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FULL COUNCIL – 24 MARCH 2014

TABLED ITEMS

- 9. TO RECEIVE REPORTS FROM THE FOLLOWING BODIES (PAGES 1 - 12)**
 - a) Corporate Committee Report No.3 2013/14
- 12. TO ANSWER QUESTIONS, IF ANY, IN ACCORDANCE WITH COUNCIL RULES OF PROCEDURE NOS. 9 & 10 (PAGES 13 - 20)**
- 13. AMENDMENTS TO MOTIONS IN ACCORDANCE WITH COUNCIL RULES OF PROCEDURE NO. 13 (PAGES 21 - 32)**

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**REPORT OF THE CORPORATE COMMITTEE No. 4, 2013/14
COUNCIL 24 March 2014**

Chair:
Councillor George Meehan

Deputy Chair:
Councillor Kaushika Amin

INTRODUCTION

- 1.1 This report to full Council arises from consideration of the Pay Policy Statement considered by the Corporate Committee at their meeting on the 20 March 2014.

SUMMARY

2.1 Pay Policy Statement 2014/15

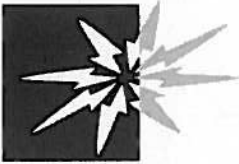
We considered the 2014/15 Pay Policy Statement, which the Council is required to produce annually to comply with the requirements of the Localism Act 2011. We noted that the only substantive changes to the previous year's statement were updates to the delegations regarding the approval of remuneration and severance packages of £100,000 or more. Currently, such packages required the approval of Full Council, however it was proposed that Full Council agree to delegate such approvals to a Special Committee in accordance with section K4 of the Council's Constitution, and that such decisions then be reported up to Full Council for noting. We noted that the reason for this proposed change was that it was not always possible to time the recruitment process for senior posts such that approval of the remuneration package by Full Council was practicable.

- 2.2 In response to a question regarding benchmarking of remuneration packages, Jacquie McGeachie, Interim Assistant Director Human Resources, advised that as part of recent recruitment exercises to senior posts, benchmarking had been undertaken against other London Councils, and remuneration had been set at the median of the range. We also noted that, were the proposal to delegate approval of remuneration packages to Special Committees agreed, it would be necessary for the Special Committee to have the relevant information available at the time of its meeting, in order to reach a decision. We were advised that benchmarking for posts was undertaken before going to advertisement, and that candidates were also asked about their salary expectations at the outset of the process, in order that a decision on remuneration could be taken by the Special Committee at the point of an appointment being agreed.
- 2.3 Going forward, it was suggested that the Assistant Director Human Resources might be asked to undertake a benchmarking exercise annually for certain posts and bring this information back to us for a discussion of pay and grading issues, and where the Council wished to position its pay structure in respect of other London Councils.

- 2.4 We asked about the Council's policy in respect of contractors paying the London Living Wage, as there had been a suggestion at a recent meeting that a contractor was recruiting at the National Minimum Wage instead. With regard to the specific contractor named, it was understood that their contract with the Council required them to pay the London Living Wage, and that this was being explored currently, with the involvement of the Trade Unions. We further noted that officers were currently looking into the potential costs to the Council of moving to a policy whereby all contractors working for the Council were required to pay the London Living Wage, and that the findings of this work would be brought back for consideration by Members later in the year.
- 2.5 We asked about training for Members in respect of making decisions around remuneration, and it was expected that these issues would be covered as part of the comprehensive training programme for Members after the elections later in the year. In response to a question about the possible reintroduction of a Members working group on senior remuneration, we noted that the Chief Executive was currently working on issues around reward and remuneration, and would be reporting back to the Committee on proposals in due course. We emphasised the importance of considering remuneration packages as a whole, not just salaries in isolation, as part of this work.

WE RECOMMEND

- i. The approval of the Pay Policy Statement, included at Appendix A of the attached covering report on the Pay Policy Statement 2014/15.



Haringey Council

Report for:	Corporate Committee 20 March 2014	Item Number:	
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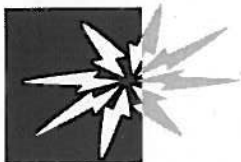
Title:	Pay Policy Statement 2014/15
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Report Authorised by:	Jacquie McGeachie – Interim Head of HR <i>J McGeachie</i>
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Lead Officer:	Paul Smith –Human Resources
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Ward(s) affected: ALL	Report for Key/ Non Key Decisions: Non Key Decision
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- 1 Describe the issue under consideration
 - 1.1 The council is required to produce an annual Pay Policy Statement to comply with the requirements of the Localism Act 2011. The council published its first Pay Policy Statement last March 2012. The attached Pay Policy Statement 2014/15 is a slightly amended statement from the 2013/14 Pay Policy with updates to the delegations regarding Members considering remuneration or severance packages of £100,000 or more.
- 2 Cabinet Member introduction
 - 2.1 Not applicable
- 3 Recommendations
 - 3.1 That committee note the Pay Policy Statement 2014/15 attached at appendix A which will be submitted to Council for approval on 26th March 2014

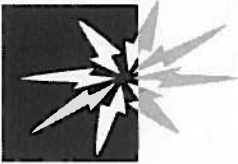


Haringey Council

4 Background

- 4.1 The Localism Act 2011 requires relevant authorities to prepare and publish an annual pay policy statement.
- 4.2 The “Act” does not apply to the staff of local authority schools and therefore teaching and support staff employed by the Council and based in Council schools need not be brought within the scope of the “statement”
- 4.3 The Council will publish specific information on the pay and reward of staff earning £50,000 or more on its website in line with the Code of Recommended Practice for Local Authorities on Data Transparency and the Accounts and Audit (England) Regulations 2011.
- 4.4 The Council will also publish information on its website as follows. The current senior manager, chief officer and chief executive management structure including employee salaries, names, job titles, staff budget and numbers of staff. The Council defines “senior managers” as those staff appointed on senior manager pay grades – which start at remuneration levels of approx £50k per annum
- 4.5 The Code says that authorities should also publish a specific pay multiple to show how pay and reward is dispersed across their workforce. It defines the ‘pay multiple’ as the ratio between the highest paid salary and the median average salary of the whole of the Council’s workforce. The Council’s highest paid employee is the Chief Executive. Government Guidance says that while authorities are not required to publish a pay multiple within their pay policy statement they may consider it helpful to do so.
- 4.6 For the purposes of calculating the pay multiple, “salary” is defined in the pay policy statement as the total of all regular payments made to an individual officer including salary, allowances if applicable, regular overtime, performance pay, recruitment or retention allowances, additional responsibility payments, together with any other additional regular payments.
- 4.7
- 4.8 The statement also makes clear the Council’s policy to pay the London living wage to its lowest paid employees.
- 4.9 The Council will shortly be undertaking a review of its approach to reward and this will be submitted to the appropriate bodies for approval.
- 4.10 This will in due course feature in the Council’s pay policy.

5 Review of Senior Pay



Haringey Council

5.1 A review of senior pay progression is under way and the outcomes will be reported to the appropriate Committee.

5.2 This will in time feature in the Council's pay policy.

6 Comments of Chief Finance Officer and Financial implications

6.1 There are no specific financial implications arising from the contents of this report.

7 Comments of Head of Legal Services and legal implications

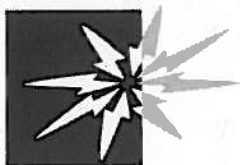
6.1 Chapter 8 of the Localism Act 2011 introduced new provisions regarding the preparation, approval, publication and content of an annual pay policy statement by principal councils. The provisions came into force on 15 January 2012. The first pay policy statement as required under the Localism Act 2011 was published in April 2012 for the financial year 2012-13.

6.2 The Council is under a statutory duty to prepare, and by resolution of Full Council approve, a pay policy statement before the end of the 31 March immediately preceding the financial year to which it relates. . As soon as is reasonably practicable following approval the statement must be published including publication on the Council's website.

6.3 The Council is under a duty, when preparing , approving and publishing pay policy statements, to have regard to any guidance issued or approved by the Secretary of State . Such guidance was issued in February 2012 and supplementary guidance was issued in February 2013.

6.4 The Government has issued under section 2 of the Local Government , Planning and Land Act 1980 a Code of Recommended Practice for Local Authorities on Data Transparency (September 2011). The Code relates to the publication of Public Data defined as the objective, factual data on which policy decisions are based and on which public services are assessed, or which is collected or generated in the course of public service delivery.

6.5 The Code sets out as a minimum the public data that should be released. This includes senior employee salaries (all salaries over £58,200 irrespective of post), names (with the option for individuals to refuse to consent to their name being published), job descriptions, responsibilities, budgets and numbers of staff together with an organisational chart of the staff structure including salary bands and details of current vacant posts. It also requires the release of a 'pay multiple'



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being the ratio between the highest paid salary and the median average salary of the whole of the authority's workforce.

- 6.6 The Accounts and Audit (England) Regulations 2011 requires the Council to include in its annual accounts a note of the remuneration of senior employees. "Senior employees" are defined by the Regulations as employees whose salary is £150,000 or more per year and certain other employees whose salary is £50,000 or more per year, such as the Chief Executive, statutory chief Officers and non-statutory Chief Officers.
- 6.7 Under section 41 of the Localism Act 2011, from 1 April 2012 any determination which relates to the remuneration or other terms and conditions of a chief officer must comply with the pay policy statement.
- 6.8 In the preparation of the pay policy statement attached at Appendix A, regard has been had to the guidance referred to above and the pay policy statement fulfils all the requirements of the Localism Act 2011.

7. Equalities and Community Cohesion Comments

- 7.1 The pay policy statement supports the Council's approach to remuneration for its workforce in an accountable, fair and transparent way. This therefore supports the Council's equalities policy and promotes equal pay.

8 Policy implications

- 8.1 The Pay Policy Statement supports the Council's People Strategy and its approach to remuneration for the workforce.

9 Use of Appendices

- 9.1 Appendix A – Pay Policy Statement

10 Local Government (Access to Information) Act 1985

- 10.1 No documents that require listing were used in the preparation of this report.

Appendix A -

Haringey Council
Pay Policy Statement 2014/15

This Pay Policy Statement is published to comply with the Localism Act 2011. The policy outlines the authority's approach to the pay of its workforce, and in particular the pay of its senior staff. The policy statement excludes staff in Schools.

Pay Strategy

The Council outlines its strategy for pay in the People Strategy. We wish to reward and recognise the contributions of staff in an appropriate way. We want a committed, motivated and high performing workforce that is flexible and willing to contribute more.

The Council set pay (and reward packages generally, including pensions, etc) in accordance with a fair and equitable pay policy and with regard to national and regional pay policy. The principles for the agreed policy are

- Attract and retain the right people
- Motivate and engage staff through principles of total reward
- Be cost effective
- Be flexible enough to account for different workforce requirements, organisational working and team partnership, and the working patterns and expectations of staff
- Be fair, open, and underpin the organisation's values
- Meet employment legislation tests e.g. equal pay, age discrimination
- Pay staff a minimum pay rate in line with the London Living Wage

Council Pay Rates / Scales

The Council utilises the Greater London Provincial Council (GLPC) outer London pay spine for the majority of its staff.

However, it 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 employees.

The following Council pay scales are locally agreed by the Council:

- Senior manager and Chief officer pay scales
- Chief Executive pay scale

The Council uses national Soulbury pay scales for employees who are Education Psychologists and Education Advisers/ Inspectors.

The Council uses national Teaching pay scales for centrally employed (in the Children's directorate) local authority teachers.

Public health employees who transferred into the Council from 1 April 2013 continue to be paid in accordance with NHS terms and conditions of employment. The Council is harmonising non contractual terms.

The Council also approved with effect from May 2011 that in future the pay of Council employees at the lower end of the London 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.

The Council supports the national (JNC/NJC¹) and regional (GLPC) collective bargaining arrangements for pay and conditions of service and the pay scales for all employees, including the Chief Executive and Senior Managers/Chief Officers, are increased in line with national and regional pay agreements.

The last pay award agreement increasing pay for the Chief Executive and Chief Officers was implemented in 2008/9.

The last pay award agreement increasing pay for all other non-teaching employees was implemented in 2013/14.

Remuneration of Senior Managers and Chief Officers including the Chief Executive

The Council defines its senior managers as those staff appointed on senior manager pay grades – which start at remuneration levels of approx £50k per annum. These staff are appointed on terms and conditions (other than pay) in accordance with the national terms and conditions of Chief Officers in local government and are expected to work as many hours as necessary to complete the job.

Chief Officers are statutory chief officers or non statutory chief officers who report to the Head of the Paid Service (the Chief Executive). "Chief Officers" also includes deputy chief officers who report directly to a chief officer.

The Council's Corporate Committee is responsible of approving the terms and conditions including pay of all these senior staff.

Where it is proposed to appoint to a post which is not in existence at the time of the publication of this pay policy statement, and the proposed starting salary is £100,000 or more per annum the appointment may not be made unless the Council (or where the matter cannot reasonably be delayed the Special Committee in accordance with section K4 of the Council's Constitution) has agreed to the level of remuneration attaching to the position.

¹ Joint Negotiating Committee / National Joint Council

The current senior manager, chief officer and chief executive management structure including employee salaries costs, names, job titles, staff budget and numbers of staff is published on the council website.

Apart from pay awards approved at national level or awards/ progression there is no other provision to increase the pay of these staff unless approved by committee.

The Council may, in exceptional circumstances, engage senior managers under contracts for services. The Council publishes details of all payments made under contracts for services in excess of £500 on the Council website.

Remuneration of employees who are not senior managers or chief officers

The pay grades and therefore remuneration levels for posts below senior manager and chief officer grades are determined by use of the Greater London Provincial Council (GLPC) job evaluation scheme. This has been agreed by the Council and unions as part of the collective agreement reached in 2008 on 'single status' as part of the Equal pay and conditions package.

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, the Council also approved with effect from May 2011 that in future the pay of Council employees at the lower end of the London 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.

Pay Progression of staff who are not senior managers or chief officers

All employees 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.

Pay Multiple

The 'pay multiple' is the ratio between the highest paid salary and the median average salary of the Council's workforce. The Council's highest paid employee is the Chief Executive and the current pay multiple is published on the Council's website.

For the purposes of calculating the pay multiple, "salary" is defined as the total of all regular payments made to an individual officer including salary, allowances if applicable, regular overtime, performance pay, recruitment or retention allowances,

additional responsibility payments, together with any other additional regular payments.

Pay on Appointment

All employees, including chief officers, are normally appointed on the lower spinal points (below mid point) of the grade.

The Council delegates authority to chief officers/ chief executive as appropriate to appoint staff above the mid point of the scale

The salary banding of the Chief Executive will be determined by the recruitment panel and following this decision the Leader of the Council would determine the starting point in the salary banding.

Recruitment & Retention payments

Haringey 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 employees.

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.

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 allowance 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.

If the post does not meet the suitability criteria the attraction of a recruitment and retention allowance is unjustified and may be in breach of the Equality Act .

Fees for Election Duties

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.

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.

Pension

All non-teaching employees are able 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. Teaching employees are able to join the Teachers' Pension Scheme as administered by the Teachers' Pensions Agency.

Other Terms and Conditions of Employment

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.

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 employees below senior manager grades for working outside normal working hours including overtime, and call out payments.

Employees on senior manager or chief officer grades are not entitled to additional payments or allowances for travel or meals within the London region. For trips outside of the London region reasonable travel and subsistence expenses will be reimbursed for staff on these grades.

Payments on Termination of Employment

In the event that the Council terminates the employment of an employee (including senior managers and chief officers) on the grounds of redundancy or efficiency of the service they will be entitled to receive compensation and benefits in accordance with the Council's Redundancy and Early Retirement schemes, which are published on the Council's website.

Details of redundancy compensation payments paid to senior management are published on the Council's website.

The Council's Redundancy and Early Retirement schemes may be subject to change as part of the modernising pay review.

Re-employment of Employees

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.

Should a successful candidate be in receipt of a severance payment the Council will apply the provisions of the Redundancy Payments (Continuity of Employment in Local Government etc.) (Modification) Order 1999 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.

Further Information

For further information on the Council's pay policy please contact the Council's Human Resources Service email HR.adviceteam@haringey.gov.uk DD 0208 489 3177.

TABLED**COUNCIL – 24 MARCH 2014 – QUESTIONS****Item 12****ORAL QUESTIONS****ORAL QUESTION 1 - TO THE CABINET MEMBER FOR FINANCE, EMPLOYMENT AND CARBON REDUCTION FROM COUNCILLOR CHRISTOPHIDES:**

The Department of Energy and Climate Change has just announced that Haringey will lead one of the first Green Deal Community Fund schemes; can the Cabinet Member update members on what this means for the borough?

ANSWER**ORAL QUESTION 2 - TO THE CABINET MEMBER FOR ENVIRONMENT FROM COUNCILLOR REECE:**

The cabinet decision on implementing a borough wide 20mph limit was first due to be taken in November 2013, but has now been postponed several times and no longer even appears on the Council's forward plan. Has the Labour cabinet u-turned on 20mph limits?

ANSWER**ORAL QUESTION 3 - TO THE CABINET MEMBER FOR PLANNING AND ENFORCEMENT FROM COUNCILLOR DEMIRCI:**

Can the Cabinet Member update members on the Council's work to tackle problems around HMOs in the borough?

ANSWER**ORAL QUESTION 4 - TO THE LEADER OF THE COUNCIL FROM COUNCILLOR WILLIAMS:**

Can she confirm that two sitting Labour councillors received court summons for non-payment of council tax between April 2011 and March 2012, and say what action she has taken to ensure Labour councillors pay council tax?

ANSWER**ORAL QUESTION 5 - TO THE CABINET MEMBER FOR COMMUNITIES FROM COUNCILLOR KHAN:**

In the face of ongoing police cuts, can the Cabinet Member tell us what the Council is doing to ensure that our community safety provision in the borough is not affected?

ANSWER

ORAL QUESTION 6 - THE CABINET MEMBER FOR ENVIRONMENT FROM COUNCILLOR JENKS:

How many pot holes have been reported since the February Full Council meeting?

ANSWER

ORAL QUESTION 7 - TO THE CABINET MEMBER FOR REGENERATION AND HOUSING FROM COUNCILLOR BASU:

Given that the Government has not committed to fund the Decent Homes Programme post 2014/15, can the Cabinet Member outline what the Council's plans are for continued investment?

ANSWER

ORAL QUESTION 8 - TO THE CABINET MEMBER FOR HOUSING AND REGENERATION FROM COUNCILLOR WILSON:

In the last 5 years how much decent homes money has been spent on council homes which the council now wish to demolish in the High Road West area?

ANSWER

WRITTEN QUESTIONS-

WRITTEN QUESTION 1 – TO THE CABINET MEMBER FOR ENVIRONMENT FROM COUNCILLOR BEACHAM:

How does the council monitor and enforce 20mph speed limits in residential roads covered by traffic calming schemes, where 20mph speed limit is a major "calming measure" and may routinely be disregarded by drivers?

ANSWER

Speeding offences, including those within 20mph zones remains a criminal offence. Therefore, enforcement of this can only be undertaken by the Police.

A 20mph zone, by its nature is designed to be self-enforcing. When the council receives reports of excessive speeding from residents it passes these onto the Police. It also requests that the Police conduct speed surveys at locations that may be perceived as dangerous. The surveys will determine if the Police consider speeds to be excessive and therefore require additional enforcement to improve safety.

WRITTEN QUESTION 2 – TO THE CABINET MEMBER FOR ENVIRONMENT FROM COUNCILLOR SCHMITZ:

What is the budget for mobile speed cameras and how are they deployed?

ANSWER

The enforcement of speeding offences is the responsibility of the Police as it remains a criminal offence. The Council does not have a budget for mobile speed cameras as it is not within our powers to enforce the speed limit through camera technology.

We have however provided the Police's Safer Neighbourhood Team with four speed guns for use in speed enforcement operations. This is part of our partnership working approach with the SNT to improve road safety. We calibrate the guns periodically, as required, so they can be used to prosecute offenders.

WRITTEN QUESTION 3 – TO THE CABINET MEMBER FOR ENVIRONMENT FROM COUNCILLOR BLOCH:

How many residential roads in the borough are identified as having a problem with speeding and what measures are taken to address it?

ANSWER

The council does not have speed surveys for all roads in the borough.

We have been successful in reducing serious accidents over the last five years through our Local Safety Schemes programme.

The council's award winning Smarter Travel Team also works closely with communities to promote road safety through education, publicity and training.

WRITTEN QUESTION 4 – TO THE CABINET MEMBER FOR ENVIRONMENT FROM COUNCILLOR ALEXANDER:

How are HGV (heavy goods vehicles) bans monitored and enforced in residential roads?

ANSWER

We currently enforce weight control bans principally through the deployment of our mobile CCTV enforcement vehicles and the issue of PCNs to vehicles contravening the restrictions. A camera is being installed in Wightman Road later this month to provide continuous enforcement in response to concerns raised with us about current infringement.

WRITTEN QUESTION 5 – TO THE CABINET MEMBER FOR HEALTH AND ADULT SERVICES FROM COUNCILLOR NEWTON:

Does the council have a plan to monitor levels of pollution around primary schools in Haringey and is there a plan to address the pollution where levels are found to be excessively high?

ANSWER

The Council does not have the ability to monitor pollution levels around all schools in Haringey. However, there are plans to address pollution levels locally by using funding for an Air Quality Apprentice. The post holder will work alongside the Smarter Travel Team, and the apprentice will deliver a specific air quality project to schools in Haringey; raising awareness about air pollution and promoting sustainable forms of transport such as cycling, walking, public transport to school.

In Haringey the main source of air pollution is from vehicles and it is recognised that National legislation is required to address this issue, as pollution levels are highest when adjacent to main roads, which is also consistent London wide.

WRITTEN QUESTION 6 – TO THE CABINET MEMBER ENVIRONMENT FROM COUNCILLOR WHYTE:

How many successful prosecutions have there been for fly tipping and littering in the borough in the past year?

ANSWER

The legislation used to take enforcement action against fly-tipping and littering varies depending on the nature of the offence committed. The type of enforcement action taken ranges from full prosecution to cautions and Fixed Penalty Notice fines. The use of varied legislation and different enforcement tools contributes to the overall outcome of minimising fly-tipping and littering in Haringey. The details of enforcement action taken against fly-tipping and littering in the year March 2013 – February 2014 is set out below.

Prosecutions

- Environmental Protection Act 1990, Section 33 (fly-tipping of waste) – 5 prosecutions
- Environmental Protection Act 1990, Section 34 (failure of a business to control waste as required under their Duty of Care) – 12 prosecutions
- Environmental Protection Act 1990, Section 33/34 (fly-tipping and breach of Duty of Care) – 1 prosecution
- Environmental Protection Act 1990, Section 88 (littering) – 5 prosecutions
- Control of Pollution (Amendment) Act 1989, Section 1 (carrying waste without Waste Carrier Licence) – 5 prosecutions
- Environmental Protection Act 1990, Section 33 & 34 + Section 88 (fly-tipping and littering) – 3 prosecutions

Cautions

- Environmental Protection Act 1990, Section 33 (fly-tipping of waste) – 2 cautions
- Environmental Protection Act 1990, Section 33/34 (fly-tipping and breach of Duty of Care) – 1 caution

Fixed Penalty Notices

- Environmental Protection Act 1990, Section 34 (failure to comply with Duty of Care) – 97 FPNs

WRITTEN QUESTION 7 – TO THE CABINET MEMBER FOR REGENERATION AND HOUSING FROM COUNCILLOR GORRIE:

How many leaseholders in the borough have received bills for charges for works from Homes for Haringey that are in excess of £30,000 and what was the highest amount charged to a leaseholder?

ANSWER

Since the start of the Decent Homes Programme in 2008, a total of 26 out of 2,415 leaseholders have received invoices that are in excess of £30,000. To date, the highest amount charged to a leaseholder is £50,492.

Throughout the Decent Homes Programme, the Council has offered leaseholders living in their leasehold properties (resident leaseholders) extended interest-free periods to pay their major works bills in monthly instalments.

Until last year, resident leaseholders have had up to 6 years interest free to pay all bills over £15,000. In November 2013, Cabinet agreed that the interest free periods available to resident leaseholders should be increased where they can demonstrate that they have difficulty in obtaining a bank loan.

Resident leaseholders receiving invoices of between £20,000 and £29,999 are now able to apply for 7 years (interest free) to pay for the works or for up to 9 years if they are willing to pay interest during the last 2 years. For invoices above £29,999, resident leaseholders are now able to apply for 8 years (interest free) or up to 10 years if they are willing to pay interest during the last 2 years

WRITTEN QUESTION 8 – TO THE CABINET MEMBER FOR ENVIRONMENT FROM COUNCILLOR ENGERT:

How many street lights are there in Haringey, and what proportion of those lights have been upgraded since May 2010 and how many have LED lights fitted?

ANSWER

There are around 18,000 street lighting columns in the borough. Since May 2010 we have upgraded 1,302 columns of which 1,024 are Evolo Lanterns with Cosmopolis (white light) and 278 are LED lanterns. Since 2013/14 the Council has adopted a policy of providing LED lanterns when replacing columns and upgrading lanterns.

WRITTEN QUESTION 9 – TO THE CABINET MEMBER FOR ENVIRONMENT FROM COUNCILLOR BUTCHER

How much revenue does the council expect to raise from the two large concerts so far scheduled in Finsbury Park and what proportion of that revenue will be spent in Finsbury Park?

ANSWER

The Council is expecting to receive an additional £400k from the two large events scheduled in Finsbury Park this summer. It is envisaged that some of this income will be spent in Finsbury Park, with the remaining supporting wider Haringey Parks Improvements.

WRITTEN QUESTION 10 – TO THE CABINET MEMBER FOR CHILDREN FROM COUNCILLOR REECE

Why did it take so long for Haringey to act decisively over the Octagon Pupil Referral Unit with little change between it being placed in special measures in June 2013 and its OFSTED inspection in October 2013 and only now moving to an academy status?

ANSWER

We are of the view that timely management action was undertaken by the Local Authority (LA) directly after the Pupil Referral Unit (PRU) was placed into special measures with the provision's Headteacher being removed and replaced within a period of 10 working days with a new leadership and management team. The LA approached the Department for Education (DfE) proactively (ahead of the confirmation of the Special Measures judgement by Ofsted, as opposed to waiting for the final judgement and for the DfE to make contact, which would have delayed the required change process further) and met with the DfE's designated PRU academy lead shortly after the inspection process.

It was recognised that progress between the section 5 inspection and the subsequent section 8 visit was judged as not making reasonable progress by Her Majesty's Inspector (HMI), but there were a number of key systems / processes being put in place to ensure an improved offer to pupils. This was reflected by a very positive section 8 visit in the spring term 2014, where it was recognised that the PRU was making reasonable progress and the role of the LA was recognised.

In line with formal due process, the DfE lead was invited to the subsequent meeting of the PRU Management Committee in September, when options were presented by the DfE for potential academy sponsors for Haringey's PRU academy. It was therefore incumbent upon the LA to undertake a due diligence exercise on all three providers to ensure seek to secure the appropriate provider that would be best positioned to drive the changes required for Haringey's PRU learners. The subsequent meeting of the management committee led to the nominated provider (TBAP) being invited to present to the PRU Management Committee a proposed plan and vision for the future for improving the performance of the provision if approved by the Management Committee.

It is important to note that since 1 April 2013, under statutory legislation, PRU Management Committees and not LAs are accountable and responsible for the work of PRUs and LAs have no decision making powers, as this lies solely with the Management Committee, to which the LA role is one of guest and advisor at the meetings of this forum. All decisions with regard to milestones, timescales and decision-making were advised and concluded by the Management Committee as laid out in statute and not the LA.

A range of alternative options was subsequently discussed / consulted with local stakeholders / key groups /forums such as local head teachers, to allow for optimal stakeholder input in informing a key local decision regarding the future of PRUs. This consultation informed an emergency meeting of the PRU Management Committee at which the Committee were finally able to conclude with confidence, supported by local needs assessment and stakeholder data, that arrangements should be made to apply for the TBAP PRU academy order.

Internal application processes for the order were concluded by mid- November 2013 in preparation for the next round of PRU Academy application assessments by Lord Nash in early December 2013. Lord Nash approved the application, recommending formal ratification

to the Secretary of State (SoS). The SoS formally ratified the application in late December 2013 and the Academy Order was approved with a proposed June academy conversion date. The DfE recommends a six month timescale for process management from the granting of the Academy Order to the actual conversion date.

Finally, local ambition to ensure the best possible outcomes for our learners saw the LA maintain an ambition to achieve a 1 April 2014 conversion date, which would have cut in half the DfE's recommended timescale and go on record as the quickest PRU academy conversion to date. The LA and PRU Management Committee have proactively followed required due process with the DfE and partner stakeholders for consultation purposes and progressed the academy change agenda once the Order was issued – two to three months quicker than average.

WRITTEN QUESTION 11 – TO THE CABINET MEMBER FOR FINANCE, EMPLOYMENT AND CARBON REDUCTION FROM COUNCILLOR STRANG

Can the cabinet member explain why spending on consultants has almost doubled in the last 2 years?

ANSWER

Given the significant funding reductions the Council is continuing to face, the numbers of permanent Council staff have consequently reduced. There is an obvious need, therefore, for a flexible and agile workforce to meet peaks in work demands that it would have been possible to accommodate within existing staffing resources before austerity.

Local authorities now need a more flexible workforce which includes consultants, secondments and fixed term contracts in order to meet peak work demands across all functions and service areas.

WRITTEN QUESTION 12 – TO THE CABINET MEMBER FOR PLANNING AND ENFORCEMENT FROM COUNCILLOR HARE

What progress has he made in developing a private landlord licensing scheme for Haringey similar to in Newham, since he expressed his support for the idea at the last Full Council meeting?

ANSWER

The London Borough of Newham has developed two borough-wide licensing schemes – an additional licensing scheme to cover all private rented accommodation except shared HMOs, and an Additional HMO Licensing scheme to cover all HMOs that are not subject to mandatory licensing.

In Haringey, we have an Additional HMO Licensing Scheme which has been operating in the Harringay Ward and surrounding roads since October 2011, and the council has recently approved an Additional HMO Licensing Scheme for Tottenham which will come into effect on 1st May 2014. We will continue to carefully monitor and evaluate these schemes over the coming months.

Newham's Additional Licensing Scheme for the private rented sector is less than a year old, so at this stage it is difficult to fully understand the impact the scheme has made. We would need to be sure that introducing such a scheme here would benefit the residents of

Haringey, so we will be engaging with and watching with interest the evaluation Newham will be undertaking as their scheme reaches a full year.

TABLED ITEM 13**FULL COUNCIL – 24 MARCH 2014****Motion D – Amendment by the Liberal Democrat Group****Proposed: Katherine Reece****Seconded: Richard Wilson*****(Delete struck-through words and insert underlined words)***

This Council notes that local residents will be concerned to read news stories published by the Haringey Independent and the Morning Star that suggest Labour Councillor Alan Strickland led a Council delegation earlier this month to Cannes in the south of France to meet property developers on board a luxury yacht, and that this trip cost £16,000.

This Council ~~calls on the Chief Financial Officer and the Monitoring Officer to urgently investigate the costs and propriety of making such a trip, to establish:~~

- ~~– which councillors and officers took part in this trip, and how and when the decision to travel to Cannes was made;~~
- ~~– who was aware of this decision and why most councillors only discovered this trip had been made through the news media;~~
- ~~– what were the itemised expenses and total cost of the trip;~~
- ~~– whether the trip was sponsored by private companies who might profit from redevelopment plans, and whether this could result in potential conflicts of interest amongst councillors and officers who took part; and~~
- ~~– the names of the individuals and companies which the delegation met~~

~~This Council further calls on the Chief Council Officer and the Monitoring Officer to publish the findings of their investigation within 1 month of this full council meeting and send copies of their report to all councillors~~

notes the results of the Deputy Monitoring Officer's investigation which was sent to all councillors on 21st March, and which reveals:

- that the cost of the trip was £22,000 rather than the £16,000 claimed in the Council's press release of 12th March;
- that over £3,000 was spent on accommodation and travel for Cllr Strickland and the Director of Regeneration;
- according to Haringey's constitution the decision to spend money on this trip should have been made public and reported at a cabinet meeting, but this did not happen;
- and
- sponsorship was received from five private companies with a commercial interest in Haringey's redevelopment plans, without any particular consideration for potential conflicts of interest

This Council calls on the Leader of the Council to:

- publish the Deputy Monitoring Officer's report on the Council's website;
- ensure all future delegated decisions are properly reported at cabinet according to the constitution, particularly those involving foreign trips;

- increase transparency about the Council's relationship with developers and consultants and other private firms that stand to benefit from regeneration projects, and avoid real or perceived conflicts of interest; and
- commit to ensuring the regeneration of Tottenham benefits ordinary residents rather than just developers and consultants.

Amended motion to read as follows:

This Council notes that local residents will be concerned to read news stories published by the Haringey Independent and the Morning Star that suggest Labour Councillor Alan Strickland led a Council delegation earlier this month to Cannes in the south of France to meet property developers on board a luxury yacht, and that this trip cost £16,000.

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- commit to ensuring the regeneration of Tottenham benefits ordinary residents rather than just developers and consultants.

TABLED ITEM 13

FULL COUNCIL – 24 MARCH 2014

Motion D – Amendment by the Labour Group to Motion D

Amend the motion to delete struck-through words and insert underlined words:

This Council ~~notes~~ believes that:

~~local residents will be concerned to read news stories published by the Haringey Independent and the Morning Star that suggest Labour Councillor Alan Strickland led a Council delegation earlier this month to Cannes in the south of France to meet property developers on board a luxury yacht, and that this trip cost £16,000.~~

- The key to tackling poverty, inequality and unemployment in Haringey is delivering the Council's bold and ambitious plans for more jobs, homes, businesses and regeneration in Tottenham, Wood Green, Alexandra Palace and other regeneration sites.
- To secure these ambitions, it is vital that Haringey is seen to be a borough that is open for business and the Council needs to be more pro-active in promoting the area.
- The Council's presence at the MIPIM property conference for the first time was an important step in showcasing the Council's regeneration ambitions and attracting inward investment.
- Further steps should be taken to promote Haringey Council's strong vision for the borough and secure inward investment.

This Council ~~calls~~ notes that:

~~on the Chief Financial Officer and the Monitoring Officer to urgently investigate the costs and propriety of making such a trip, to establish:~~

- ~~– which councillors and officers took part in this trip, and how and when the decision to travel to Cannes was made;~~
- ~~– who was aware of this decision and why most councillors only discovered this trip had been made through the news media;~~
- ~~– what were the itemised expenses and total cost of the trip;~~
- ~~– whether the trip was sponsored by private companies who might profit from redevelopment plans, and whether this could result in potential conflicts of interest amongst councillors and officers who took part; and~~
- ~~– the names of the individuals and companies which the delegation met~~

- The Council has ambitious plans to bring jobs, homes and business to Tottenham, Haringey Heartlands, Alexandra Palace, high streets across the borough and a host of regeneration sites.

- The Council's consultation on the Sites Allocations Development Plan Document to seek the views of residents and businesses on which sites across the borough can offer opportunities for growth.
- The Council's regeneration initiatives are chiming with residents, with 3,700 people engaging in the Council's recent 'Tottenham's Future' consultation, many feeding back that they are keen to see change and regeneration that improves the area.
- The Tottenham Regeneration Programme has delivered a number of important achievements and milestones over the last 12 months, including: the national government commitment to a £500m borrowing guarantee for housing and transport in Tottenham; £72m investment to deliver at least four trains per hour on the West Anglia Main Line between Northumberland Park, Tottenham Hale and Stratford; a successful consultation on the High Road West master plan options; and the opening of the first phase of the Tottenham Hotspur FC stadium development as well as continued progress on key development schemes at Seven Sisters and Tottenham Hale.
- The Council is taking a number of steps to promote the borough more pro-actively, including a recent special New London Architecture event to showcase Tottenham regeneration, attendance at the MIPIM conference and targeting of the regeneration trade press
- The MIPIM conference is seen as an important platform to promote regeneration by the Greater London Authority and many local authorities who attend each year, with over 40 UK local authorities attending this year's 2014 conference.
- Sponsorship from developers and businesses, which are already working closely with the Council to regenerate Tottenham, was used to offset the cost of Haringey Council attending the MIPIM conference.

This Council ~~further calls~~ resolves that:

~~on the Chief Council Officer and the Monitoring Officer to publish the findings of their investigation within 1 month of this full council meeting and send copies of their report to all councillors~~

- The Council should step up its work to promote Haringey to investors in order to deliver the jobs, homes and regeneration those residents deserve and want.

Proposed: ~~Katherine Reece~~ Cllr-Claire Kober

Seconded: ~~Richard Wilson~~ Cllr Alan Strickland

Revised motion to read as follows:

COUNCIL – 13 MARCH 2014

MOTION D 2013-14

Labour Amendment to Motion

This Council believes that:

- The key to tackling poverty, inequality and unemployment in Haringey is delivering the Council's bold and ambitious plans for more jobs, homes, businesses and regeneration in Tottenham, Wood Green, Alexandra Palace and other regeneration sites.
- To secure these ambitions, it is vital that Haringey is seen to be a borough that is open for business and the Council needs to be more pro-active in promoting the area.
- The Council's presence at the MIPIM property conference for the first time was an important step in showcasing the Council's regeneration ambitions and attracting inward investment.
- Further steps should be taken to promote Haringey Council's strong vision for the borough and secure inward investment.

This Council notes that:

- The Council has ambitious plans to bring jobs, homes and business to Tottenham, Haringey Heartlands, Alexandra Palace, high streets across the borough and a host of regeneration sites.
- The Council's consultation on the Sites Allocations Development Plan Document to seek the views of residents and businesses on which sites across the borough can offer opportunities for growth.
- The Council's regeneration initiatives are chiming with residents, with 3,700 people engaging in the Council's recent 'Tottenham's Future' consultation, many feeding back that they are keen to see change and regeneration that improves the area.
- The Tottenham Regeneration Programme has delivered a number of important achievements and milestones over the last 12 months, including: the national government commitment to a £500m borrowing guarantee for housing and transport in Tottenham; £72m investment to deliver at least four trains per hour on the West Anglia Main Line between Northumberland Park, Tottenham Hale and Stratford; a successful consultation on the High Road West master plan options; and the opening of the first phase of the Tottenham

Hotspur FC stadium development as well as continued progress on key development schemes at Seven Sisters and Tottenham Hale.

- The Council is taking a number of steps to promote the borough more proactively, including a recent special New London Architecture event to showcase Tottenham regeneration, attendance at the MIPIM conference and targeting of the regeneration trade press
- The MIPIM conference is seen as an important platform to promote regeneration by the Greater London Authority and many local authorities who attend each year, with over 40 UK local authorities attending this year's 2014 conference.
- Sponsorship from developers and businesses, which are already working closely with the Council to regenerate Tottenham, was used to offset the cost of Haringey Council attending the MIPIM conference.

This Council resolves that:

- The Council should step up its work to promote Haringey to investors in order to deliver the jobs, homes and regeneration those residents deserve and want.

Propose: Cllr Claire Kober
Second: Cllr Alan Strickland

TABLED ITEM 13

FULL COUNCIL – 24 MARCH 2014

Motion E – Amendment by the Liberal Democrat Group

Proposed by Cllr Wilson and seconded by Cllr Beacham

(Struck through words to be deleted and underlined words to be inserted)

This Council believes:

- Clause 119 of the Government's Care Bill will, in exceptional cases help to turn around failing hospitals.
- ~~is a major change in Government policy on reconfiguration that will allow the Health Secretary to make major changes to hospitals above the heads of local people and local clinicians~~
- ~~Clause 119 is not only taking decision making powers away from local commissioners but shortchanging patients. The Francis report was clear that we need to find better ways of hearing the patient voice.~~
- As a result of the large deficit run-up by the last Government and the PFI deals that many hospitals are now bound by ~~Given the financial pressures on many NHS organisations~~ face financial pressure as, ~~the special administration process is likely to be used on an increasing basis in the future, raising the prospect of the Secretary of State forcing hospital closures over the heads of local communities~~
- There is sometimes a need to make changes to local services., ~~but the TSA route is the wrong way to do this. It is a dramatically wrong solution to a very real problem.~~

This Council notes:

- Liberal Democrats in parliament have expressed some concerns about some parts of the clause as originally proposed. Changes have been made to the clause following a Lib Dem amendment by Paul Burstow MP.
- Under the current Government, ~~£2.7 billion has been cut~~ there have been cuts to from local council budgets for adult social care as a consequence of the large deficits run-up by the last Labour Government. ~~and the system is now close to collapse. Charges for vital care services, like home help and meals on wheels,~~

are increasing fast and preventative services have all but disappeared in many areas.

- Clause 119 amends arrangements put in place in 2009 by the Labour Government called Trust Special Administration (TSA).
- ~~The Institute for Fiscal Studies says “Once adjusted for age, the NHS is being cut by 9% between 2010 and 2019. Suffering five years of annual 4% “efficiency saving” cuts, with the same for another five years to come; it has a £30bn funding gap.”~~
- ~~Clause 119 gives the Secretary of State sweeping powers to make changes at successful hospitals, by extending the powers of the Trust Special Administrator to make recommendations affecting Trusts outside of the failing Trust to which it has been appointed. Even the highest performing, financially healthy hospitals can be closed by administrators if a neighbouring trust is failing.~~
- ~~The High Court ruled that the Secretary of State did not have the power under existing legislation to implement major changes at Lewisham hospital, on the recommendation of the TSA at the neighbouring South London Healthcare Trust. Following the legal ruling they introduced an amendment to the Care Bill to make clear that the TSA can make recommendations affecting other trusts.~~
- ~~The British Medical Association has said that the clause as it stands could become an avenue for “backdoor” reconfiguration being allowed as part of the failure regime and that it “was introduced without full consultation and has significant implications, which have not been thought through.”~~
- ~~Jeremy Taylor, National Voices (representing patients’ groups) said “We think that this is wrong in principle and likely to be counterproductive in practice”~~

This council also notes that:

- As a result of a Liberal Democrat amendment put forward by Paul Burstow MP, equal weight will be given to the views of each involved hospital trust, staff and commissioners. Crucially, plans must have agreement of all relevant local health commissioners.
- The Liberal Democrats locally have already successfully campaigned for £7.6 million of extra health funding for Haringey. They continue to fight for fairer funding for health so that Haringey gets similar funding to neighbouring inner London boroughs.

This council further notes that as a result of action by the Liberal Democrats a raft of checks and balances will be introduced to the TSA process to make sure that changes to local hospital services are not made without local people being able to have their say. These include:

- Ministers gave Parliament the assurance that everything possible will be done to help any potentially failing hospital to sort out their difficulties so that the TSA is only ever used in rare and extreme circumstances after all other options have been tried
- There will be an exhaustive process of action to tackle failure before it gets to such a crisis point. Failing hospitals will be supported by the rest of the NHS through inspections, action plans, mentoring support and changes of management where necessary
- Councils must be consulted as the representatives of local people – it is important to note that as a result of Lib Dem pressure in government, local councils have a stronger say in local health services than they ever did before.
- Strengthened patient and public involvement through the inclusion of the local Healthwatch in the process
- Also as a result of the changes agreed at Report Stage of the Care Bill, TSAs will have to consult with NHS Trusts and their staff and with commissioners (CCGs) of any affected NHS organisations.

This Council resolves:

- ~~To write to the Secretary of State for Health, Jeremy Hunt, to outline the Council's concerns about Clause 119 and to ask that he urgently reconsiders this issue.~~
- To work with the Local Government Association on this issue.
- To write to Haringey's two local MPs asking them to continue the fight for fairer health funding for Haringey to ensure that Haringey receives funding at the same level as inner London boroughs.

Amended motion to read as follows:

This Council believes:

- Clause 119 of the Government's Care Bill will, in exceptional cases, help to turn around failing hospitals.

- As a result of the large deficit run-up by the last Government and the PFI deals that many hospitals are now bound by many NHS organisations face financial pressure.
- There is sometimes a need to make changes to local services.

This Council notes:

- Liberal Democrats in parliament have expressed some concerns about some parts of the clause as originally proposed. Changes have been made to the clause following a Lib Dem amendment by Paul Burstow MP.
- Under the current Government, there have been cuts to local council budgets for adult social care as a consequence of the large deficits run-up by the last Labour Government.
- Clause 119 amends arrangements put in place in 2009 by the Labour Government called Trust Special Administration (TSA).

This council also notes that:

- As a result of a Liberal Democrat amendment put forward by Paul Burstow MP, equal weight will be given to the views of each involved hospital trust, staff and commissioners. Crucially, plans must have agreement of all relevant local health commissioners.
- The Liberal Democrats locally have already successfully campaigned for £7.6 million of extra health funding for Haringey. They continue to fight for fairer funding for health so that Haringey gets similar funding to neighbouring inner London boroughs.

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