

**MINUTES OF THE CORPORATE COMMITTEE
MONDAY, 19 DECEMBER 2011**

Councillors Amin, Griffith, Jenks, McNamara, Meehan (Chair), Whyte and Williams

Apologies Councillor Khan ,Watson and Gorrie

Also Present: Councillor Egan, Waters, Solomon, Kevin Crompton, Stuart Young, Kevin Bartle , Steve Davies, Ian Benson, Nicola Webb, Mustafa Ibrahim, Phil Harris, Councillor Bevan, George Cooper, Roger Melling, Michael Jones, Keith Brown

MINUTE NO.	SUBJECT/DECISION	ACTON BY
CC69	<p>APOLOGIES FOR ABSENCE (IF ANY)</p> <p>Apologies were submitted from Cllr Gorrie, Cllr Watson, Cllr Khan</p> <p>Cllr Egan, Waters and Solomon attended as substitutes and prior notification was provided in accordance with Committee standing order 52 and 53.</p>	
CC70	<p>URGENT BUSINESS</p> <p>There were no items of urgent business.</p>	
CC71	<p>DECLARATIONS OF INTEREST</p> <p>Cllr Jenks declared a personal interest as a member of the Haringey Pension Scheme and also as a volunteer with the Citizens Advice Bureau and as a friend of Cooperscroft owned by TLC, which were both admitted bodies of the Pension Fund. There was a further personal declaration of interest from Cllr Whyte as a member of the Council's Pension Scheme.</p>	
CC72	<p>DEPUTATIONS/PETITIONS/QUESTIONS</p> <p>The Committee received deputations from Sean Fox (Employee side representative) on: Agenda item 5) Pensions Reform DCLG and Chris Taylor (Unison) Staffing Changes in Community Housing.</p> <p>Details of their comments and representations are recorded under the relevant minute below.</p>	
CC73	<p>PENSIONS REFORM DCLG CONSULTATION PAPER</p> <p>The Committee were referred to their terms of reference and asked to note that they were considering this report in both their capacity as an administering authority and as an employing authority.</p> <p>The Committee were asked to consider a response to the DCLG consultation paper on pension's reform. The DCLG had issued this consultation paper in October 2011 on proposals to deliver short term savings in the LGPS (England& Wales). To limit the rise in employee contributions in the short-term, while delivering the required savings. There were two options put forward for consideration. The first option involved an phased increase in employee</p>	

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contributions starting in 2012/13 of 1.5% and a change in the accrual rate of 1/64 for service between April 2013 and March 2014 and to 1/65th for each year of service after March 2014. The second option, which was likely to be more acceptable to employees and the Council, was a phased increase in employee contributions equivalent to 1% and change in the accrual rate of a reduction in 1/67th per year of service after March 2014. The Chair asked whether a response would now be needed as recent national news stories indicated that an agreed position had been reached between the Government and unions about contribution levels. The Head of Human Resources advised that, as yet, there was no official confirmation had been received from the Government that an agreement had been reached and therefore a response to the consultation should be taken forward.

Understanding was sought on how many staff could opt out of the Local Pension Scheme and the financial impact of this. The Committee learnt that there was no statistical information available on the number of calls made to the Council's Pensions office but only first hand experience that a number of concerns were being raised. Employee side representative Sean Fox informed the Committee that a recent survey carried out by UNISON and the PCS where 50%, of those responding to the survey said they would opt out of the scheme. Whilst the Employee side agreed with the Council's response to the consultation they highlighted that the Hutton proposals included the abolition of the 'Fair Deal for Pensions' this mechanism helped protect a local government employee's pensions in the event of outsourcing. The Pensions Committee had previously considered an earlier version of the Hutton report and further to representation by UNISON had supported the continuation of this mechanism. The Employee side had also previously responded on some key clauses in the Hutton report concerning career average scheme and retirement age which would also need to be reaffirmed in the response sent to the government. The Committee agreed that the preliminary response to the Hutton review containing the information on the Council's stance on fair deal for Pensions and the above mentioned clauses be appended to the consultation response.

Ho HR

To understand the financial impact on the Local Government Pension Scheme Members noted that the pension fund in the last financial year had operated at a surplus of 1m a month. More recently following staff reductions the Pension fund was operating at a break even point.

It was accepted that there should have been prior consultation with the Pensions working group about this consultation and response. Although the group did not have set meetings it was felt that the group should continue to meet on an ad hoc basis. The Assistant Director for Finance informed the Committee that he would be reviewing the working arrangements of this group.

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The Committee agreed the CFO's proposed amendment to the letter to Mr Crossley, Deputy Director Workforce and Pay and Pensions in appendix 2, paragraph 4, This was the deletion of the phrase "no saving are likely to emerge" and replacement with "no reduction in the employer contribution rate will be possible".

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RESOLVED

That the draft response to the DCLG consultation paper of the 7th October 2011 as appendix 2 be approved subject to the above amendment from the CFO. Also that the preliminary response to the Hutton review also be attached as an

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	appendix.	Ho HR
CC74	<p>ADDENDUM TO THE REPORT ON STAFFING CHANGES - COMMUNITY HOUSING SERVICES</p> <p>The addendum report contained detailed information on manager ratios, spans of control, impact of the restructure on workloads and responses to Unison comments as requested by the Committee at the previous meeting. The Committee were asked to reconsider the recommendations of the previous report and agree the proposed structure of the Community Housing Service as set out in paragraph 5.7 of the main report and appendix B.</p> <p>The Committee learnt that the service was operating well within Rethinking Haringey guidelines on spans of control before and after the restructure, this was a ratio of 1 manager to 8 staff. The Committee further noted changes to the recruitment of senior operational posts from an open ring fence to a closed ring fence following consultation with staff representatives and that a reduction of admin staff from 13 to 10 would be achieved through voluntary reductions in working hours. There had been further meetings with staff to share workload ideas and there had been a good response from staff on plans about how workloads would be managed. The Head of Housing Needs and Lettings post and Service Operations manager were still included in the structure and reasons for their recruitment were set out in the report.</p> <p>There was concern raised about the capacity of the admin staff to cover their duties following the reduction in 3 posts and it was agreed to review their workloads after a period of 6 months and provide an update back to Committee members. The Chair recommended that the Committee should also consider a review of how the wider Council restructure had progressed.</p> <p>The Chair asked the UNISON representative to respond to the report and Chris Taylor began by welcoming the positive negotiations which had taken place with staff following the previous Corporate Committee meeting. There were still concerns about the capacity of staff working in the temporary accommodation and homelessness teams with imminent national policy changes such as rent capping to be implemented and expected increases in homelessness. UNISON still contended that the proposed reduction in 2 frontline posts and the creation of senior operational posts was not required as this would take resources away from the frontline and they continued to advocate not recruiting to these two senior positions. They further questioned the need to recruit a service operations manager and Head of Housing Needs and Letting.</p> <p>The Cabinet Member for Housing attended the Committee to respond to Committee members and UNISON's concerns and provide assurance about the work of the Community Housing Team. He provided the reasons for not immediately recruiting to the post of Head of Housing Needs and Lettings. He explained that the Mayor of London will not provide an estimate about the impact of the rent capping and therefore Councils were operating on a wait and see basis. The Deputy Director of Community Housing added that the level of need was not known but what could be predicted was the increase in rents and temporary accommodation costs. He illustrated the good work of the service by referring to the recent re – registration of 21,000 clients on the Housing register which had been completed without major complaint by</p>	<p>AD Com Housing</p> <p>CE</p>

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	<p>residents to Members.</p> <p>The Assistant Director for Community Housing further outlined the key policy decisions and challenges for the service which included the ALMO ,managing the Supporting People budget of 12m . If the structure were agreed without the two senior posts included it would lead to a further restructure in the service.</p> <p>Having considered the representations and information from the lead officers in Housing and the Cabinet Member, the Committee:</p> <p>RESOLVED</p> <ul style="list-style-type: none"> i. That the revised establishment and structure of Community Housing Services as set out in paragraph 5.4 be agreed. ii. That the implementation of the revised structure as set out in paragraph 5.7 and Appendix B be agreed and be carried out in accordance with the Council’s Restructure Policy. iii. That a report on the review on the overall council restructure be considered by the Committee in 6 months time. iv. That a hard copy of the recently compiled staffing profile be distributed to Corporate Committee Members. v. That details of the recent review into the implementation of spans of control be distributed to Committee Members. 	<p>AD Com Housing</p> <p>AD Com Housing</p> <p>Ho HR</p> <p>Ho HR</p> <p>Ho HR</p>
<p>CC75</p>	<p>ELECTORAL ADMINISTRATION - BRIEFING ON DEVELOPMENTS</p> <p>Members of the Committee considered information on the developments in electoral registration, review of polling districts and legislative proposal for individual electoral registration.</p> <p>Although this was a report for noting, the Electoral services manager was required by the Electoral Commission to report upon the polling district review and provide a committee minute of this.</p> <p>Members were particularly interested in the proposed change to electoral registration which entailed the individual taking responsibility for registration and producing a higher standard proof of identity such as a National Insurance number. The Committee were interested in how this would be managed in Haringey, where there was considerable door step canvassing to get residents to register, and a wide range of languages spoken. Members agreed that a report would need to be considered on the implementation of individual registration.</p> <p>RESOLVED</p> <p>That the activities identified herein be noted and that any representations pertaining to the development identified herein are conveyed to the elections office.</p>	<p>Elect services</p>
<p>CC76</p>	<p>SHARED SERVICES - EMPLOYMENT PROTOCOLS</p>	

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	<p>The Committee considered information on the progress towards joint employment protocols with the London Borough of Waltham Forest which would provide the framework for managing the employment issues that will arise from providing services jointly by two or more London boroughs. There would continue to be engagement with the unions to better inform the protocols and gain their endorsement.</p> <p>The Committee noted that key learning points from the extensive consultation and dialogue on the sharing of the economic shared service and Regulatory services had informed the protocols. Members noted that the report on the shared regulatory service would be considered by Corporate Committee in January and the staff number involved in this shared service between the two councils was 35.</p> <p>Further key points raised by Members were to having an overall knowledge of the number of seconded and ensuring there is there is clarity on their role and status. Also monitoring the cost effectiveness of the shared arrangements.</p> <p>It was noted that the issue of Member panels would be discussed with the trade unions in the new year with a report back to Committee on negotiations.</p> <p>RESOLVED</p> <p>That the report be noted</p>	Ho HR
CC77	<p>EXEMPT ITEMS OF BUSINESS</p> <p>None</p>	

Cllr George Meehan

Chair