carried out around the lower Witham which was very positive news.

The Chairman added in 2019 the Board did not know the condition of the banks and the Chief Engineer had actually walked along the Witham at that time. He reiterated that this was really good news.

J. Grant - asked if the survey work carried out around the Witham would include the impact of the tides on the gates at the new lock? The Chief Executive confirmed that this was a complete remodelling of all the levels, the weather, tides and how quickly the water could be evacuated.

B. Bowles - asked if local knowledge would be considered? The Chief Executive certainly hoped so and was confident there would be a communication and engagement process.

5.1.2 **Ada Policy & Finance Meeting**

The Chief Engineer wanted to pick up the point regarding the impending withdrawal of red diesel from the IDB sector.

P. Skinner - confirmed N. Welton had now joined the meeting.

The Chief Executive and the Chief Engineer had looked at the issue with red diesel and the cost of changing to white diesel for pumping and operations would mean a 5% increase on the rate, just to maintain pumping and operations at their current level. Through ADA, there has been some engagement with HM Treasury, and they are looking at this issue in 2 parts. The pumping station element is not open to negotiation but the operations that we carry out are. The Finance Act lists

the type of operations rather than the people carrying them out. The Board need to demonstrate that they would not be doing anything different in carrying out the operations than an agricultural contractor would. Some information has already been submitted to HM Treasury and a second meeting is due to be scheduled.

One other point of interest in a communication received this morning from ADA's Chief Executive is that HM Treasury are looking at the possibility of giving support to councils that pay Special Levies in pumped areas. The Chief Executive feels that Boston Borough Council and East Lindsey District Council are probably the most affected councils because of the area of pumped land around them. However, at present this is still under consideration and nothing definite has been agreed.

- J. Grant* - asked if the only exception were the generators at the end of the Welham? The Chief Executive confirmed it applies to any electric pumping stations which are diesel generator fed. This is an exception which was granted.
- J. Grant* - asked if a survey of the number of pumping stations relying on diesel pumps had been carried out? The Chief Executive confirmed all IDBs have submitted their data to ADA so that they can use it to affect the issue. DEFRA are supporting Boards that use insufficient pumps, to have them replaced by newer pumps and once this is in place the Board will be taking advantage of this.
- C. Crunkhorn* - asked if the operations were allowed to stay on red diesel what percentage of our diesel usage would this be? The Chief Executive confirmed that it was more than 50%. The Chief Engineer added that the figures submitted had been based on the 2019 figures when we had the bad winter – so they are worst case scenario. The Chairman asked the Chief Engineer to send this information to Board members after the meeting.

5.1.3 **ADA Board Meeting**

The Chief Executive confirmed that the EA had raised the issue of a recent operative fatality whilst cutting down a tree. They have agreed to share information regarding the incident. The Board has had no instances like this, neither do they want one, so it will be good to receive the information and see what procedures may need to be put in place.

- J. Grant* - suggested an A4 information booklet be sent out as he had lost his brother -in-law to a tree felling accident – it is such an irregular occurrence that any information shared would be beneficial.

The other point the EA made was in relation to the maintenance settlement. We are currently on an annual maintenance settlement, but DEFRA are trying to push for a 3-year maintenance settlement to assist with future planning of maintenance. This would provide the Board with more security.

5.14 **Boston Golf Course**

The Chief Executive confirmed their Lease had expired last year, and arrangements are underway to renew it for a further 15-year period.

The Chief Engineer advised the ADA demonstration is being held at Dyson Farming Limited at Carrington in 2023. Witham Fourth will be the host board although no costs will be incurred as ADA will be funding and organising the demonstration.

6. **CHIEF EXECUTIVE AND FINANCE MANAGERS REPORT**

6.1 **Cash Book Balances**

The Chief Executive went through his report and confirmed that the bank balances were looking healthy.

6.2 **Payments Made**

The Chief Executive detailed the payments made which had mainly been in relation to the PSCA work being work carried out on behalf of the EA. This work covers a large percentage of the Board's management and supervision costs so are beneficial to the Board.

J. Grant - asked what implications would arise as a result of the Board changing from an annual maintenance settlement to a 3-year one? The Chief Engineer said he could not foresee any implications. The Board had invested in 2 new boats 3 years ago and they are due to be with us for some time to come.

6.3 External Audit Report

The Chief Executive had already updated members that the AGAR had been amended but the External Auditor's report, which should have been received by end of September, had not yet been received. Hopefully this would be available at the December Board meeting, but no qualification is expected following the Chief Executive's conversation with them.

The Chief Executive confirmed that form IDB1 had been completed for DEFRA, which details certain governance statements and provides a breakdown of expenditure. This in turn is sent to East Lindsey District Council, Boston Borough Council and Lincoln County Council.

The Chief Executive referred Board Members to the last page of his report detailing the expenditure to date which shows that we are exactly on target, despite some larger expenditure.

6.4 Income

The Chief Executive confirmed that again we are where we expected to be, and members can see the total amount of rates collected as at the beginning of August 2021.

6.5 Company Vehicles

The Chief Executive confirmed that last year a decision was made to purchase a number of company vehicles. These vehicles had been running for one year as at the end of March 2021, since when a further 8 vehicles have been purchased for the current year. The Chief Executive was pleased to report that the Board has made a saving of £11,500 as detailed in his report. This figure was based upon the initial 8 vans purchased and the 2 additional vehicles for the office staff. These figures are slightly higher than first thought because the diesel costs are less than the 45p per mile mileage the Board previously paid. As a further 8 vans have now been purchased hopefully the savings next year will be double the current year, or thereabouts.

J. Grant - asked if other staff were now asking for the Board to supply them with Company vehicles? The Chief Executive confirmed that, with the exception of one operative who is due to retire, every district operative now has a van, the Foremen have their pick-up trucks and there are a couple of pool trucks at the depot which are available for the pumpmen to use.

The Chief Executive added that seeing the liveried vans around the district was positive PR for the Board.

7. Flood Defence Grant in Aid Applications

The Chief Executive confirmed that the last couple of months have been the most positive that he, and the Chief Engineer, could remember which is due to the fact that the EA have £5.2 billion to spend over the next 6 years. This is double the £2.6 billion they had to spend over the last 6 years. They have spent a lot of their money on recovery works following the 2019 incident, and are desperate to spend the money to meet their targets of properties protected. This has enabled IDBs to take advantage. This Board together with Black Sluice, Humber, Witham, and South Holland Boards are all sharing the employment of a former Technical Manager at the EA who is employed as the Capital Programme Manager. She has hit the ground running and projects are being signed off by the EA faster than ever before. For example, the main drain dredging programme, that the modelling work was commissioned for, will be starting in 2 years. This is a £2.8 million project which will last 6-7 years. This will commence with the riskiest drains and will probably be 100% funded.

The Chief Executive confirmed that Wrangle Pumping Station replacement was probably the most positive news. The Board were looking at spending £1million on the pumping station following the results of the consultants review and surveys wherein it had been condemned as having reached the end of its life. A brand-new pumping station will now be built next to the existing one at a cost

of £3.2 million – 98% of which will be funded by the Capital programme. The PF calculator has been sent to the EA and whilst it has not yet been signed off it is looking very hopeful that it will be. Hopefully construction will start in 2023/24 and as it is being built next to the existing pumping station there will be no loss of pumping capacity at Wrangle. This is an excellent result to replace an asset which was deemed to be at end of life with virtually no cost to the Board. It will also have a slightly increased pumping capacity than the existing pumping station.

- J. Grant* -asked if any renewable generation will be included? The Chief Executive confirmed that the only caveat included was in relation to the eel passage and this was included in the cost estimate.
- J. Grant* -asked if there was a design that Board members could look at? The Chief Executive confirmed that the project was not yet at that stage. The Chief Engineer confirmed that he would send an e-mail link to show the Bells and Mocketts Pumping Station built at the Upper and Lower Medway IDB which is very similar to the one planned for Wrangle.
- J. Grant* -added it might be prudent to consider installing solar panels on the roof.
C. Crunkhorn - wanted to say what a fantastic result this is as the funding will minimise the Board's outlay. The Chairman agreed.
- N. Jones* -asked what effect this would have on the rates that the councils have to pay? The Chief Executive confirmed that it had stopped them from increasing significantly.

The Board were looking at increasing the number of sites as part of the telemetry upgrade to obtain a better reading of the rainfall event. There was a county wide rain gauge project which had not got much support. Rain gauges have now been included in the telemetry update which has increased it from a £70k project to £160k. This application has been submitted to the EA to be signed off by the new Capital Programme Manager.

Culvert lining is carried out each year. A tour of the District by the Chief Executive, the Chief Engineer, the Chairman and Vice-Chairman had revealed a flagrant issue with the 2 weed-screens at the electric pumping stations. The costs of a weed screen cleaner and control panel at Lade Bank totalling £170k and a weedscreen cleaner at Hobhole totalling £80k have been added to the last 2 projects completed at these sites. As this work does not take us over the threshold, the Board have managed to secure 100% funding for this. One request has been submitted to the EA and the other will be submitted shortly.

In the space of 2 months the Board has gone from requesting funding for £500k to an additional £250k from the EA. The Chairman agreed that it was an excellent result.

- B. Bowles* - referred back to the rain gauge project and asked if the information would be available to farmers? The Chief Engineer was sure that it would be possible to place a link onto the website so that others could see the information.

The Chief Executive confirmed that these projects are contained within the Strategic Plan and are gathering pace so moving forward it would be sensible to update the Strategic Plan, twice yearly, so that it is kept as a "live" document.

- P. Bedford* - had met Georgina, the new Capital Programme Manager, at the Black Sluice inspection last week and he was very impressed with her knowledge.

8. **ENGINEERING MANAGER'S REPORT NO. 2/20**

The Chief Engineer would take his report as read and highlight all areas of importance and any updates for Board Members.

8.1 **Pumping Hours**

The Chief Engineer confirmed there were 80 pumping hours as at the end of August.

8.2 **Hobhole Pumping Station**

The Chief Engineer confirmed he had already updated the Board regarding the access road. It has been a busy time this Spring with maintenance around Hobhole Pumping Station and there was a list of completed maintenance works for members to peruse.

8.3 **Visit from Flying Farmers**

A visit had been made by the Flying Farmers to Lade Bank Pumping Station. It had been an enjoyable morning talking about our pumping station, our district and they were very interested in the Board's history. At the end of the visit, they presented the Board with a clock as a sign of their appreciation. This was now displayed in the pumping station. They had asked the Chief Engineer to extend their thanks to the Board.

8.4 **Rainfall**

The Chief Engineer confirmed that an average of 28mm was recorded for the catchment during August.

8.5 **Catchment Three Year Rainfall Comparison**

The Chief Engineer confirmed the graph showed a comparison of the average catchment rainfall for the last three years.

8.6 **Water Transfer**

There had been no water transfer this year. There had been no feed from the Dogdyke on the water transfer licence this year.

J. Grant -asked if there had been invasive species in the Dogdyke? The Chief Engineer confirmed there had not been any. There had been an increase in duckweed in the Witham which had caused problems for the town and there had been a small amount of blue-green algae near Hobhole Pumping Station, but nothing out of the ordinary.

8.7 **Water Level Management**

The Chief Engineer confirmed there was nothing further to add to his report. The levels were just starting to be lowered to the low summer level in the East Fen catchment area. The first dark moon phase was due to take place in the first week in October for the eel migration although this may be subject to change.

8.8 **Summer Retention Level Concern**

The Chief Engineer reminded Board members of the discussion about the concerns raised by an individual, over the summer retention level in the East Fen catchment. Following the Board meeting, the Chief Engineer wrote to the individual confirming the Board's view on this. This was not well received by the individual, who subsequently requested that the Chairman and the Chief Engineer attend a meeting on site. However, no further communication had been received.

8.9 **Water Quality**

The Chief Engineer confirmed that water quality had been good, aside from the small issue with blue-green algae at Hobhole Pumping Station.

J. Grant - asked about salinity? The Chief Engineer confirmed it had been fine with no issues this year.

J. Grant - asked if there had been any issues at Lade Bank? The Chief Engineer confirmed there had been none.

8.10 **Soil Moisture Deficit**

The Chief Engineer confirmed that the average figure for August was 128mm and the overall level was 137mm which is higher than the same time last year, so we are heading into the autumn in better shape than last year. The long-term forecast showed no significant rain until the last quarter of the year.

J. Grant - asked if the measurements included yesterday's rainfall? The Chief Engineer confirmed the figures were as at the end of August.

J. Grant - believed an additional 30mm fell yesterday. The Chief Engineer confirmed it varied between 20mm and 31mm nearer to the Wolds.

8.11 **Channel Maintenance Operations**

The Chief Engineer confirmed the figures in his report were as at the end of July. All the critical watercourses had been completed and work was now well underway on the summer maintenance works. All operatives were busy working in the district and the dry weather had been beneficial to these works.

J. Grant - asked if there had been any slips? The Chief Engineer confirmed there were no new slips, but work was continuing with the previous slips and full details were shown in his report.

8.12 **Sewer Mudding Programme**

The Chief Engineer advised that all notices had been sent in relation to the sewer mudding programme for 2021-22, details of which were set out in his report.

8.13 **Planning**

The Chief Engineer confirmed the details in his report are up to date for the period. It has been another busy period for planning and the only one he wished to draw attention to was the consultations previously held with Ruth King Reepham Limited regarding the site at Mareham-Le-Fen. The Board had agreed to accept a £25,000 payment from them for future improvements. That land has now been sold on and the obligation for the payment rests with the new owners, a company called E5 Living Limited. The Chief Engineer confirmed they had been in touch and currently the Board were awaiting their full drainage strategy.

8.14 **Consenting and Enforcements**

J. Grant - asked with regard to planning were the authorities aware that it was not favourable to have hard standing driveways? The Chief Engineer confirmed that it varied upon the developers. Some were very good and interested and the Board's policy now to charge them seemed to help them keep the water on site.

The Chief Engineer continued with his report detailing Consents for the current period. The only one he wished to comment upon was the Viking Link one and the 52 consents received from them had been approved and the Board was awaiting their payment.

8.15 **Plant and Equipment**

The Chief Engineer confirmed that there was one update in relation to the front mounted mower which had now been ordered although the August delivery date had been subject to delay. It was now expected by the end of October.

8.16 **Technical Matters**

The Chief Engineer confirmed the Chief Executive had already provided a thorough update of the Flood Defence Grant in Aid projects and the catchment modelling has now been completed. The Board now have a very detailed and thorough document available to enable us to consider flood risk in the district. The Chief Engineer confirmed that he will bring this to the December or February Board meeting so that members can see the details for themselves.

A. Harrison - understood that there had been a number of technical issues with one of the SPV's which had resulted in a lot of down time and asked if these had now been resolved. The Chief Engineer confirmed that 2 identical machines had been purchased together but one machine had developed an ad-blue and engine fault. This took some time to get resolved because the engine is Deutz and the machine is Spearhead. The first-year warranty on the engine stipulates that only Deutz can carry out any repairs and they have had staffing issues as a result of Covid. Irelands, who were the supplier, provided the Board with a replacement machine until the issue had been resolved.

The issue had now been resolved and it transpired that it was a cracked fuse in the engine management system.

B. Bowles - asked if the asset database was available for general view? The Chief Engineer confirmed that it could be made available for Board Members but would not be divulged in the public domain.

8.17 **Other Engineering Matters**

The Chief Engineer confirmed that he was due to attend a meeting with the EA regarding the East and West Fen Catchwater Drain Survey but unfortunately this had not gone ahead because of staff illness issues at the EA. This meeting had now been rescheduled.

J. Grant - asked about the Wrangle Sea Bank grass issue? The Chief Engineer confirmed that it was now largely resolved aside from one small area. Some remedial works were being carried out.

J. Ward - gave his apologies as he needed to leave the meeting.

9. **Health and Safety Officer's Report**

The Chief Engineer confirmed the biggest achievement this year had been the update of the Health & Safety Management System and the implementation of the Teams Safety Management Portal available to the men through various devices. It had been a massive improvement for the Board and there were 89 completed risk assessments, which is double the figure last year. The operatives log on each morning to complete an online form which acknowledges that they have read and understood the risks. The whole audit process is more streamlined and efficient. Moving forward the men will be provided with tablets where they can access everything on-line, including the mapping and this will be updated from the office.

The Chief Executive confirmed that an off the shelf package could have been purchased at a high cost but this system had been developed by the Chief Engineer and himself via TEAMS, which is a document management system and communication tool. This enables messages to be sent instantly to the men live. The office can manage risk assessments completed daily which adds extra protection for the Board and its members.

10. **ENVIRONMENT REPORT**

The Chief Engineer read through the Environment Report and confirmed that there was still some work to do in relation to the BAP but he was confident that this could now be achieved before the year end as the team are fully staffed again.

Page 4 of the report showed results of the Owl and Kestrel box inspection. It had been an average year.

The Eel pass at Lade Bank is showing some signs of success. There had been several yellow eels pass through and he was hopeful that the silver eels may now start to use the pass.

J. Grant - asked about the land purchased near Hobhole and whether this could be included in the BAP? The Chief Engineer confirmed that the Board are trialling some wild meadow flower mix there but it was difficult to find something that would not require costly maintenance.

11. **ANY OTHER BUSINESS**

The Chairman asked the Chief Executive to update members on the proposed salary increase. The Chief Executive confirmed that the Board had agreed a 3-year formula which resulted in a high pay increase last year. The figures have just been released, and based on the 3-month rolling period, this year's increase will be 2.5% from 1st April 2022. The meeting with the Unions had not yet taken place but this is the position. The Chief Executive confirmed that the Board would normally budget for a 2% increase so the additional .5% is should not cause too much of an issue. If members do not wish to support this increase, then the Board would need to withdraw from the agreement with the Pay and Conditions Committee and re-negotiate our own pay increase. However, the Chief Executive did not recommend this course of action as there are another 11 or 12 Boards in Lincolnshire which need to act collectively.

- J. Grant* - asked if South Holland had withdrawn? The Chief Executive confirmed the exceptions were North Level IDB and Welland & Deeping.
- B. Bowles* - gave his apologies as he needed to leave the meeting.

The Chairman felt it was unfortunate that the Board was in the last year of the agreed 3-year formula agreement. If a 2.5% raise was given the Board could remain within the Pay and Conditions Committee. If the Board were not prepared to adhere to this agreement, they could give notice of their intention to withdraw from the formula agreement and would be required to leave the Committee. This Committee did not relate to just the pay issue but also the conditions within the White Book which have advanced. The Chief Executive confirmed there had been a 10% increase over the 3 years and the Chairman stated this would need to be redressed next year.

- N. Jones* - was not happy with the proposed increase but agreed with the Chairman that this would need to be redressed the following year. The Chairman added that next year the Board could always state that they were following a 0% increase.
- P. Bedford* - was happy for the Board to stay in the Pay and Conditions committee and honour the agreement entered into.
- J. Woods* - Agreed that the Board needed to honour the agreement entered into but perhaps be more vigilant moving forwards.
- F. Pickett* - concurred that the Board's agreement be honoured and to remain in the Pay and Conditions Committee.
- A. Harrison* - agreed with the sentiments expressed before.
- J. Grant* - was concerned how the figures were arrived at. The Chairman confirmed that it was the average pay award in the Public Sector over a 3-month period instead of a 12-month period. There was a spike in wages last year because of covid.
- C. Crunkhorn* - asked if next year the Board would have the opportunity to propose a 12-month period rather than 3. The Chairman confirmed this was correct. The Chief Executive added that if this proposed raise had been based over the 12 month period then the increase would have been more than the suggested 2.5%. The Chairman added that they could review the formula annually and not 3 years. If anyone had any other comments then they should contact the Chief Executive direct.

The Chairman confirmed that the level of General Reserve would need to be discussed at a future point as it was vital that this was bought back up to 100%. The Chief Executive confirmed that it currently stood at 81% and a further £100k would be required to bring it to 100%. The Chairman asked that this be discussed at the Governance Committee meeting in November. The Board needed to be secure in the event of another significant weather event.

- J. Grant* - was concerned at the effect of the pay rise on the pensions. The Chief Executive confirmed that the Board's contribution was fixed for the 3- year period. At the end of the period there would be an actuary review. On a positive note, at present there were more funds going into the pension pot than were coming out.

There was no other business and the meeting was closed at 3.40pm

Chairman