

**MINUTES OF THE GENERAL PURPOSES COMMITTEE  
TUESDAY, 11 MARCH 2008**

Councillors Griffith (Chair), Beynon, Bloch, Dodds, Whyte, Dobbie and Egan

Apologies Councillor Khan (Dobbie substitutes) and Kober (Egan substitutes)

<b>MINUTE NO.</b>	<b>SUBJECT/DECISION</b>
<b>GPCO54.</b>	<b>APOLOGIES FOR ABSENCE (IF ANY)</b>  Apologies for absence were received from Councillors Rahman Khan and Kober. Apologies for lateness were received from Councillor Beynon.
<b>GPCO55.</b>	<b>URGENT BUSINESS</b>  The Chair agreed to the admission of the late report People Strategy for Haringey Council 2008 – 2018 and Taking Forward the Results of Investors in People Review.
<b>GPCO56.</b>	<b>DECLARATIONS OF INTEREST</b>  Councillors Dodds, Mallett and Whyte declared a personal interest in respect of item 14, Pension Scheme Changes 2008, by nature of them being Members of the London Borough of Haringey pension scheme.  Councillor Dobbie declared a personal interest in respect of item 12, Staff Benefit Scheme, by nature of his role as a union rep in the Health Service.
<b>GPCO57.</b>	<b>DEPUTATIONS/PETITIONS</b>  There were no such items.
<b>GPCO58.</b>	<b>MINUTES</b>  <b>RESOLVED:</b>  That the minutes of the following meetings of the General Purposes Committee be confirmed and signed:  - 3 <sup>rd</sup> December 2007  - 20 <sup>th</sup> December 2007
<b>GPCO59.</b>	<b>MINUTES OF SUB-BODIES</b>  <b>RESOLVED:</b>  That the following minutes of the Council & Employee Joint Consultative Committee be noted:

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	<ul style="list-style-type: none"><li>- 23<sup>rd</sup> July 2007</li><li>- 12<sup>th</sup> November 2007</li></ul>
<b>GPCO60.</b>	<p><b>AUDIT OPINION REPORT 2006/7 AND ACTION PLAN</b></p> <p>The committee received a report presenting the Audit Commission's Audit Option report 2006/07 and resulting action plan.</p> <p>The committee noted that an unqualified opinion had been received by the Council for the audit of 2006/07. The audit of 2006/07 had had quite extensive changes than the one from the previous year, with further changes planned for 2007/08. These were being finalised with Grant Walton, the Council's auditors, and further training on this topic would be arranged for Members.</p> <p>Officers confirmed that they were liaising with Property Services to implement the fixed asset testing recommendations contained in the audit of 2006/07.</p> <p><b>RESOLVED:</b></p> <ol style="list-style-type: none"><li>1. That Officers relay Members' concerns over inspections onto Property Services for them to take into account when carrying out the annual valuation process.</li><li>2. That the contents of the report be noted.</li></ol>
<b>GPCO61.</b>	<p><b>ORDER DESIGNATING PUBLIC PLACES AS CONTROLLED AREAS FOR DRINKING IN PUBLIC</b></p> <p>The committee received a report containing proposals for an extension of street drinking controls for the Police through adoption of new controlled areas in respect of alcohol consumption in public places, as defined by sections 12-13 of the Criminal Justice Act 2001.</p> <p>It was noted that this was one of a number of enforcement tools available to the Council and Police. Officers stated that the successful execution of the powers was reliant upon their responsible usage by the Police. Redress would be available through a complaint to the Police Complaints Commission. It was noted that the opinion of the Borough Commander was that the application of these powers in the two existing areas thus far had been successful.</p> <p>Concern was raised by Members over the powers being used to indicate 'solved crimes' and with the issue of accountability of their usage. With this in mind, Officers agreed to bring back a report on the impact of the usage of the powers after six months of their implementation.</p> <p><b>RESOLVED:</b></p> <ol style="list-style-type: none"><li>1. That the committee receive a report back on the usage of the powers after six months of their implementation, including performance information.</li><li>2. That the recommendations of the report be agreed, with Councillor Dodds</li></ol>

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	recording his dissent.
<b>GPCO62.</b>	<p><b>RESTRUCTURE OF THE HIGHWAYS SERVICE</b></p> <p>The committee received a report seeking authority for proposals for the reshaping and re-branding of the Highway's Service to the Sustainable Transport Service.</p> <p>The report brought together suggested changes in structure to the service, addressed concerns relating to recruitment difficulties and allowed compliance with the Traffic Management Act, which was due to become law on 1<sup>st</sup> April 2008.</p> <p>Officers stated that the additional market conditions leading to increases in remuneration were designed to reduce the Service's large spend on agency staff, although the pay for each job continued to be evaluated on the basis of its relative worth. If market conditions changed, the job conditions could be re-evaluated.</p> <p>The committee then voted to approve the recommendations of the report, with Cllr Dodds noting his dissent.</p> <p><b>RESOLVED:</b></p> <ol style="list-style-type: none"><li>1. That the issue be brought back to the first meeting of the new municipal year, with information on its efficacy including levels of agency staffing</li><li>2. That the recommendations be agreed, with recommendation 2 of the report amended to read as follows:</li></ol> <p><i>It is recommended that Members endorse the proposal to pay engineers a market supplement, to be reviewed on a periodic basis in accordance with the Council's policy on recruitment and retention, in light of hard to recruit issues.</i></p>
<b>GPCO63.</b>	<p><b>PEOPLE STRATEGY FOR HARINGEY COUNCIL 2008-2018 AND TAKING FORWARD THE RESULTS OF OUR INVESTORS IN PEOPLE REVIEW</b></p> <p>The committee received this report to provide an update on the progress in developing a people strategy for the Council and to outline the strategic and people-related themes to be addressed and taken forward through it. The report also set out main themes from the recent Investors in People review of November 2007, and informed Members on the implications of the review, and the activity required to build on recent successes.</p> <p>Officers pointed to positive feedback figures from staff, with 78% of staff claiming to enjoy working for the London Borough of Haringey, with 82% feeling proud of the work which they did. Members and Officers agreed that the satisfaction figures varied from department to department and looked forward to the full Staff Survey information being brought before a future meeting of the committee.</p> <p><b>RESOLVED:</b></p> <ol style="list-style-type: none"><li>1. That more detailed information be available to the GP committee when the</li></ol>

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	<p>forthcoming Staff Survey is brought before it.</p> <p>2. That the report be noted.</p>
<b>GPCO64.</b>	<p><b>COMMISSION FOR LOCAL ADMINISTRATION INVESTIGATION REPORT INTO COMPLAINT NO. 07/A/04966</b></p> <p>The committee received this report to consider an investigation report of the Local Government Ombudsman, to determine action to be taken in the light of the finding of maladministration, and the Ombudsman's recommendations.</p> <p>Officers informed the committee that they planned to compensate the relevant landlord for rent lost, and to issue guidance on the general topic of direct payments to landlords. It was noted that temporary procedures were currently in place, with permanent rules coming into operation on 7<sup>th</sup> April 2008.</p> <p><b>RESOLVED:</b></p> <p>That the report be noted, and that payment be agreed as set out in the report.</p>
<b>GPCO65.</b>	<p><b>INTRODUCTION OF A STAFF BENEFIT SCHEME</b></p> <p>Councillor Dobbie declared a personal interest in this item by nature of his rôle as a Union representative in the National Health Service.</p> <p>The committee received this report, outlining a range of staff benefit options available and making a recommendation on the next stage required in order to implement a scheme by the beginning of the next Financial year.</p> <p>Officers informed Members that the proposed scheme would aid staff retention and make the Council's employment package more attractive. The Head of HR stated that Unions were given a slot at the end of the Council's induction, and that it allowed staff the option of releasing their contact details to the Union. It was stated that benefits included reduced price gym membership. It was noted that the Council should ensure that it publicised its own facilities to its Members of staff.</p> <p><b>RESOLVED:</b></p> <p>That the recommendations of the report be agreed.</p>
<b>GPCO66.</b>	<p><b>WORK PLACEMENT / EXPERIENCE STRATEGY</b></p> <p>The committee received this report to give approval to a co-ordinated strategy for managing work placement or work experience schemes currently in place across the Council. The committee also noted that two new schemes were included in the proposals; the first was designed to increase opportunities for local disabled residents, whilst the second involved ongoing work for 14-19 year old students to study a diploma qualification.</p> <p>Members were given various points of clarification concerning Council schemes, including information that an allowance being paid was dependant on the nature of</p>

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	<p>the placement. In terms of disabled residents, Members were informed that if their employment did not exceed 16 hours a week, their benefit would not be effected. Disabled applicants were also entitled to a two week work trial in certain identified roles, where they would at no point be placed against the open job market.</p> <p><b>RESOLVED:</b></p> <ol style="list-style-type: none"><li>1. That the committee be provided with the number of people on the Haringey Guarantee scheme.</li><li>2. That the strategy be approved as set out in the report.</li></ol>
<b>GPCO67.</b>	<p><b>PENSION SCHEME CHANGES 2008</b></p> <p>Councillors Dodds, Mallett and Whyte declared a personal interest in this item by nature of them being Members of the London Borough of Haringey pension scheme.</p> <p>The committee received this report to be informed of regulatory changes affecting the administration of the Local Government Pension and Scheme and to approve changes to the Council's Policy Statement on the exercise of its pensions discretions.</p> <p>It was noted that as of April 1<sup>st</sup>, the rate of contribution to the pension scheme would be related to pensionable earnings. The approach would have no detrimental effect on contributable earnings. It was noted that the changes had been negotiated at a national level.</p> <p><b>RESOLVED:</b></p> <p>That the recommendations of the report be agreed.</p>
<b>GPCO68.</b>	<p><b>CAR PARK ALLOCATION AND CHARGING ARRANGEMENTS</b></p> <p>The committee received a report to review agreed charges for parking at Council car parks.</p> <p>Members noted that the Chair of General Purposes Committee had approved the actions contained within the report under the Council's urgency procedures of 4<sup>th</sup> February 2008, and that agreement had been made for a charge of £200 per year to be introduced for all staff allocated a parking space except for blue badge holders and Council vehicles.</p> <p>Members were of the opinion that electric and zero emission vehicles were low on the priority list; Officers agreed to look at this as part of the initial review into the new scheme. Members were also informed that money had been invested into further storage facilities for pushbikes, and that visitor spaces existed in Council car parks.</p> <p><b>RESOLVED:</b></p>

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	<ol style="list-style-type: none"> <li>1. That the usage of electric and zero emission vehicles be looked at as part of a review of the new scheme.</li> <li>2. That the recommendations of the report be noted and agreed.</li> </ol>
<b>GPCO69.</b>	<p><b>NEW ITEMS OF URGENT BUSINESS</b></p> <p>There was no such business.</p>
<b>GPCO70.</b>	<p><b>EXCLUSION OF PRESS AND PUBLIC</b></p> <p>The following items were subject to a motion to exclude the press and public, containing as they did information relating to a particular employee of the Council.</p>
<b>GPCO71.</b>	<p><b>EQUAL PAY REVIEW PACKAGE AGREEMENT</b></p> <p>The committee received a report seeking to endorse the implementation of a revised set of employment terms for Council staff in accordance with the NJC for Local Authorities staff National Pay Settlement in 2001, relating to Equal Pay/Single Status.</p> <p>Members noted that agreements had been reached with the Unions locally at the end of 2007, with the package now with the national unions for comment. Indications were that the national unions would sign-off the package, but the Council was still awaiting official notification. Members noted that the agreement included the identification of a timetable to evaluate all grades of staff under a single job evaluation scheme. New arrangements for notice periods, improvements of annual leave entitlements for manual staff and proposals to better approach recruitment and retention allowances were contained within the proposals. It was noted that of the c7,000 staff implicated by the deal, c4,300 would be evaluated in April, with the remainder falling in other groups.</p> <p>Members raised concerns over the compensation offer; however they were assured by Officers that the package offered was broadly similar to what would be gained by a claim against the Council, and that the Unions were on board with the offer. Staff who had left within six months would be identified and invited to claim compensation. Staff who had left the Council after longer than six months would be free to contact the Council to claim compensation should they so wish.</p> <p><b>RESOLVED:</b></p> <p>That the recommendations of the report be agreed.</p>
<b>GPCO72.</b>	<p><b>TERMINATION OF EMPLOYMENT OF EMPLOYEE AND RELEASE OF PENSION BENEFITS</b></p> <p>This item was subject to a motion to exclude the press and public, containing as it did information relating to a particular employee.</p> <p><b>RESOLVED:</b></p> <p>That the recommendations of the report be rejected.</p>

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<b>GPCO73.</b>	<b>NEW ITEMS OF EXEMPT URGENT BUSINESS</b>
	There were no such items.

Councillor EDDIE GRIFFITH

Chair