

NOTICE OF MEETING

FULL COUNCIL

**Monday, 20th March, 2017, 7.30 pm - Civic Centre, High Road,
Wood Green, N22 8LE**

Members: Councillors Ali Gul Ozbek (Mayor), Gina Adamou, Charles Adje, Peray Ahmet, Kaushika Amin, Jason Arthur, Eugene Ayisi, Dhiren Basu, David Beacham, Patrick Berryman, John Bevan, Barbara Blake, Mark Blake, Zena Brabazon, Clare Bull, Gideon Bull, Vincent Carroll, Clive Carter, Joanna Christophides, Pippa Connor, Ali Demirci, Isidoros Diakides, Natan Doron, Joseph Ejiofor, Sarah Elliott, Gail Engert, Tim Gallagher, Joe Goldberg, Eddie Griffith, Makbule Gunes, Bob Hare, Kirsten Hearn, Emine Ibrahim, Adam Jogee, Claire Kober, Toni Mallett, Jennifer Mann, Stephen Mann, Stuart McNamara, Liz McShane, Peter Mitchell, Liz Morris, Martin Newton, Felicia Opoku, James Patterson, Sheila Peacock, Lorna Reith, Reg Rice, Viv Ross, Raj Sahota, Anne Stennett, Alan Strickland, Tucker, Bernice Vanier, Ann Waters, Elin Weston and Charles Wright

Quorum: 15

1. FILMING AT MEETINGS

Please note this meeting may be filmed or recorded by the Council for live or subsequent broadcast via the Council's internet site or by anyone attending the meeting using any communication method. Although we ask members of the public recording, filming or reporting on the meeting not to include the public seating areas, members of the public attending the meeting should be aware that we cannot guarantee that they will not be filmed or recorded by others attending the meeting. Members of the public participating in the meeting (e.g. making deputations, asking questions, making oral protests) should be aware that they are likely to be filmed, recorded or reported on. By entering the meeting room and using the public seating area, you are consenting to being filmed and to the possible use of those images and sound recordings.

The Chair of the meeting has the discretion to terminate or suspend filming or recording, if in his or her opinion continuation of the filming, recording or reporting would disrupt or prejudice the proceedings, infringe the rights of any individual, or may lead to the breach of a legal obligation by the Council.

2. TO RECEIVE APOLOGIES FOR ABSENCE

3. TO ASK THE MAYOR TO CONSIDER THE ADMISSION OF ANY LATE ITEMS OF BUSINESS IN ACCORDANCE WITH SECTION 100B OF THE LOCAL GOVERNMENT ACT 1972

4. DECLARATIONS OF INTEREST

A member with a disclosable pecuniary interest or a prejudicial interest in a matter who attends a meeting of the authority at which the matter is considered:

- (i) must disclose the interest at the start of the meeting or when the interest becomes apparent, and
- (ii) may not participate in any discussion or vote on the matter and must withdraw from the meeting room.

A member who discloses at a meeting a disclosable pecuniary interest which is not registered in the Register of Members' Interests or the subject of a pending notification must notify the Monitoring Officer of the interest within 28 days of the disclosure.

Disclosable pecuniary interests, personal interests and prejudicial interests are defined at Paragraphs 5-7 and Appendix A of the Members' Code of Conduct

- 5. TO APPROVE AS A CORRECT RECORD THE MINUTES OF THE MEETING OF THE COUNCIL HELD ON 27 FEBRUARY AND TO APPROVE THE CLERK'S NOTE AS AN ADDITION TO THE MINUTES OF THE MEETING OF THE COUNCIL HELD ON 27 FEBRUARY 2017 (PAGES 1 - 8)**
- 6. TO RECEIVE SUCH COMMUNICATIONS AS THE MAYOR MAY LAY BEFORE THE COUNCIL**
- 7. TO RECEIVE THE REPORT OF THE CHIEF EXECUTIVE (PAGES 9 - 10)**
- 8. TO RECEIVE THE REPORT OF THE MONITORING OFFICER AND ASSISTANT DIRECTOR - CORPORATE GOVERNANCE**
- 9. TO CONSIDER REQUESTS TO RECEIVE DEPUTATIONS AND/OR PETITIONS AND, IF APPROVED, TO RECEIVE THEM**
- 10. TO RECEIVE REPORTS FROM THE FOLLOWING BODIES**
 - (a) Staffing and Remuneration - Pay Policy Statement
 - (b) Standards Committee - Members' Allowances
- 11. HARINGEY DEBATE: BUILDING STRONGER, MORE COHESIVE COMMUNITIES**

12. TO ANSWER QUESTIONS, IF ANY, IN ACCORDANCE WITH COUNCIL RULES OF PROCEDURE NOS. 9 & 10

Oral Question one – Cllr McShane to the Cabinet Member for Children and Families:

Does the Cabinet Member share my concerns about the impact of the Government's proposed schools funding formula on schools in Haringey?

Oral Question two – Cllr Gail Engert to the Leader:

Do you think it is acceptable that so many residents are experiencing long delays when using the council's customer services?

Oral Question three – Cllr Doron to the Cabinet Member for Economic Development, Social Inclusion and Sustainability:

Will the Cabinet Member tell us what impact the Government's national revaluation system for business rates will have on Haringey's independent businesses and the relationship the Council has with them?

Oral Question four – Cllr Martin Newton to the Cabinet Member for Housing, Regeneration and Planning:

What support has the council given Spurs Football Club in terms of land, funds, property and services?

Oral Question five – Cllr Christophides to the Cabinet Member for Housing, Regeneration and Planning:

Can the Cabinet Member provide an update on the progress made on the Supported Housing Review and when we can expect to see changes?

Oral Question six – Cllr Clive Carter to the Cabinet Member for Environment:
When will the council fix the pond and water feature in Stationer's Park?

13. TO CONSIDER THE FOLLOWING MOTIONS IN ACCORDANCE WITH COUNCIL RULES OF PROCEDURE NO. 13

Motion F: School Funding

Proposer: Cllr Liz Morris

Seconder: Cllr Pippa Connor

This council notes that the Liberal Democrats in Government introduced the pupil premium which saw schools in Haringey benefiting with:

- An extra £13 million on top of their usual budgets.
- Each primary and secondary school in the borough received an extra £900 per pupil that had been registered for free school meals.

This council also notes that following Lynne Featherstone and Haringey Lib Dems campaign for fairer funding for local schools, Haringey schools received an extra £5.3million of government funding to tackle deprivation.

This council notes that Lib Dem MP, Sarah Olney, recently asked the Prime Minister at question time to review free school funding and allocate more funding to other schools. This council is concerned that the National Audit Office report estimates that there is £2.5bn overspend by the Conservative Government on land for free schools.

This council notes that due to the Conservative Government's changes to school funding Haringey schools will lose approximately £664 of funding per pupil by 2020. This is equivalent to 581 teachers on the average salary of £37,250.

This council is against the phasing out of the Education Services Grant and its impact on schools and the council.

This council calls upon the Conservative Government to increase the schools budget in order to prevent a serious detrimental impact on class sizes, support for pupils with special needs or valuable extra-curricular activities.

This council requests that the Leader of the Council to write to both of Haringey's MPs, urging them to raise the council's concerns with the Secretary of State for Education.

Michael Kay, Democratic Services and Scrutiny Manager
Tel – 020 8489 2920
Fax – 020 8881 5218
Email: michael.kay@haringey.gov.uk

Bernie Ryan
Assistant Director – Corporate Governance and Monitoring Officer
River Park House, 225 High Road, Wood Green, N22 8HQ

Friday, 10 March 2017

**MINUTES OF THE MEETING OF THE FULL COUNCIL HELD ON
MONDAY, 27TH FEBRUARY, 2017, 7.30 - 9.45 pm**

PRESENT:

Councillors: Ali Gul Ozbek (Mayor), Gina Adamou, Peray Ahmet, Kaushika Amin, Jason Arthur, Eugene Ayisi, Dhiren Basu, David Beacham, Patrick Berryman, John Bevan, Barbara Blake, Mark Blake, Clare Bull, Gideon Bull, Clive Carter, Joanna Christophides, Pippa Connor, Ali Demirci, Isidoros Diakides, Natan Doron, Joseph Ejiofor, Sarah Elliott, Gail Engert, Tim Gallagher, Joe Goldberg, Eddie Griffith, Makbule Gunes, Bob Hare, Kirsten Hearn, Emine Ibrahim, Adam Jogee, Claire Kober, Toni Mallett, Jennifer Mann, Stephen Mann, Liz McShane, Peter Mitchell, Liz Morris, Martin Newton, James Patterson, Sheila Peacock, Reg Rice, Viv Ross, Raj Sahota, Anne Stennett, Alan Strickland, Tucker, Bernice Vanier, Ann Waters, Elin Weston and Charles Wright

46. FILMING AT MEETINGS

The Mayor referred to the notices as shown on the summons in relation to filming at meetings.

47. TO RECEIVE APOLOGIES FOR ABSENCE

Apologies for absence were received from Councillors Adje, Brabazon, Carroll, McNamara, Opoku and Reith.

Apologies for lateness were received from Councillors Elliott and Ibrahim.

48. TO ASK THE MAYOR TO CONSIDER THE ADMISSION OF ANY LATE ITEMS OF BUSINESS IN ACCORDANCE WITH SECTION 100B OF THE LOCAL GOVERNMENT ACT 1972

None.

49. DECLARATIONS OF INTEREST

None.

50. TO ASK MEMBERS WHETHER THEY NEED TO MAKE A DECLARATION IN ACCORDANCE WITH SECTION 106 OF THE LOCAL GOVERNMENT FINANCE

ACT 1992 IN RELATION TO UNPAID COMMUNITY CHARGE OR COUNCIL TAX LIABILITY WHICH IS TWO MONTHS OR MORE OUTSTANDING.

None.

51. TO APPROVE AS A CORRECT RECORD THE MINUTES OF THE MEETING OF THE COUNCIL HELD ON 21 NOVEMBER

RESOLVED

That the minutes of the meeting of the Council held on 21 November 2016 be signed as a true record of the meeting.

52. TO RECEIVE SUCH COMMUNICATIONS AS THE MAYOR MAY LAY BEFORE THE COUNCIL

The Mayor drew Members' attention to the note tabled at the meeting that set out some of his engagements since the last meeting. In particular, he gave details of his visits to the meeting of SC. Cause (Sickle Cell Care, Advocacy, Unity, Support with Empathy) and to St Mary's Priory Catholic Infant and Primary School where he heard from some of the children who had been working with UCL students to investigate how poor housing impacts on children's learning.

The Mayor also marked the retirement of Steve Russell after 45 years of service to the Borough and thanked Nick Walkley for his tenure as Chief Executive over the last four years, leading Councillors in a round of applause.

Finally, the Mayor drew attention to the recent passing of Peter Tucker, former Chief Executive of the Commission for Racial Equality, who had worked closely with former leader Bernie Grant as Haringey led on the equality agenda.

53. TO RECEIVE THE REPORT OF THE CHIEF EXECUTIVE

Zina Etheridge, Deputy Chief Executive, had no matters to report.

54. TO RECEIVE THE REPORT OF THE MONITORING OFFICER

Bernie Ryan, Assistant Director for Corporate Governance and Monitoring Officer, drew Members' attention to the report in his name that recommended the Assistant Director for Transformation and Resources be designated the Council's statutory Scrutiny Officer, pursuant to section 9FB of the Local Government Act 2000. Upon being moved by the Chief Whip for the majority group, it was

RESOLVED

That the Council designate the Assistant Director for Transformation and Resources as the Council's statutory Scrutiny Officer pursuant to section 9FB of the Local Government Act 2000.

55. TO CONSIDER REQUESTS TO RECEIVE DEPUTATIONS AND/OR PETITIONS AND, IF APPROVED, TO RECEIVE THEM

The Mayor set out that he had accepted a deputation request from representatives of Unison, and invited Gerard McGrath and Andrea Holden to introduce their deputation, where they set out their members' concerns at the reductions in council funding and the outsourcing of services.

Following questions to the deputation from Councillors Carter, Berryman and Ejiofor, Councillor Arthur responded to the points made by the deputation.

The Mayor thanked the deputation for attending the meeting and led the Council in a round of applause.

56. TO RECEIVE REPORTS FROM THE FOLLOWING BODIES

57. REPORT FROM STAFFING AND REMUNERATION COMMITTEE: INTERIM HEAD OF PAID SERVICE

Councillor Sahota introduced his Committee's report, and set out some additional information to Members, specifically that Ms Etheridge, if approved as interim Head of Paid Service, would be paid at the lowest point of the Chief Executive scale agreed by Council, that members of the Cabinet had been given opportunity to raise objections to the interim appointment and that no objection had been received, and that he intended to bring a recommendation on the permanent Chief Executive and Head of Paid Service to the next meeting of Full Council on 20 March.

RESOLVED

That Full Council approve the appointment of Zina Etheridge, Deputy Chief Executive, as Interim Head of Paid Service with effect from 1 March 2017 until a permanent appointment to the Chief Executive post is made and the appointee takes up post.

58. REPORT FROM CORPORATE COMMITTEE: EXTERNAL AUDIT APPOINTMENT PROCESS

Councillor Barbara Blake introduced the first of three reports from her Committee, which related to the Council's external audit arrangements.

RESOLVED

That Full Council resolve that the external auditor for the Council and for the pension fund should be appointed by Public Sector Audit Appointments Ltd (PSAA), a subsidiary of the Improvement and Development Agency (IDeA) which is wholly owned by the Local Government Association.

59. REPORT FROM CORPORATE COMMITTEE: MID YEAR REPORT - TREASURY MANAGEMENT UPDATE

Councillor Barbara Blake introduced her Committee's second report, on the Treasury Management Mid Year Report.

RESOLVED

That Full Council note the Treasury Management activity undertaken during the six months to 30th September 2016 and the performance achieved.

60. REPORT FROM CORPORATE COMMITTEE: TREASURY MANAGEMENT STRATEGY STATEMENT 2017-18 TO 2019-20

Councillor Barbara Blake introduced her Committee's third report, on the Treasury Management Strategy Statement 2017/18-2019/20.

RESOLVED

1. That Full Council approve the Treasury Management Strategy Statement for 2017/18 to 2019/20 as attached at annex four of the 2017/18 Budget report to Full Council, including the following additional clarifications in the Council's MRP policy:
2. That the proposed changes to the MRP policy are applied from 1st April 2016.
3. That full Council note and approve that financial agreements relating to capital investments that are reasonably expected to be returned in at maturity will not, at the discretion of the CFO, attract MRP where it is reasonably expected that the investment will be returned to the Council in full at maturity or over a defined period.
4. That full Council note changes to the capital expenditure tables.
5. That approvals in point 1, 2 and 3 above take effect from the date of authorisation of the changes to the appended report (16th February 2017).

61. MEDIUM TERM FINANCE STRATEGY 2017-18 TO 2021-22 AND 2017-18 BUDGET

Clerks note:

Re: Medium Term Financial Strategy 2017-18 to 2021-22 and 2017-18 Budget report. The aggregate of council tax requirements for a Band C household, set out in the formal budget resolution at Annex 5 of the report, should have read "£1354.90", rather than "£1354.91". The amount stated was a penny too high due to a rounding error. This note has been approved as a variation to the Council decision of 27 February 2017, by the Council meeting on 20 March 2017.

The Mayor advised the meeting that the Assistant Director for Corporate Governance and Monitoring Officer would provide some advice on the voting requirements for budget votes.

It was noted that the Local Authorities (Standing Orders) (England) (Amendment) Regulations 2014, and the Council's Standing Orders required the Council to record in the minutes how each Councillor voted, including any abstentions, when determining the Council's Budget and the level of Council Tax to be levied.

The only requirement was to record in the minutes of the meeting how each member voted, and given that there were 5 amendments and a substantive motion to be voted on, it could be recorded in the minutes of the meeting how each member voted, including any who have abstained, by a show of hands.

Councillor Arthur then **MOVED** the budget report – 2017/18 Budget and moved the recommendations contained at page 51 to page 52 of the agenda pack, section 3.1, items [a] to[q]. Councillor Kober seconded the motion and reserved her right to speak during the debate.

Councillor Engert **MOVED** 5 budget amendments as set out in the tabled papers and to be considered as part of the item. Councillor Morris seconded the amendments and reserved her right to speak during the debate.

A debate ensued and Councillors Jennifer Mann, Newton, Elliott, Connor, McShane, Barbara Blake, Ross, Gallaher, Adamou, Carter, Griffith, Kober, Morris, Wright, Gideon Bull, Hare, and Goldberg contributed to the discussion. Councillor Engert and then Cllr Arthur responded to the proposals.

The five amendments to the Motions were then voted on individually.

Budget Amendment 1

On being put to a vote:

There being 8 in favour of the amendment (Councillors Beacham, Carter, Connor, Engert, Hare, Morris, Newton and Ross) and

43 against (Councillors Adamou, Ahmet, Ayisi, Amin, Arthur, Basu, Bevan, Berryman, Barbara Blake, Mark Blake, Clare Bull, Gideon Bull, Christophides, Demirci, Diakides, Doron, Ejiofor, Elliott, Gallagher, Goldberg, Griffith, Gunes, Hearn, Ibrahim, Jogee, Kober, Mallett, Jennifer Mann, Stephen Mann, McShane, Mitchell, Ozbek, Patterson, Peacock, Rice, Sahota, Stennett, Strickland, Tucker, Vanier, Waters, Weston, and Wright) and

No abstentions

Amendment 1 was declared LOST.

Budget Amendment 2

On being put to a vote:

There being 8 in favour of the amendment (Councillors Beacham, Carter, Connor, Engert, Hare, Morris, Newton and Ross) and

43 against (Councillors Adamou, Ahmet, Ayisi, Amin, Arthur, Basu, Bevan, Berryman, Barbara Blake, Mark Blake, Clare Bull, Gideon Bull, Christophides, Demirci, Diakides, Doron, Ejiofor, Elliott, Gallagher, Goldberg, Griffith, Gunes, Hearn, Ibrahim, Jogee, Kober, Mallett, Jennifer Mann, Stephen Mann, McShane, Mitchell, Ozbek, Patterson,

Peacock, Rice, Sahota, Stennett, Strickland, Tucker, Vanier, Waters, Weston, and Wright) and

No abstentions

Amendment 2 was declared LOST.

Budget Amendment 3

On being put to a vote:

There being 8 in favour of the amendment (Councillors Beacham, Carter, Connor, Engert, Hare, Morris, Newton and Ross) and

43 against (Councillors Adamou, Ahmet, Ayisi, Amin, Arthur, Basu, Bevan, Berryman, Barbara Blake, Mark Blake, Clare Bull, Gideon Bull, Christophides, Demirci, Diakides, Doron, Ejiofor, Elliott, Gallagher, Goldberg, Griffith, Gunes, Hearn, Ibrahim, Jogee, Kober, Mallett, Jennifer Mann, Stephen Mann, McShane, Mitchell, Ozbek, Patterson, Peacock, Rice, Sahota, Stennett, Strickland, Tucker, Vanier, Waters, Weston, and Wright) and

No abstentions

Amendment 3 was declared LOST.

Budget Amendment 4

On being put to a vote:

There being 8 in favour of the amendment (Councillors Beacham, Carter, Connor, Engert, Hare, Morris, Newton and Ross) and

43 against (Councillors Adamou, Ahmet, Ayisi, Amin, Arthur, Basu, Bevan, Berryman, Barbara Blake, Mark Blake, Clare Bull, Gideon Bull, Christophides, Demirci, Diakides, Doron, Ejiofor, Elliott, Gallagher, Goldberg, Griffith, Gunes, Hearn, Ibrahim, Jogee, Kober, Mallett, Jennifer Mann, Stephen Mann, McShane, Mitchell, Ozbek, Patterson, Peacock, Rice, Sahota, Stennett, Strickland, Tucker, Vanier, Waters, Weston, and Wright) and

No abstentions

Amendment 4 was declared LOST.

Budget Amendment 5

On being put to a vote:

There being 8 in favour of the amendment (Councillors Beacham, Carter, Connor, Engert, Hare, Morris, Newton and Ross) and

43 against (Councillors Adamou, Ahmet, Ayisi, Amin, Arthur, Basu, Bevan, Berryman, Barbara Blake, Mark Blake, Clare Bull, Gideon Bull, Christophides, Demirci, Diakides, Doron, Ejiofor, Elliott, Gallagher, Goldberg, Griffith, Gunes, Hearn, Ibrahim, Jogee, Kober, Mallett, Jennifer Mann, Stephen Mann, McShane, Mitchell, Ozbek, Patterson, Peacock, Rice, Sahota, Stennett, Strickland, Tucker, Vanier, Waters, Weston, and Wright) and

No abstentions

Amendment 5 was declared LOST.

In respect of the substantive recommendations contained at section 3.1 of the 2017/18 Budget report as **MOVED** by Councillor Arthur, on a vote:

There being 43 **for** (Councillors Adamou, Ahmet, Ayisi, Amin, Arthur, Basu, Bevan, Berryman, Barbara Blake, Mark Blake, Clare Bull, Gideon Bull, Christophides, Demirci, Diakides, Doron, Ejiofor, Elliott, Gallagher, Goldberg, Griffith, Gunes, Hearn, Ibrahim, Jogee, Kober, Mallett, Jennifer Mann, Stephen Mann, McShane, Mitchell, Ozbek, Patterson, Peacock, Rice, Sahota, Stennett, Strickland, Tucker, Vanier, Waters, Weston, and Wright) and

8 **against** (Councillors Beacham, Carter, Connor, Engert, Hare, Morris, Newton and Ross) and

no abstentions it was:

RESOLVED

1. to note the proposed Budget package agreed by Cabinet on 14th February 2017, including the outcomes from the budget consultation processes, attached as Annex 1 to the report.
2. to note the revised budget and MTF5 (2017-2022) position based on new information that has become available since the Cabinet meeting of 14th February 2017, set out in more detail in section 7 and at Annex 1A of the report
3. to approve the policy on flexible use of capital receipts as set out in 7.2c and Appendix C of Annex 1A to the report
4. to note the Budget Scrutiny recommendations made by the Overview and Scrutiny Committee and the response of the Cabinet set out in Appendix 7 to the Cabinet budget report (at Annex 1 of the report)
5. to approve the increase in the Haringey Council tax of 3% relating to the Adult Social Care precept;
6. to approve the Cash Limits 2017/18 as set out in Annex 2 of the report;
7. to approve the General Fund budget requirement for 2017/18 of £255.762m, net of Dedicated Schools Grant, as set out in Appendix 1 to the Cabinet budget report (Annex 1 of the report);
8. to approve the 2017/18 General Fund capital programme set out in Appendix 3 to the Cabinet budget report (at Annex 1 of the report);
9. to approve the Housing Revenue Account Budget 2017/18 as set out in Appendix 2 to the Cabinet budget report (at Annex 1 of the report);

10. to approve the 2017/18 Housing Revenue Account (HRA) capital programme set out in Appendix 4 to the Cabinet budget report (at Annex 1 of the report);
11. to note the Greater London Authority (GLA) proposed precept (para. 8.5 of the report);
12. to delegate authority to the Chief Finance Officer, in consultation with the Cabinet Member for Finance and Health, to reflect any final changes to the level of the GLA precept in the Council's Council tax billing information set out in Annex 5 of the report;
13. to approve the reserves policy including the Chief Finance Officer's (CFO) assessment of risk and her assessment of the adequacy of reserves, as set out in Annex 3 (a – c) of the report;
14. to approve the estimated level of un-earmarked General Fund reserves and the specific and other reserves as set out in Annex 3c of the report;
15. to note the report of the Chief Finance Officer under Section 25 of the Local Government Act 2003 on the robustness of the estimates and the adequacy of proposed reserves set out in section 9 of the report;
16. to approve the (amended) Treasury Management Strategy Statement 2017/18 set out in Annex 4 of the report; and
17. to pass the budget resolution including the level of Council tax, in the specified format and to determine that the Council's relevant basic amount of Council tax for the year is not excessive as set out in Annex 5 of the report.

CHAIR:

Signed by Chair

Date

2017-18 Municipal Year Calendar of Meetings

	2017									2018				
	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	Jan	Feb	Mar	Apr	May	
Mo	1 Early May Bank Holiday								1 New Year's Day					Mo
Tu	2			1					2				1 PURDAH	Tu
We	3			2			1 LD Group		3				2 PURDAH	We
Th	4	1 Licensing A		3			2 APPB		4	1 Corporate	1 Licensing A		3 Election	Th
Fr	5	2		4	1		3	1	5	2	2		4	Fr
Mo	8 Joint HWB/CSP (day)	5 OSC	3 Cabinet	7	4	2 H&R SP S&R	6 C&YP SP	4	8	5 S&R	5 C&YP SP	2 Easter Monday	7 May Bank Holiday	Mo
Tu	9	6	4 Licensing A Corp Parenting	8	5	3 JHWB (day) APP SAC	7 H&R SP	5 HWB (day)	9 Labour Group	6 Licensing B	6 Cabinet	3 PURDAH	8	Tu
We	10	7 LD Group	5 LD Group	9	6 LD Group	4 LD Group	8	6 LD Group CSP (day)	10 LD Group	7 LD Group	7 LD Group	4 PURDAH	9	We
Th	11	8	6 Regulatory Standards	10 Licensing A	7	5 Planning C&YP SP	9 Licensing B	7 Labour Group	11	8	8 Standards A&H SP	5 PURDAH	10	Th
Fr	12	9	7	11	8	6	10	8	12	9	9	6 PURDAH	11	Fr
Mo	15	12 Planning	10 Planning	14	11 Planning	9 Regulatory	13 Planning	11 Planning	15 Planning	12 Planning	12 Planning	9 Planning	14	Mo
Tu	16	13 Cabinet	11	15	12 Cabinet	10 A&H SP	14 Cabinet	12 Cabinet	16 OSC Corp Parenting	13 Cabinet	13 H&R SP	10 PURDAH	15	Tu
We	17	14	12	16	13	11	15	13	17	14	14	11 PURDAH	16	We
Th	18	15 Labour Group	13 Labour Group	17	14 Standards Pensions	12 Licensing A E&CS SP	16 Standards A&H SP	14 A&H SP S&R	18 Licensing A Pensions	15 Labour Group	15 E&CS SP Pensions	12 Licensing A	17	Th
Fr	19	16	14	18	15	13	17	15	19	16	16	13 PURDAH	18	Fr
Mo	22 Full Council	19 E&CS SP Joint ICT Committee - Camden	17 OSC	21	18 LD Conf	16 OSC	20 E&CS SP	18 C&YP SP	22 Regulatory	19	19 Full Council	16 PURDAH	21	Mo
Tu	23 Regulatory	20	18	22	19 Licensing A LD Conf	17 Cabinet	21 OSC Pensions	19 H&R SP	23 Cabinet APP SAC	20 APPB Joint ICT Committee - Camden	20 Corp Parenting	17 PURDAH	22	Tu
We	24	21 CSP (day)	19	23	20 LD Conf	18	22	20	24	21	21 CSP (day)	18 PURDAH	23	We
Th	25 Labour Group	22 H&R SP C&YP SP	20 Licensing B Pensions	24	21 Planning Corporate	19 Corp Parenting	23 Labour Group	21 Licensing B E&CS SP	25 Labour Group	22 Regulatory	22 Licensing B Corporate	19 PURDAH	24	Th
Fr	26	23	21	25	22	20	24	22	26	23	23	20 PURDAH	25	Fr
Mo	29 Spring Bank Holiday	26 S&R Planning	24 Full Council	28 August Bank Holiday	25 Lab Conf	23 Planning	27 Full Council	25 Christmas Day	29 OSC Planning	26 Full Council	26 OSC S&R APPB	23 PURDAH	28	Mo
Tu	30 Planning	27 HWB (day) APP SAC	25 Corporate APPB	29	26 Lab Conf	24	28 Planning	26 Boxing Day	30 JHWB (day)	27 Planning	27 PURDAH STARTS	24 PURDAH	29	Tu
We	31	28	26	30	27 Lab Conf CSP (day)	25	29	27	31	28	28 PURDAH	25 PURDAH	30	We
Th		29 A&H SP	27 JHWB (day)	31 Licensing B	28 Labour Group	26 Labour Group	30 Licensing A Corporate	28			29 PURDAH	26 PURDAH	31	Th
Fr		30	28		29	27		29			30 Good Friday	27 PURDAH		Fr
Mo			31			30 Joint ICT Committee - Camden					30 PURDAH			Mo
Tu						31								Tu

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**REPORT OF STAFFING & REMUNERATION COMMITTEE
No. 02/2016-17**

FULL COUNCIL 20 MARCH 2017

Chair: Councillor Raj Sahota

Vice-Chair: Councillor Liz McShane

INTRODUCTION

The Council is required to produce an annual Pay Policy Statement to comply with the requirements of the Localism Act 2011. The Council approved its most recent Pay Policy Statement in March 2016.

This report from the Staffing & Remuneration Committee of 7 February 2017 recommends that Full Council approve the Pay Policy Statement 2017/18 (attached as Appendix A) for publication in April 2017.

PAY POLICY STATEMENT 2017/18

We considered the report on the Pay Policy Statement 2017-18 and noted that this was a statutory report that the Council was required to produce annually, in accordance with the Localism Act 2011. We were requested to approve the Pay Policy Statement and refer it on to Full Council for final approval, and to authorise the AD Transformation and Resources to make such amendments to the statement, in consultation with the Chair of the Staffing and Remuneration Committee, as he considered minor, prior to the statement being recommended to Full Council. We noted that if any changes were required to the statement after its approval by Full Council, these would need to go back to Full Council for determination.

We noted in particular the “pay multiple” of 1:6.4, being the ratio between the highest paid salary and the median salary of the whole of the Council’s workforce, which was required to be published as part of the statement in accordance with the Localism Act 2011.

- i) We approved the draft Pay Policy Statement 2017/18 as attached to the report to the meeting of the Staffing and Remuneration Committee on 7th February 2017.
- ii) We resolved that the Assistant Director of Transformation and Resources is authorised in consultation with the Chair of the Staffing and Remuneration Committee to make such amendments to the Pay Policy Statement as he considers minor.

Following our meeting on 7th February 2017 the Assistant Director of Transformation and Resources, in consultation with our Chair, made the following changes to the draft Pay Policy Statement: -

Appendix A, Chief Officer/Senior Manager Pay Bands: Pay Bands revised by 1% of the benchmark salary with effect from 1st April 2017 (to reflect the decision made at the Staffing and Remuneration Committee meeting on 7th February 2017).

Appendix B, Employee Group Chief Executive, Chief Officers and Senior Managers: Wording in the 'Next Pay Award due' column has been updated from 1 April 2017 to 1 April 2017 – A minimum increase of 1% based on the benchmark salary of the pay band (to reflect the decision made at the Staffing and Remuneration Committee meeting on 7th February 2017).

WE RECOMMEND

That Full Council approves the Pay Policy Statement 2017/18, amended as explained in this report and attached as Appendix A, at its meeting on 20th March 2017.



Pay Policy Statement 2017/18

Published
April 2017

1. Background

Localism Act 2011 - Openness and accountability in local pay

- 1.1. Section 38(1) of the Localism Act requires local authorities to produce an annual pay policy statement.
- 1.2. The provisions in the Act do not seek to change the right of each local authority to have autonomy on pay decisions, however it emphasises the need to deliver value for money for local taxpayers.
- 1.3. This statement has been approved by Full Council on 20/03/2017 and any changes during the year will be brought back to Full Council for adoption at the earliest opportunity.
- 1.4. This statement does not apply to Council employees based in schools.

Related Remuneration and Transparency Context

- 1.5. The Council follows the transparency requirements on remuneration as set out in the Local Government Transparency Code 2015 (“ the Code”), published by the Department for Communities and Local Government in February 2015, and the Local Transparency Guidance issued on 30 November 2015 by the Local Government Association.
- 1.6. Part of the Code includes publishing information relating to senior salaries within a local authority. A full list of all posts that are paid £50,000 or more per year that fall within the scope of the Accounts and Audit Regulations 2015 is published on the Council’s website. [See here](#).

2 Governance arrangements for pay and conditions of service within Haringey

- 2.1. The Staffing & Remuneration Committee as referred to in the Council’s constitution Part three, section B under its Terms of Reference has responsibility for the terms and conditions of service for all staff. The Staffing & Remuneration Committee is a Committee of Full Council.
- 2.2. The Staffing & Remuneration Committee is accountable for the remuneration of Chief Officers (see section 4 for more details) and pay in general and will ensure that remuneration is set within the wider pay context giving due consideration to the relationship between the highest and lowest paid in the organisation (see section 7 for more information). This Committee will remit the Pay Policy Statement for approval by Full Council.

3 Pay Strategy

- 3.1 In December 2014 the Staffing & Remuneration Committee agreed the Council's Modern Reward Strategy that included a review of Chief Officer and Senior Managers pay and grading arrangements.
- 3.2 The Council's vision includes the provision to adopt a reward strategy that is modern, sustainable, fair and transparent concerning pay, which rewards people appropriately for their contribution to the Council.
- 3.3 The changes for Chief Officers and Senior Managers are effective from 1 April 2016. This Pay Policy Statement sets out the new pay arrangements.
- 3.4 The pay and grading review for the rest of the workforce, i.e. those employees covered by the National Joint Council (NJC) for Local Government Services Green Book will be completed during the financial year 2017/18. The implementation date will be dependent on the progress of the project and will be a matter of consultation with the recognised trade unions.

4 Remuneration arrangements of Senior Managers and Chief Officers including the Chief Executive

- 4.1 The Council's Chief Officers are the Head of Paid Service (the Chief Executive), the Monitoring Officer, statutory chief officers, or non-statutory chief officers being officers who report to the Chief Executive, including the Strategic Leadership Team. The term "Chief Officers" also includes deputy chief officers being officers who report directly to a statutory or non-statutory chief officer. The Council defines its Senior Managers as those staff appointed on senior manager pay grades – which start at remuneration levels of £58,600 per annum. Chief Officers and Senior Managers are contracted to work as many hours as required to complete the job.
- 4.2
 - a) For its Senior Managers and Chief Officers the Council has previously utilised the national (Joint Negotiating Committee for Chief Officers of Local Authorities – JNC) and regional (Greater London Provincial Council- GLPC) collective bargaining arrangements for pay and conditions of service. These employees' pay scales have been increased in line with these national and regional pay agreements.
 - b) On 26th January 2016 the Council's Staffing and Remuneration Committee approved contracts to be issued to the Chief Executive, and to all Senior Managers and Chief Officers other than the Chief Executive, to take effect from 1st April 2016. Those new contracts contained a clause that there are no collective agreements relating to the terms and conditions of the employee's employment with the Council.
 - c) The new contracts were sent to all affected employees on 14th March 2016, with a deadline to be given for acceptance of 29th March 2016. All the affected employees have accepted them.
 - d) The pay and terms and conditions for Chief Officers and Senior Managers are determined locally. As such they do not depend on national or regional negotiations to decide pay levels or awards.

- 4.3 The Council benchmarks its pay rates with other London Boroughs to ensure that it is able to recruit and retain qualified and competent staff. Pay bands for Chief Officers and Senior Managers must be approved by the Staffing and Remuneration Committee. The pay bands for Chief Officers and Senior Managers are at Appendix A.
- 4.4 Where it is proposed to appoint to a Chief Officer post and the proposed salary is £100,000 per annum or more, the Staffing and Remuneration Committee must consider and approve the proposed salary. The current Chief Officer management structure including employee salaries costs, details of bonuses and benefits-in-kind, grade, department and team, whether permanent or temporary, staff contact details, salary ceiling, names, job titles, services and functions responsible for, budget held and numbers of staff is published on the Council website. Names may only be published if individual salaries are £150,000 or more. [See here.](#)
- 4.5 The salary applicable to the Chief Officer posts is published on the Council website. [See here.](#)
- 4.6 Base pay for the senior management population will be reviewed, but not necessarily increased, annually. The progression of a Chief Officer or a Senior Manager through the pay band applicable to him/her will be contribution led based on individual, team and organisation performance. It will not be automatic and the process will be overseen by the Chief Executive.
- 4.7 The Council may, in exceptional circumstances, engage Senior Managers/Chief Officers under contracts for services. The Council publishes in accordance with the Code details of all payments made under contracts for services in excess of £500 on the Council website. [See here.](#)
- 5 Remuneration of employees who are not Senior Managers or Chief Officers**
- 5.1 The pay scales for all employees are increased in line with national and regional pay agreements.
- 5.2 For a majority of its employees who are not Senior Managers and Chief Officers the Council supports the NJC and regional (Greater London Provincial Council – GLPC) collective bargaining arrangements for pay and conditions of service and utilises the GLPC outer London pay spine (the exceptions to this are a small number of staff who are subject to the Soulbury, Teachers and NHS terms and conditions as detailed in paragraphs 5.6 to 5.11).
- 5.3 The last national pay award agreement for employees covered by the NJC was a 2 year pay deal covering the period 1 April 2016 to 31 March 2018. The agreement sets out the criteria for the pay awards in April 2016 and April 2017. Refer to Appendix B for more detail.

- 5.4 The Council considers it important to be able to locally determine pay rates for some staff where this is necessary. This enables it to respond to regional and local labour market conditions. The Council benchmarks its pay rates with other London Boroughs to ensure that it is able to recruit and retain qualified and competent staff.
- 5.5 The Council and the Trade Unions reached a local collective agreement in 2008 on 'single status' as part of the Equal Pay and Conditions package which covers a majority of its employees (employees subject to NJC conditions). This agreement details the working arrangements and allowances to be paid to employees such as overtime, weekend working and call out payments.
- 5.6 The Council employs a small number of employees who are Education Psychologists and Education Advisers/Inspectors and uses the national Soulbury pay scales for these employees.
- 5.7 The last national pay award agreement for employees covered by Soulbury conditions was a 2 year pay deal covering the period 1 September 2016 to 31 August 2018. The agreement sets out the criteria for the pay awards in September 2016 and September 2017. Refer to Appendix B for more detail.
- 5.8 The Council also employs a small number of centrally employed Teachers and uses the national Teachers Pay and Conditions (TPAC) pay scales for these employees.
- 5.9 The last national pay award agreement for employees covered by TPAC conditions was implemented with effect from 1 September 2016. Refer to Appendix B for more detail.
- 5.10 Public Health employees who transferred from the NHS into the Council from 1 April 2013 continue to be paid in accordance with NHS terms and conditions of employment.
- 5.11 The last national pay award agreement for employees covered by NHS conditions was implemented with effect from 1 April 2016. Refer to Appendix B for more detail.
- 5.12 All employees subject to NJC, Soulbury & NHS conditions are able to incrementally progress through the pay spine column points for their job evaluated grade. Progression will normally be one increment (pay spine column point) on the 1st of April each year until they reach the top of their grade.
- 5.13 Employees subject to TPAC conditions can incrementally progress through the pay spine column points subject to satisfactory performance normally on the 1st of September each year until they reach the top of their grade.
- 5.14 The Council approved with effect from May 2011 that in future the pay of Council employees at the lower ends of the pay spine receive a level of pay in line with the London Living Wage rate as determined from time to time by the Greater London Authority. This will be by way of an hourly pay supplement as

appropriate to ensure that the London Living Wage rate is achieved. This rate was set at £9.75 per hour with effect from 31 October 2016 and is equivalent to a full time annual salary of £18,301.84 (exceptions to this are apprentices/trainees/interns).

6 Job Evaluation

- 6.1 The pay grades and therefore remuneration levels of employees (except for centrally employed Teachers who are subject to the Teachers Pay and Conditions documents) are determined by the use of a job evaluation scheme. Job Evaluation is a systematic process used to determine the relative worth of jobs within the organisation. It creates a rank order from the smallest to the largest job and ensures that consistent decisions in grades and rates of pay are made.
- 6.2 The table at Appendix B outlines the job evaluation schemes used for each group of employees.

7 Pay Multiple

- 7.1 The 'pay multiple' is the ratio between the highest paid taxable earnings and the median earnings figure of the whole of the Council's workforce. The Council's highest paid employee is the Chief Executive and the current pay multiple is shown in the table below.
- 7.2 Earnings for the purpose of calculating the 'pay multiple' are defined covering all elements of remuneration that can be valued (eg all taxable earnings for 2016-2017 including base salary, variable pay, bonuses, allowances and the cash value of any benefits in kind). The calculation of earnings excludes the cash value of pension provision.
- 7.3 The Council defines its lowest paid employees as those paid at the lowest pay Scale 1A which is pay spine points 6 – 7 on the GLPC outer London pay spine. The reason for this definition is that this is the lowest pay grade in the Council in line with the job evaluation scheme and pay scales agreed with the unions. This excludes trainees, apprentices and interns. However, an hourly pay supplement is added to ensure that the London Living Wage rate is achieved as outlined in paragraph 5.14.

Description	2016/17
Highest Paid	£204,051*
Median	£31,683
Lowest	£18,302
Highest to median ratio	1:6.4
Highest to Lowest ratio	1:11.1

*The salary for the highest paid employee (Chief Executive) includes an allowance paid for Returning Officer duties as outlined in paragraph 10.2

8 Pay on Appointment

- 8.1 All employees, including Chief Officers, are normally appointed on the lower half of the pay range appropriate for their grade.
- 8.2 The Council delegates authority to Chief Officers/ Chief Executive as appropriate to appoint staff above this part of the pay range.
- 8.3 The salary of the Chief Executive, and of any other Chief Officer where the proposed salary is £100,000 or more, will be determined by the Staffing and Remuneration Committee as outlined in paragraph 4.4.

9 Recruitment & Retention payments

- 9.1 The Council acknowledges that our employees are our best asset and that due to external factors recruitment and retention allowances will be required for some posts in order to attract and retain good staff.
- 9.2 Recruitment and retention allowances are linked to the post, not the person. They cannot be paid to someone because of their level of skill or experience.
- 9.3 A recruitment / retention allowance is deemed suitable where there is evidence of one or more of the following:
- The post has been advertised on more than one occasion and a suitable applicant could not be recruited.
 - Pay benchmarking exercises show that similar local authorities offer recruitment and retention allowances or a higher salary for the same work.
 - A national /local skills shortage where the Council is competing with a number of other employers for applicants.
 - The post is highly specialised with a limited number of potential applicants.
- 9.4 If the post does not meet the suitability criteria the payment of a recruitment and retention allowance is unjustified and may be in breach of equal pay legislation contained in the Equality Act 2010.

10 Fees for Election Duties

- 10.1 Council staff may be engaged on election duties of varying types. The fees paid to Council employees for undertaking these election duties vary according to the type of election they participate in, and the nature of the duties they undertake.
- 10.2 Returning Officer duties (and those of the Deputy Returning Officer) are contractual requirements, and fees paid to them for national elections/referendums are paid in accordance with the appropriate Statutory Fees and Charges Order and are paid by the body responsible for the conduct of the election.

11 Pension

- 11.1 There are three pension schemes covering the Council's employees.
- 11.2 A majority of its employees are entitled to join the Local Government Pension Scheme and receive benefits in accordance with the provisions of that Scheme as applied by the Council. Details of the Council's policy and decisions in respect of discretionary elements of the Scheme are published on the council's website, [see here](#).
- 11.3 Centrally employed Teachers are entitled to join the Teachers Pension Scheme and receive benefits in accordance with the provisions of that Scheme.
- 11.4 Public Health employees who transferred from the NHS and are members of the NHS Pension Scheme continue to receive benefits in accordance with the provisions of that Scheme.

12 Other Terms and Conditions of Employment

- 12.1 The Council's employment policies and procedures are reviewed on a regular basis in the light of service delivery needs and any changes in legislation etc.
- 12.2 The Council and unions agreement on 'single status' reached in 2008 as part of the collective agreement on Equal pay and conditions outlines the working arrangements and the payments to be made to a majority of employees below senior manager grades for working outside normal working hours including overtime, and call out payments.

13 Payments on Termination of Employment

- 13.1 In the event that the Council terminates the employment of an employee (including Senior Managers and Chief Officers) on the grounds of redundancy they will receive compensation and benefits in accordance with the Council's Redundancy scheme, which is published on the Council's website, [see here](#). Exceptions to this are employees who have TUPE transferred into the Council with different contractual entitlements.
- 13.2 Severance payments of £100,000 or more for Chief Officers must be considered and approved by the Staffing & Remuneration Committee.
- 13.3 Details of redundancy compensation payments paid to senior management are published on the Council's website, [see here](#).
- 13.4 The Council's Redundancy schemes may be subject to change as part of the modernising pay review.

14 Re-employment of Employees

- 14.1 Section 7 of the Local Government and Housing Act 1989 requires that every appointment to paid office or employment in a local authority shall be made on merit.
- 14.2 Should a successful candidate be in receipt of a redundancy payment the Council will apply the provisions of the Redundancy Payments (Continuity of Employment in Local Government etc.) (Modification) Order 1999 (as amended) regarding the recovery of redundancy payments. The rules of the Local Government Pension Scheme also have provisions to reduce pension payments in certain circumstances to those who return to work within local government service.

15 Further Information

- 15.1 For further information on the Council's Pay Policy please contact the Council's Reward Manager on 020 8489 3692.

Chief Officer/Senior Manager Pay Bands

Job Level	Role	Pay Band	Minimum	Intermediate (Benchmark)	Maximum
Level A	Senior Leadership Team	HA2	£175,400	£189,700	£203,900
		HA1	£137,600	£148,700	£159,800
Level B	Director / Assistant Director	HB2	£112,100	£121,200	£130,300
		HB1	£95,700	£103,500	£111,300
Level C	Head of Service / Senior Professional III	HC3	£81,600	£88,200	£94,700
		HC2	£69,300	£74,900	£80,600
		HC1	£59,200	£63,900	£68,700

Employee Group	Job Evaluation Scheme	Last Pay Award Implemented	Next Pay Award Due
National Joint Council (NJC) for Local Government Services – Green Book (a majority of the Council's employees)	Greater London Provincial Council (GLPC) (with local variations)	A 2 year pay deal covering the period of 1 April 2016 to 31 March 2018. <u>w.e.f. 1 April 2016</u> An increase of 1% on pay spinal points 18 and above and an increase of between 1% to 6.6% on pay spinal points 17 and below. <u>w.e.f. 1 April 2017</u> An increase of 1% on pay spinal points 18 and above and an increase of between 1.3% and 3.4% on pay spinal points 17 and below.	1 April 2018
Chief Executive, Chief Officers & Senior Managers	The HAY job evaluation scheme	w.e.f April 2016 An increase of 1% on the benchmark salary of the pay bands.	1 April 2017 - A minimum increase of 1% based on the benchmark salary of the pay band.
Teachers Pay & Conditions - TPAC (centrally employed Teachers)	Teachers Pay and conditions documents	A 1 year pay deal w.e.f. September 2016 An increase of 1% on all elements of pay.	1 September 2017
Soulbury (Education Psychologists & Education Advisers/ Inspectors)	Soulbury	A 2 year pay deal covering the period of 1 September 2016 to 31 August 2018. w.e.f. September 2016 and September 2017 an increase of 1% on all pay points and on all London and fringe area allowances.	1 September 2018
Public Health (ex-NHS staff)	The Agenda for Change NHS Job Evaluation Scheme (GLPC or Hay scheme for those whose roles have been reviewed since the transfer date)	1 year pay deal w.e.f. 1 April 2016. An increase of 1% on each pay point on the pay spine and the values of minimum and maximum high cost area supplements are increased by 1%.	1 April 2017

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REPORT OF STANDARDS COMMITTEE**FULL COUNCIL 20 MARCH 2017**

Chair: Councillor Amin

INTRODUCTION

The Council is required, under the Local Authorities (Members Allowances) (England) regulations 2003, to adopt a Members' Allowances Scheme for the following financial year by 31 March each year.

This report from the Standards Committee of 7 March 2017 recommends that Full Council revoke the Members Allowance Scheme for 2016/17 and approve the new Members Allowance Scheme for 2017/18, to take effect from 1 April.

MEMBERS' ALLOWANCES 2017/18

We considered the report on the Members' Allowance Scheme and noted it was a statutory requirement to agree an allowance scheme by 31 March for the following financial year.

We agreed that there was a need to not increase the overall cost of allowances for Members, but that it would be appropriate to offer statutory co-optees on the Combined Pensions Committee and Board an allowance equivalent to the statutory co-optees on the Overview and Scrutiny Committee. As the Combined Pensions Committee and Board was established in the course of the last municipal year, this would represent a change from the 2016/17 Scheme.

We agreed there was a need for a fundamental review of the allowances scheme, and that that should take place over the municipal year 2017/18. This will ensure the 2018/19 scheme considered by full Council in March 2018 is appropriate for the Council elected in May 2018. We agreed it would be helpful there to be wider consultation in the course of that review.

WE RECOMMEND

That Full Council:

1. Revoke the Members Allowance Scheme for 2016/17 as of 31 March; and
2. Approve the proposed new Members' Allowances Scheme for 2017-18, as set out in appendix 1 of the attached report, to take effect from 1 April 2017.

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Report for: Standards Committee 7th March

Item number: 7

Title: Members Allowances Scheme for 2017-18

Report

authorised by : Assistant Director of Corporate Governance

Lead Officer: Michael Kay, Democratic Services and Scrutiny Manager

Ward(s) affected: N/A

Report for Key/

Non Key Decision: Non key decision

1. Describe the issue under consideration

1.1 Each year before 31st March, full Council is required by the Local Authorities (Members Allowances) (England) Regulations 2003 to adopt a Members Allowances Scheme for the following financial year.

2. Cabinet Member Introduction

N/A

3. Recommendations

3.1 That the Standards Committee recommend to Council:

- a) The revocation of the Members Allowances Scheme for 2016/17 as of 31st March 2017; and
- b) Approval of the proposed new Members Allowances Scheme for 2017-18 as set out in Appendix 1 to this report to take effect from 1st April 2017.

4. Reasons for decision

4.1 The Council has a legal duty to approve a Members Allowances Scheme before the end of each year to cover the following year. The Council can amend a scheme any time during the year but can only revoke a scheme with effect from the beginning of the year. The scheme must make provision for basic allowances and, if they are to be paid, special responsibility, dependents' carers, travelling and subsistence and co-optees allowances.

5. Alternative options considered

5.1 No alternative options were considered as there is a duty to adopt a Members' allowance scheme annually.

6. Background information

- 6.1 This report asks Standards Committee to consider the scheme proposed for 2017-18 and recommend it for approval by full Council, in accordance with Article 14.03 of the Council's Constitution.
- 6.2 Before it can adopt a Members Allowances Scheme the Council has a duty to consider the recommendations of an Independent Remuneration Panel in relation to the payment of Members Allowances.
- 6.3 The Local Authorities (Members Allowances) (England) Regulations 2003 allow London Boroughs to use an independent remuneration panel set up for the purpose of making recommendations across London. London Councils set up a panel for this purpose in 2001 and its most recent report was published in June 2014 and is attached as Appendix 2. Although the IRP makes recommendations, it is for each individual council to decide the level of remuneration and for which roles. The 2014 recommendations have been considered in the preparation of the proposals at Appendix 1.
- 6.4 The changes to the Scheme for 2017-18 are shown in italics and underlined. There have not been significant changes to the structure of the Council in the last year and there are no proposals to change the level of allowances, with the exception of the employee and employer representatives on the Combined Pensions Committee and Board, which was established in the current municipal year. There are currently two representatives, and vacancies for a further two. For the purposes of consistency, it is recommended they be provided an allowance at the same level as the allowance available to education representatives on the Council's scrutiny bodies, given that both sets of co-optees are required under statute and have voting rights for their respective responsibilities. There are also small amendments to the scheme that relate to the year for which the Scheme will operate.
- 6.5 As this is the municipal year before the Council elections, it is suggested there be a wholesale review of the allowances. This would ensure recommendations made to Council in March 2018 is appropriate for any outcome of the May 2018 elections.

7. Contribution to strategic outcomes

- 7.1 Members of the Council are directly responsible for the setting and oversight of all strategic priorities.

8. Statutory Officers comments (Chief Finance Officer (including procurement), Assistant Director of Corporate Governance, Equalities)

8.1 Finance and Procurement

The Chief Finance Officer has reviewed the proposed new scheme, noting that there is a minor increase of £2,466 in allowances. The cost of the scheme is within the agreed budget provision for 2017-18.

8.2 Assistant Director of Corporate Governance

Legal implications are contained within the body of this report.

8.3 Equality

The decision to approve allowances to members does not have a direct impact on the equality duty of the council, other than that the scheme includes provision for payment for parent/carers allowances to facilitate the attendance of parents and carers at meetings and in relation to carrying out the general responsibilities of councillors.

9. Use of Appendices

Appendix 1: Proposed Members Allowances Scheme 2017-18

Appendix 2: The remuneration of Councillors in London 2014 – report of the Independent panel

10. Local Government (Access to Information) Act 1985

None

Part 6

Members' Allowances Scheme

1. SCHEME FOR THE PAYMENT OF MEMBERS' ALLOWANCES

1.01 Made in accordance with the Local Authorities (Members' Allowances) (England) Regulations 2003 and in force for the municipal year 2017/18 (i.e. 1 April 2017 to 31 March 2018).

2. BASIC ALLOWANCE

2.01 Each Councillor will be entitled to receive the sum of £10,703 by way of Basic Allowance.

2.02 If a Councillor does not serve as such for the whole 12-month period or becomes disqualified, he/she will only be entitled to receive pro-rata payment for the period(s) during which he/she actually was a serving Councillor. This principle also applies to education representatives on scrutiny bodies and employee and employer representatives on the Combined Pensions Committee and Board (co-optees).

3. INCLUDED EXPENSES

3.01 Travel Expenses.

The Basic Allowance includes all travel within the M25. Councillors are not entitled to any form of concession or special permit as Councillors for parking in the Borough.

3.02 Telephones and I.T.

The Basic Allowance includes Councillors' telephone call charges, both mobile and landline, for which Councillors are billed individually. The Council meets the rental for apparatus, including broadband, and all datacharges.

4. MAYORAL ALLOWANCES

4.01 The additional allowances for the Mayor and Deputy Mayor are:

(a) The Mayor is entitled to an additional allowance of £16,797.

(b) The Deputy Mayor is entitled to an additional allowance of £4,196.

5. SPECIAL RESPONSIBILITY ALLOWANCES

5.01 For the period *1 April 2017 to 31 March 2018*, Haringey Council will allocate Special Responsibility Allowances in six bands, to Councillors who take on certain additional roles, in accordance with Table A below. If a Councillor does not serve as such for the whole period or becomes disqualified, he/she will only be entitled to receive pro-rata payment for the period(s) during which he/she actually was a serving Councillor.

Table A

Band	Position	Special Allowance	Total Allowance
Band 4	<ul style="list-style-type: none"> • Leader 	£33,590	£44,293
Band 3B	<ul style="list-style-type: none"> • 8 or fewer x Cabinet Members • Opposition Leader 	£25,191	£35,894
Band 3A	<ul style="list-style-type: none"> • Chair of Overview and Scrutiny Committee 	£22,905	£33,608
Band 2B	<ul style="list-style-type: none"> • Chair of Corporate Committee • Chief Whip • Chair of Regulatory Committee • Chair of Alexandra Palace and Park Board • Opposition Deputy Leader • Opposition Chief Whip 	£16,797	£27,500
Band 2A	4 x Councillors serving on Overview and Scrutiny Committee	£15,268	£25,971
Band 1	<ul style="list-style-type: none"> • Chair of Combined Pensions Committee and Board • Chair of Staffing and Remuneration Committee • Chair of Standards Committee 	£8,398	£19,101

6. MULTIPLE RESPONSIBILITIES

6.01 Where a Councillor holds more than one post of special responsibility, he/she may only receive one Special Responsibility Allowance. Where a Councillor holds more than one post of special responsibility and the posts have Special Responsibility Allowances of different monetary values, the Councillor would receive the higher one. For the purposes

of this paragraph, the Mayor and Deputy Mayor count as posts of special responsibility.

7. CO-OPTES' ALLOWANCES

7.01 Each education representative on scrutiny bodies *and each employee and employer representative on the Combined Pensions Committee and Board* is entitled to an allowance of £616.50. No allowances are payable to others who are not elected Councillors.

8. BABYSITTING AND DEPENDANTS ALLOWANCE

8.01 Councillors and non-elected members can claim this allowance based on the following:

(a) That reimbursement be made at a maximum rate of £8.60 per hour. The period of payment should include the time of the meeting, together with reasonable travelling time of the member, plus any necessary travelling expenses of the carer to and from their home.

(b) Children over the age of 16 must not be claimed for, unless suffering from an illness or disability making constant care essential.

9. TRAVELLING AND SUBSISTENCE ALLOWANCE

9.01 Councillors can claim this allowance for attending approved meetings, training and conferences etc. only to the extent that it involves travel outside the M25. Claims must be based on the following :

(a) The mileage rate for travel by private car is 34.6 pence per mile. An extra 3 pence per mile is payable for each passenger for whom a travelling allowance would otherwise be payable. The cost of tolls, ferries and parking charges can be claimed.

(b) The mileage rate for travel by solo motor cycle is :

Not exceeding	150 cc	8.5 pence per mile
Over	150 cc but not over 500 cc	12.3 pence per mile
Over	500 cc	16.5 pence per mile

(c) On public transport only the ordinary or cheaper fare can be claimed where more than one class is available.

(d) The cost of a taxi, including a reasonable tip, can be claimed only in case of urgency or where public transport is not practicable or reasonably available.

- (e) The maximum rates for subsistence allowance on approved duties are as follows:

For an absence of more than 4 hours before 11.00	£4.92
For an absence of more than 4 hours including lunchtime between 12.00 and 14.00	£6.77
For an absence of more than 4 hours including the period 15.00 to 18.00	£2.67
For an absence of more than 4 hours ending after 19.00	£8.38

10. CLAIMS AND PAYMENTS

- 10.01 Where a Councillor is also a Councillor of another authority, that Councillor may not receive allowances from more than one authority in respect of the same duties.
- 10.02 The Basic Allowance and Special Responsibility Allowances will be paid in equal monthly instalments.
- 10.03 The Co-optees’ Allowance must be claimed by, and will be paid at, the end of the municipal year, subject to paragraphs 2.02 above and 10.05 below.
- 10.04 All claims for Travelling and Subsistence Allowance and Babysitting and Dependants Allowance must be made within two months of the relevant meeting or the costs being incurred by the Councillor or co-optee subject to paragraph 10.05 below.
- 10.05 If any Allowance under paragraphs 10.03 or 10.04 is not claimed within the prescribed time limit, the Democratic Services Manager shall have a discretion to make the payment nonetheless.
- 10.06 Any Councillor or co-optee may elect to forego his/her entitlement to all or part of any allowance by giving written notice at any time to the Democratic Services Manager.

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The Remuneration of Councillors in London 2014

Report of the Independent Panel



Introduction

The Local Authorities (Members' Allowances) (England) Regulations 2003 ('the Regulations') authorise the establishment by the Association of London Government (now London Councils) of an independent remuneration panel to make recommendations in respect of the members' allowances payable by London boroughs. Such a panel ('the Panel') was established and reported in 2001, 2003, 2006 and 2010. It has been re-constituted and now comprises Sir Rodney Brooke CBE DL (Chair), Steve Bundred and Anne Watts CBE.

The Regulations require a review of the scheme every four years as a minimum. The current Panel has therefore completed a review of remuneration for councillors in London. We present our findings and recommendations in this report.

As a preparation for our work, we invited all London boroughs to give their views on the operation of the existing scheme. We also invited comments from the Leaders' Committee of London Councils. We are grateful for the feedback, which confirms that the existing London scheme of members' allowances is still fit for purpose. We make recommendations accordingly.

The role of elected members

In our previous reports we reflected on the importance of the role of elected members. We repeat at Appendix B the job profile for councillors which we included in our 2010 report. In that report, we quoted the Government-appointed Councillors' Commission. The Commission took the view (which we continue to share) that: 'Allowances should be set at a level that enables people to undertake the role of councillor while not acting as an incentive to do so. Allowances are not shown by polls to be something which influences councillors to take on the role, though they are instrumental in making it possible for some people to do so. If it is important that there are no financial incentives to being a councillor, it is equally important that there should not be a financial disincentive.'

It is clearly desirable that service as a councillor is not confined to those with independent means. We do not repeat the arguments for appropriate remuneration for councillors which we have set out in our previous reports. We believe them to be self-evident. But we do repeat our belief in the importance of local democracy and the role of councillors within it. Each London Borough is responsible for services crucial to its residents. Each is responsible for a revenue budget of between £1.3bn and £3.3bn.

The responsibilities placed on local authorities continue to increase. The Localism Act 2011 devolved services to the boroughs, though, it was complained, without the resources to discharge them. From April 2013 London boroughs assumed the major new responsibility for health and wellbeing. Financial austerity brings substantial and further challenges to councillors: local authorities are required to make substantial cuts in their spending. Changes to the welfare system (particularly acute in London) give residual discretionary powers to local authorities. Councillors are faced with unenviable choices. Demand for local authority services continues to grow. In particular, there is exponential growth in the number of old people and a corresponding increase in demand for social care. The strain on and competition for resources increase the demands made on elected members.

Pensions

In the Panel's first report we recommended that councillors should be eligible for pensions. Councillors are often retired and currently have an average age of 60. It is increasingly desirable to attract a younger cohort of people to serve on councils. Access to a pension scheme is one way of achieving this. Councillors – especially those with lead responsibilities – must surrender earning potential elsewhere, earning potential which would normally be pensionable. It seems perfectly reasonable that allowances attracted by service as a councillor should be pensionable.

The Government agreed with this view and the Regulations introduced the potential for councillors' allowances to be pensionable upon the recommendation of the relevant Independent Panel. Accordingly the Panel recommended that all London borough councillors under the age of 75 be eligible to join the local government pension scheme. Twenty two of the 32 London boroughs have accepted that recommendation.

In March 2014 the Government laid before Parliament Regulations which would end the right of councillors to enter the local government pension scheme. These Regulations would extend not only to councillors but also to elected mayors (including the Mayor of London) and members of the Greater London Assembly, though Police and Crime Commissioners would retain their right of access to the pension scheme.

Councillor Sir Merrick Cockell, Chairman of the Local Government Association and Chair of London Councils from 2006 until 2010, responded: 'The government's decision isn't about saving money, it is fundamentally about undermining the role of a councillor and undermining the role of local democracy'. He added: 'Fair remuneration is important so that people from all walks of life can afford to stand for office. Otherwise we risk local government becoming the exclusive preserve of a privileged few who have the luxury of time and money to spare.' His remarks were endorsed by Cllr Gary Porter, Leader of the Local Government Association's Conservative Group, who pointed out that 'councillors are spending more time supporting their constituents and working with external organisations such as GPs, schools, police, local businesses and voluntary organisations. Secondly, recruitment and retention is becoming increasingly difficult... the commitment involved can be a deterrent when set against a possible loss of earnings and a potentially negative effect on their careers.'

We believe that access to a pension scheme can be an important factor in making service as a councillor financially possible for a wider range of people. It is particularly important for those who, like elected mayors, leaders and portfolio holders, give most or all of their time to service in local government and lose the opportunity to contribute to a pension scheme elsewhere. We would very much like the Government to reconsider this decision.

The current financial and political climate

Our 2010 report made no recommendations for increasing the levels of members' allowances other than continuing provision for annual adjustments in accordance with the annual local government pay settlement. As the Government-appointed Councillors' Commission pointed out in their 2007 report, the recommendations of the London Panel had led to substantial convergence of members' allowances across London. Indeed, the Councillors' Commission recommended a similar system for the country as a whole. Following our recommendations, there is now considerable congruity in the basic allowance made by London boroughs. However, most London boroughs have not adopted our recommendations in their entirety.

Our recommended allowances are tied to the annual local government pay settlement. Because of the current financial climate, the local government pay settlement has been frozen in three of the last four years. In 2013/14 there was a 1% pay award. Acutely sensitive to the current financial austerity, only two boroughs increased members' allowances by that percentage. Indeed nine boroughs have reduced members' allowances since the date of our last report.

We are acutely aware that now is not the time to increase allowances made to councillors, though we continue to recommend that members' allowances be pegged to the annual local government pay settlement. Such pegging will ensure that councillors can receive annual increases which are in line with those received by staff. We fully accept that, in the current financial climate, it would be entirely inappropriate to increase members' allowances (beyond the annual updating). Nevertheless we hope that in the longer term the financial situation will permit further convergence of members' allowances around our recommendations. We continue to believe that the scheme we propose is sufficiently flexible to accommodate the different political management arrangements of different London boroughs. Our view is confirmed by the general response from the London boroughs.

Consultation with the boroughs

Level of allowances

In our consultation with the London boroughs we asked a number of questions. We enquired whether it was believed that the salary of an MP remains a sound comparator to fix the remuneration of a borough leader. [Our recommendations for other special responsibility allowances are related to that recommended for Leaders.] Members of Parliament currently receive a salary of £66,396, now rather more than our updated recommendation for the allowance for Leaders.

Though there was dissent from one Borough, another asserted that the Leader's allowance should reflect the total remuneration package paid to Members of Parliament. A different borough pointed out that whereas a Member of Parliament represented an electorate of 70,000 people, a leader was responsible for the delivery of a wide range of services to a population of 300,000 – an electorate of 220,000 across an area three times as large as a parliamentary constituency. Indeed, 'it is arguable that the responsibilities of some cabinet portfolio holders are greater than the local responsibilities of an MP' but 'on balance the salary of an MP is about as sound a comparator as is likely to be found'.

In considering the responses, we also took into account the remuneration payable to chairs and members of other public bodies. We continue to believe that the allowances we have recommended are suitable. In particular, we think it appropriate that Leaders should receive an allowance approximating to the salary of a Member of Parliament.

External paid appointments

There has been some controversy over councillors accepting paid appointments in other public bodies, given their cumulative remuneration. We asked the boroughs whether allowances should be adjusted to take into account external payments from other public bodies. One authority thought it reasonable to 'consider the balance of benefit to the local area before determining whether 'home' remuneration should be reduced accordingly'. Other boroughs disagreed.

We believe that if members take on extra work and responsibilities through undertaking external appointments, then they should be entitled to retain the remuneration attracted by those responsibilities. Of course the borough might reflect on the extent to which the external duties are compatible with the time required to discharge duties within the borough and adjust responsibilities accordingly.

Chair of the Health and Wellbeing Board

These new bodies govern commissioning decisions across health, public health and social care. They must develop with commissioning groups a shared understanding of the health and wellbeing needs of the community. They must undertake a Joint Strategic Needs Assessment and develop a joint strategy for how these needs can be best addressed. This will include recommendations for joint commissioning and integrating services across health and social care. The Boards must drive local commissioning of health care, social care and public health and create a more effective and responsive local health and care system. They must also address other services that impact on health and wellbeing such as housing and education.

It was recommended to us that the Chair of the Health and Wellbeing Board should receive a special responsibility allowance in Band Three, that designed for Cabinet members. We entirely agree: this is a statutory post conferring personal statutory responsibility. The role is of major importance to local government and should be remunerated accordingly where they are councillors. In practice we imagine that Chairs of Health and Wellbeing Boards will be members of the Cabinet and have been remunerated within Band Three since their creation.

Lead Member for Children's and Adult Services

It was suggested to us that the Lead Member for Children's Services should receive a special responsibility allowance higher than other Cabinet Members: 'The enhanced duty of safeguarding for the role of lead member for Children's Services and the time required to fulfil it makes the post a special case for an enhanced banding between the current bands three and four.'

We well understand the heavy responsibility on the lead member for Children's services and the consequences of any failure in the system. We are entirely sympathetic to the view that the responsibility might warrant a higher special responsibility allowance than other Cabinet members. In our 2010 report we specifically contemplated the different weight of responsibilities of different portfolios and suggested that they might justify different allowances. Our recommended Band Three for Cabinet Members has a range of over £6,000 and we believe that this is sufficient to enable boroughs to differentiate between the different weights of portfolios should they so decide.

It has also been suggested to us that the lead member responsible for adult safeguarding has a degree of responsibility equal to that of the lead member for children's services. We are not convinced of the comparison.

Given the different allocation of responsibilities in different boroughs, we do not make specific recommendations on differentiating special responsibility allowances for Cabinet members within Band Three.

Dependants' Carers' Allowance

The Regulations authorise the payment to councillors of an allowance ('the Dependants' Carers' Allowance') in respect of the expenses of arranging for the care of children or dependants when the councillor attends meetings or is engaged in other official duties. We received representations that the Allowance should be not less than the living wage.

We strongly believe that the boroughs should make a dependants' carers' allowance available to their members. Access to a dependants' carers' allowances can make it possible for a wider range of people to serve on their councils. Specifically by payment of dependants' carers' allowance, boroughs can attract some who would not normally expect to become councillors. 26 of the 32 boroughs provide in their allowances scheme for payment of dependants' carers' allowances. In those boroughs which do make a payment, allowances vary from £5.27 to £9.26 per hour (in one case £15 per hour for specialised care).

We recognise the need for payments to pay regard to local circumstances and the nature of specialist care. We believe that ordinary care should be remunerated at not less than the London living wage of £8.60 per hour; and (on presentation of proof of expense) payment should be made at a higher rate when specialist nursing skills are required.

Sickness, maternity and paternity leave

This issue has again been raised with us. We adhere to our recommendations in the 2006 report, repeated in 2010, namely that councils should make arrangements in their members' allowances schemes to allow the continuance of special responsibility allowances in the case of sickness, maternity and paternity leave in the same terms that the council's employees enjoy such benefits (that is to say, they follow the same policies).

Members of social care and health scrutiny panels and corporate parenting panel

One borough suggested that service on the Social Care and Health Scrutiny Panels and the Corporate Parenting Panel should be placed within Band One because of the risk profile of those roles.

We continue to recommend that the responsibility allowance payable under Band One should include membership of committees, sub-committees and adoption panels where membership requires attendance with exceptional frequency or for exceptionally long periods. If a Council believes that such memberships are substantially more onerous than service on other committees, then we agree that they would be appropriately remunerated on Band One.

Travel and subsistence allowances

We have been asked to give advice on travel and subsistence allowances. We continue to believe that the Basic Allowance should cover all reasonable out-of-pocket expenses incurred by councillors, including intra-borough travel costs and expenses, though councils may consider that there are circumstances where it may be appropriate for a scheme to provide payment for the cost of transport, e.g. journeys home after late meetings, and for people with disabilities. We also continue to believe that, where travel and subsistence allowances are payable, they should be in accordance with the current scheme for travel and subsistence applicable to the Borough's staff; and that travel allowances should extend to travel by bicycle.

Update for inflation

We continue to recommend that the allowances we recommend should be updated annually in accordance with the headline figure in the annual local government pay settlement.

Sir Rodney Brooke CBE DL Steve Bundred Anne Watts CBE

London
1 June 2014

Appendix A

Basic allowance £10,703

Special responsibilities – beyond the basic allowance

The case for special allowances

The reasons for payment of additional special responsibility allowances should be clearly set out in local allowances schemes. Special allowances should come into play only in positions where there are significant differences in the time requirements and levels of responsibility from those generally expected of a councillor.

Calculation of special allowances

The proposed amounts for each band are a percentage of the figure suggested for a council leader depending upon levels of responsibility of the roles undertaken and are explained below. We believe that the SRA, which the previous panel recommended for the leader of a London council (updated), continues to be appropriate.

Categories of special allowances

The regulations specify the following categories of responsibility for which special responsibility allowances may be paid:

- Members of the executive where the authority is operating executive arrangements
- Acting as leader or deputy leader of a political group within the authority
- Presiding at meetings of a committee or sub-committee of the authority, or a joint committee of the authority and one or more other authorities, or a sub-committee of such a joint committee
- Representing the authority at meetings of, or arranged by, any other body
- Membership of a committee or sub-committee of the authority which meets with exceptional frequency or for exceptionally long periods
- Acting as spokesperson of a political group on a committee or sub-committee of the authority
- Membership of an adoption panel
- Membership of a licensing or regulatory committee
- Such other activities in relation to the discharge of the authority's functions as require of the member an amount of time and effort equal to or greater than would be required of him by any one of the activities mentioned above, whether or not that activity is specified in the scheme.

Local discretion

It is for the councils locally to decide how to allocate their councillors between the different bands, having regard to our recommendations and how to set the specific remuneration within the band. They must have regard to our recommendations. We believe these should have the merits of being easy to apply, easy to adapt, easy to explain and understand, and easy to administer.

BAND ONE

The posts we envisage falling within band one include:

- Vice chair of a service, regulatory or scrutiny committee
- Chair of sub-committee
- Leader of second or smaller opposition group
- Service spokesperson for first opposition group
- Group secretary (or equivalent) of majority group
- First opposition group whip (in respect of council business)
- Vice chair of council business
- Chairs, vice chairs, area committees and forums or community leaders
- Cabinet assistant
- Leadership of a strategic major topic
- Acting as a member of a committee or sub-committee which meets with exceptional frequency or for exceptionally long periods
- Acting as a member of an adoption panel where membership requires attendance with exceptional frequency or for exceptionally long periods
- Leadership of a specific major project.

Remuneration

We propose that band one special responsibility allowances should be on a sliding scale of between 20 – 30 per cent of the remuneration package for a council leader.

This would be made up as follows:

Basic allowance: £10,703

Band one allowance: £2,392 to £8,941

Total: £13,095 to £19,644

BAND TWO

The types of office we contemplate being within band two are:

- Lead member in scrutiny arrangements, such as chair of a scrutiny panel
- Representative on key outside body
- Chair of major regulatory committee e.g. planning
- Chair of council business (civic mayor)
- Leader of principal opposition group
- Majority party chief whip (in respect of council business).

Remuneration

We propose that band two allowances should be on a sliding scale between 40 – 60 per cent, pro rata of the remuneration package for a council leader.

This is made up as follows:

Basic allowance £10,703

Band two allowances: £15,486 to £28,581

Total: £26,189 to £39,284

BAND THREE

We see this band as appropriate to the following posts:

- Cabinet member
- Chair of the Health and Wellbeing Board
- Chair of the main overview or scrutiny committee
- Deputy leader of the council

Remuneration:

We propose that band three allowances should be between 70 – 80 per cent pro rata of the remuneration package for a council leader.

This is made up as follows:

Basic allowance: £10,703

Band three allowance: £35,128 to £41,675

Total: £45,831 to £52,378

BAND FOUR

Leader of cabinet, including a strong leader.

This is a full-time job, involving a high level of responsibility and now includes the exercise of executive responsibilities. It is right that it should be remunerated on a basis which compares with similar positions in the public sector, while still retaining a reflection of the voluntary character of public service.

Remuneration:

We propose that the remuneration package for a council leader under band four of our scheme should be £64,824.

This is made up as follows:

Basic allowance: £10,703

Band four allowance: £54,769

Total: £65,472

BAND FIVE

Directly elected mayor

A directly elected mayor is a full-time job with a high level of responsibility and exercises executive responsibilities over a fixed electoral cycle. It is right that it should be remunerated on a basis which compares with similar positions in the public sector, while still retaining a reflection of the voluntary character of public service. However we believe this post remains different to that of the strong leader with cabinet model. The directly elected mayor is directly elected by the electorate as a whole. The strong leader holds office at the pleasure of the council and can be removed by the council. We believe that the distinction is paramount and this should be reflected in the salary level.

Remuneration:

We propose that a band five directly elected mayor should receive a remuneration package of 25 per cent higher than that recommended for a council leader and that it should be a salary set at **£81,839**.

Appendix B

On behalf of the community – a job profile for councillors

Purposes:

1. To participate constructively in the good governance of the area.
2. To contribute actively to the formation and scrutiny of the authority's policies, budget, strategies and service delivery.
3. To represent effectively the interests of the ward for which the councillor was elected, and deal with constituents' enquiries and representations.
4. To champion the causes which best relate to the interests and sustainability of the community and campaign for the improvement of the quality of life of the community in terms of equity, economy and environment.
5. To represent the council on an outside body, such as a charitable trust or neighbourhood association.

Key Tasks:

1. To fulfil the statutory and local determined requirements of an elected member of a local authority and the authority itself, including compliance with all relevant codes of conduct, and participation in those decisions and activities reserved to the full council (forexample, setting budgets, overall priorities, strategy).
2. To participate effectively as a member of any committee or panel to which the councillor is appointed, including related responsibilities for the services falling within the committee's (or panel's) terms of reference, human resource issues, staff appointments, fees and charges, and liaison with other public bodies to promote better understanding and partnership working.
3. To participate in the activities of an outside body to which the councillor is appointed, providing two-way communication between the organisations. Also, for the same purpose, to develop and maintain a working knowledge of the authority's policies and practices in relation to that body and of the community's needs and aspirations in respect of that body's role and functions.
4. To participate in the scrutiny or performance review of the services of the authority, including where the authority so decides, the scrutiny of policies and budget, and their effectiveness in achieving the strategic objectives of the authority.
5. To participate, as appointed, in the area and in service-based consultative processes with the community and with other organisations.
6. To represent the authority to the community, and the community to the authority, through the various forums available.
7. To develop and maintain a working knowledge of the authority's services, management arrangements, powers/duties, and constraints, and to develop good working relationships with relevant officers of the authority.
8. To develop and maintain a working knowledge of the organisations, services, activities and other factors which impact upon the community's well-being and identity.
9. To contribute constructively to open government and democratic renewal through active encouragement of the community to participate generally in the government of the area.
10. To participate in the activities of any political group of which the councillor is a member.
11. To undertake necessary training and development programmes as agreed by the authority.
12. To be accountable for his/her actions and to report regularly on them in accessible and transparent ways.

Appendix C

The independent panel members

Sir Rodney Brooke has a long career in local government, including as chief executive of West Yorkshire County Council, Westminster City Council and the Association of Metropolitan Authorities. He was knighted in 2007 for his contribution to public service and is currently chairman of the Quality Assurance Agency for Higher Education.

Steve Bundred was chairman of Monitor, chief executive of the Audit Commission and chief executive of the London Borough of Camden.

Anne Watts CBE has an extensive career in equality and diversity that spans the private, voluntary and public sectors with organisations including the Open University, the Commission for Equality and Human Rights and Business in the Community. She chaired the NHS Appointments Commission.

