



## Summons to Attend

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# Full Council

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Please note: this meeting may be filmed for live or subsequent broadcast via the Council's internet site - at the start of the meeting the Mayor will confirm if all or part of the meeting is being filmed. The images and sound recording may be used for training purposes within the Council.

Generally the public seating areas are not filmed. However 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 for webcasting and/or training purposes.

If you have any queries regarding this, please contact the Principal Support Officer (Committee Clerk) at the meeting.

To: The Mayor and Councillors of Haringey Council.

Dear Sir/Madam,

A meeting of the Council of the London Borough of Haringey will be held at the Civic Centre, High Road, Wood Green, N22 8LE on MONDAY, 23RD MARCH, 2015 at 19.30HRS, to transact the following business:

### **AGENDA**

- 1. TO RECEIVE APOLOGIES FOR ABSENCE**
- 2. 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**
- 3. 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

- 4. TO APPROVE AS A CORRECT RECORD THE MINUTES OF THE MEETING OF THE COUNCIL HELD ON 23 FEBRUARY 2015 (PAGES 1 - 12)**
- 5. TO RECEIVE SUCH COMMUNICATIONS AS THE MAYOR MAY LAY BEFORE THE COUNCIL**
- 6. TO RECEIVE THE REPORT OF THE CHIEF EXECUTIVE**
  - i. Calendar of meetings 2015/16 – TO FOLLOW**
- 7. TO RECEIVE THE REPORT OF THE ASSISTANT DIRECTOR CORPORATE GOVERNANCE & MONITORING OFFICER**

Approval of the 2015/16 Member Allowances Scheme

**TO FOLLOW**
- 8. TO MAKE APPOINTMENTS TO OUTSIDE BODIES TO FOLLOW**
- 9. ESTABLISHMENT OF A PENSIONS BOARD FROM 1 APRIL 2015 (PAGES 13 - 26)**
- 10. TO RECEIVE REPORTS FROM THE FOLLOWING BODIES (PAGES 27 - 54)**
  - a) Staffing & Remuneration Committee Report No 1 2014/15
- 11. TO CONSIDER REQUESTS TO RECEIVE DEPUTATIONS AND/OR PETITIONS AND, IF APPROVED, TO RECEIVE THEM**
- 12. TO ANSWER QUESTIONS, IF ANY, IN ACCORDANCE WITH COUNCIL RULES OF PROCEDURE NOS. 9 & 10**

**ORAL QUESTION 1 - TO THE CABINET MEMBER FOR HOUSING AND REGENERATION FROM COUNCILLOR GALLAGHER:**

After many months of hard work, it is brilliant that the GLA has now publicly confirmed that Tottenham has been awarded Housing Zone status. Will the Cabinet Member tell us exactly what this means for Tottenham and what the next stages of this regeneration project will be?

**ORAL QUESTION 2 - TO THE CABINET MEMBER FOR RESOURCES AND CULTURE FROM COUNCILLOR NEWTON:**

Has the council or Homes for Haringey returned any EU funding in the last 3 years, if so much how much funding was returned?

**ORAL QUESTION 3 - TO THE CABINET MEMBER FOR ECONOMIC DEVELOPMENT, SOCIAL INCLUSION AND SUSTAINABILITY FROM COUNCILLOR JOGEE:**

This year marks the 50<sup>th</sup> anniversary of our borough; can the Cabinet Member tell us what plans have been put in place to celebrate this great occasion?

**ORAL QUESTION 4 - TO THE CABINET MEMBER FOR ENVIRONMENT FROM COUNCILLOR CARTER:**

Why has Haringey Council refused to ban cigarette marketing units in Finsbury Park during large-scale 'family' concerts?

**ORAL QUESTION 5 - TO THE LEADER OF THE COUNCIL FROM COUNCILLOR BEVAN:**

Can the Leader of the Council update us on the heritage restoration project at Alexandra Palace?

**ORAL QUESTION 6 - TO THE CABINET MEMBER FOR RESOURCES AND CULTURE FROM COUNCILLOR HARE:**

How many times in the last 3 years have the council and Homes for Haringey breached employment law?

**13. HARINGEY DEBATE - FAITH IN PUBLIC LIFE**

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

**MOTION G 2014/15**

Councillor Connor has given notice that she will MOVE the following MOTION:

**Protecting women and girls in Haringey from FGM**

This council recognises that FGM is an issue in Haringey and commits to tackling the problem and raising awareness.

This council notes:

- That performing FGM in the UK and taking a child abroad to undergo FGM are both illegal.
- It is estimated that over 60,000 girls under the age of 15 are at risk of FGM in the UK, including girls in Haringey.
- 137,000 girls and women are living with the consequences of FGM in the UK.

This council also notes:

- That FGM can cause a range of serious health problems including severe pain and emotional /psychological trauma to, in some cases, death.
- Health issues caused by some types of FGM include– urinary problems, difficulty with menstruation, pain during sex, psychological problems, infertility, infections, problems during pregnancy and childbirth, flashbacks.

This council further notes:

- While a minister at the Department for International Development, Lynne Featherstone announced a £35 million programme to support the African-led movement for change and help end FGM within a generation.
- That the Coalition Government has introduced mandatory reporting of FGM
- That the Coalition Government has also introduced mandatory recording so for the first time FGM is recorded by the NHS
- That statutory guidelines on FGM are being introduced for all front line professionals
- That Lynne Featherstone has organised a FGM conference in the borough bringing together communities and frontline professionals from health, education, police and social care sectors to discuss working together to end FGM
- Lynne Featherstone has held roundtable discussions with the council, police and NHS.

This council calls for:

- All schools in the borough to raise awareness of FGM.
- The Cabinet Member to publish a FGM strategy setting out how the council will work together with partners such as the NHS, schools, police and religious leaders to stop FGM in Haringey, protecting the vulnerable and supporting victims.

Nick Walkley  
Chief Executive  
River Park House  
225 High Road  
Wood Green  
London N22 8HQ

Friday, 13 March 2015

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**MINUTES OF THE FULL COUNCIL  
MONDAY, 23 FEBRUARY 2015**

Councillors Akwasi-Ayisi, Berryman, B Blake, M Blake, Carter, Connor, Doron, Elliott, Gallagher, Gunes, Hearn, Ahmet, Jogee, Mann, McShane, Morris, Morton, Ozbek, Patterson, Ross, Ryan, Sahota, Weston, Adje, Amin, Basu, Beacham, Bevan, Bull, Christophides, Demirci, Engert, Goldberg, Griffith, Hare, Kober, Mallett, McNamara, Meehan, Newton, Peacock, Reith, Rice, Stennett, Strickland, Vanier, Waters, Ibrahim, Arthur and Wright

Apologies Councillor Bull, Marshall, Opoku, Adamou, Diakides and Ejiofor

MINUTE NO.	SUBJECT/DECISION	ACTION BY
CNCL54.	<b>TO RECEIVE APOLOGIES FOR ABSENCE</b>	
	<p>The Chief Executive advised that the meeting was being filmed by the Council for live or subsequent broadcast via the Council's internet site . There was also a filmmaker in attendance today filming a short sequence for a BBC documentary. Although members of the public recording, filming or reporting on the meeting were asked not to include the public seating areas, members of the public attending the meeting should be aware that the Council could not guarantee that public present would not be filmed or recorded by others attending the meeting. Members of the public participating in the meeting (e.g. making deputations, asking questions) needed to be aware that they were likely to be filmed, recorded or reported on. By entering the meeting room and using the public seating area, members of the public were consenting to being filmed and to the possible use of those images and sound recordings.</p> <p>The Chief Executive also advised that the Mayor as chair of the meeting had the discretion to terminate or suspend filming or recording, if in 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.</p> <p>The Mayor thanked the Chief Executive for the clarification.</p> <p><b>APOLOGIES:</b> Apologies for absence were received from Councillors Adamou, C Bull, Diakides, Marshall, and Opoku, and for lateness from Cllr Ejiofor.</p> <p>The Mayor sought the meeting's agreement to the variation of agenda business as follows :</p> <p>to consider Item 11 – Deputations, Petitions and Questions after Item 9 – Appointments to outside bodies.</p> <p>The variation was agreed.</p>	

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	<b>NOTED</b>	
<b>CNCL55.</b>	<p><b>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</b></p> <p>The Chief Executive informed the meeting that there was one item of urgent business, namely the report of the Special Overview and Scrutiny Committee of 20 February 2015 relating to the call in of the Cabinet's recommendations to Council on the budget. As the Council budget was to be set at this meeting it was proposed that this item was considered as an urgent item. The Chief Executive advised that in accordance with Section 100B of the Local Government Act 1972 it was proposed that this item be considered under Item 10 on the agenda – Reports of Committees and to be introduced by the Chair of Overview &amp; Scrutiny Committee.</p> <p>The Chief Whip <b>MOVED</b> the acceptance of the item of urgent business, namely the report of the Special Overview and Scrutiny Committee of 20 February 2015 relating to the call in of the Cabinet's recommendations to Council on the budget in accordance with Section 100B of the Local Government Act 1972, to be considered under Item 10 on the agenda and to be introduced by the Chair of Overview &amp; Scrutiny Committee.</p> <p>The <b>MOTION</b> was carried without dissent.</p> <p><b>NOTED</b></p>	
<b>CNCL56.</b>	<p><b>DECLARATIONS OF INTEREST</b></p> <p>The Chief Executive advised that advanced personal interests declarations had been received from Cllrs Ahmet, Ibrahim, and Patterson as Members of UNISON, in respect of Item 11 &amp; 12, and from Councillor Adje in respect of Item 12 as he was a employee of the London Fire brigade .</p> <p>Cllrs G Bull, Demirci, McNamara, and Gunnes declared personal interests as Members of UNISON, and Cllrs Griffith, Mallett and Mann as Members of the NUT, in respect of Item 11 &amp; 12.</p> <p><b>NOTED</b></p>	
<b>CNCL57.</b>	<p><b>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.</b></p> <p>Members were reminded of the need to consider whether they needed 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 was two months or more outstanding.</p> <p>No such declarations were made.</p>	

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	<b>NOTED</b>	
<b>CNCL58.</b>	<p><b>TO APPROVE AS A CORRECT RECORD THE MINUTES OF THE MEETING OF THE COUNCIL HELD ON 24 NOVEMBER 2014</b></p> <p><b>RESOLVED:</b></p> <p>That the minutes of the meeting of the Council held on 24 November 2014 be signed as a true record.</p>	
<b>CNCL59.</b>	<p><b>TO RECEIVE SUCH COMMUNICATIONS AS THE MAYOR MAY LAY BEFORE THE COUNCIL</b></p> <p><b>Mayoral Engagements</b></p> <p>The Mayor reported that since November 2014 she had attended many events and functions across the Borough as well as locations in the City of London. The circulated Mayor's communications listed some of the events, and in particular the mayor highlighted that on:</p> <p><b>21 January 2015</b> – The Mayor welcomed HRH The Duchess of Cornwall, during her visit to Haringey's Weston Park Primary School for the 'Story Laboratory' as part of the Chris Evans Breakfast Show 500 Words competition.</p> <p><b>On 3rd February 2015</b> – The Mayor was shown around Great Ormond Street Children's Hospital which was one of the charities supported by the Mayors' Special Fund. The Mayor advised that she was accompanied by both Sinead Egan, the daughter to the late Cllr Egan, who had helped choose the charity for the mayor's special fund, and a work colleague who had helped with fundraising events for GOSH. The Mayor commented that she had met children from Haringey who were receiving treatment as well as residents from Haringey who work for the hospital. Overall it had been a very touching experience.</p> <p><b>25 January 2015</b> – The Mayor opened the Holocaust Memorial Multi Faith Service at Bruce Castle Museum. It had been a very moving experience to listening to survivors of the Holocaust and their accounts of painful experiences that they went through.</p> <p><b>12 February 2015</b> – The Mayor attended a presentation for the Greater North London Scout County Jack Petchey Awards, where seventeen young people from Haringey received awards on the night and well deserved recognition for their efforts.</p> <p><b>NOTED</b></p>	
<b>CNCL60.</b>	<p><b>TO RECEIVE THE REPORT OF THE CHIEF EXECUTIVE</b></p> <p>There were no matters to report.</p>	
<b>CNCL61.</b>	<p><b>TO RECEIVE THE REPORT OF THE ASSISTANT DIRECTOR CORPORATE GOVERNANCE AND MONITORING OFFICER</b></p> <p>There were no matters to report.</p>	

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<p><b>CNCL62.</b></p>	<p><b>TO MAKE APPOINTMENTS TO OUTSIDE BODIES</b></p> <p>The Chief Executive reported an amendment to the circulated appendix to the report which had been tabled.</p> <p>The Chief Whip moved and it was:</p> <p><b>RESOLVED</b></p> <p>That the appointments to an outside body, as set out in the schedule attached to the circulated report, as amended in the tabled appendix be approved.</p>
<p><b>CNCL63.</b></p>	<p><b>TO RECEIVE REPORTS FROM THE FOLLOWING BODIES</b></p> <p><b>A. Corporate Committee – Report Nos. 03/2014 -15</b></p> <p>Councillor Meehan <b>MOVED</b> the recommendation contained in Corporate Committee Report Nos. 03/2014 -15.</p> <p><b>RESOLVED</b></p> <p>That the Corporate Committee – Report Nos. 03 /2014 -15 be received in respect of the Treasury Management Strategy Statement (TMSS) for 2015/16, and that the recommendation concerning the Treasury Management Strategy Statement and Prudential Indicators for 2015/16 to 2017/18 (at Appendix 4 of the Financial Planning report to Council) be approved.</p> <p>(N.B. Cabinet concur with this recommendation. The version of the TMSS at Appendix 6 of the Medium Term Financial Planning report (item 12 on the agenda refers) incorporates the updated version.)</p> <p><b>B. Health &amp; Well Being Board – Report Nos. 01/2014 -15</b></p> <p>Councillor Kober <b>MOVED</b> the recommendation contained in Health &amp; Well Being Board Report Nos. 01/2014 -15.</p> <p><b>RESOLVED</b></p> <ol style="list-style-type: none"> <li>i. That the appointment of the Chair of the Haringey Local Safeguarding Children Board as a non-voting member of the Health &amp; Well Being Board, be noted ;</li> <li>ii. That the proposed voting rights of the Lay Board Member of the Clinical Commissioning Group to a voting member on the Health &amp; Well Being Board be agreed ; and</li> <li>iii. That it be noted that Health &amp; Well Being Board had accepted consideration of the report at its meeting on 13</li> </ol>

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January 2015 as the required consultation by Full Council for the purpose of altering the voting rights of the Board member.

**C. Special Overview and Scrutiny Committee – Report Nos. 01/2014 - 15**

The Chair of the Overview and Scrutiny Committee presented the report of the Special Overview and Scrutiny Committee of 20 February 2015. Following a speech to the Council meeting, the Chair concluded that scrutiny had fulfilled its constitutional responsibilities to the best of its abilities, that previous scrutiny recommendations had been taken into consideration by the Cabinet, the substantive business of the evening's meeting related to matters considered by the call-in and finally the overall riding important principle that this Council set a prudent, responsible, costed, balanced budget, he recommend that Council accepted recommendation 5a as outlined in the report.

The Cabinet Member for Resources and Culture responded to the comments of the Chair of Overview & Scrutiny Committee.

The Mayor then asked the Chief Whip to move the relevant motion.

The Chief Whip **MOVED** that no further action be taken, in respect of the referred recommendations of the Special Overview and Scrutiny Committee of 20 February 2015.

In accordance with Part Four Section A point 17.4 Councillors Elliott, Engert, Beacham, Connor, Newton, Morris, Ross and Carter stood and requested a named vote.

The Chief Executive read the names of those Councillors present and the following names were recorded for, against, or abstaining in respect of the put MOTION:

There were 42 in favour of the MOTION (Councillors Adje, Ahmet, Akwasi-Ayisi, Amin, Arthur, Basu, Berryman, Bevan, B Blake, M Blake, G Bull, Carroll, Christophides, Demirci, Doron, Gallagher, Goldberg, Griffith, Gunes, Hearn, Ibrahim, Jogee, Kober, Mallett, Mann, McNamara, McShane, Meehan, Morton, Ozbek, Patterson, Peacock, Reith, Rice, Ryan, Sahota, Stennett, Strickland, Vanier, Waters, Weston, and Wright.)

There were 9 against the MOTION (Councillors Beacham, Carter, Connor, Elliott, Engert, Hare, Morris, Newton, and Ross.)

There were no abstentions.

There being 42 for the MOTION, 9 against and no abstentions, the Mayor declared that the MOTION was carried.

**RESOLVED**

That no further action be taken in respect of the referred

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	<p>recommendations of the Special Overview and Scrutiny Committee of 20 February 2015.</p>	
<b>CNCL64.</b>	<p><b>TO CONSIDER REQUESTS TO RECEIVE DEPUTATIONS AND/OR PETITIONS AND, IF APPROVED, TO RECEIVE THEM</b> <b>There were four deputations to address the meeting.</b></p> <p>The first deputation was received from Jodie Pollen and Monique Westcarr on behalf of Save Haringey Youth Services.</p> <p>Members asked questions of the deputation and received responses thereto.</p> <p>The Cabinet Member for Children and Families – Cllr Waters responded to the deputation.</p> <p>The second deputation was received from Ms Mary Langan on behalf Save Haringey Autism Services. During the deputation Ms Langan referred to a petition that had been generated to stop closures of day and residential centres in Haringey, which had achieved 6, 737 signatures – with over 2600 from Haringey residents.</p> <p>Ms Langan presented the petition to the Mayor and the Mayor formally acknowledged receipt.</p> <p>Members asked questions of the deputation and received responses thereto.</p> <p>The Cabinet Member for Health and Well Being – Cllr Morton, responded to the deputation. In his response Councillor Morton also acknowledged receipt of the petition, and that the lead petitioners would be responded to.</p> <p>The third deputation was received from Mr Sean Fox on behalf of Unison.</p> <p>There being no questions to the deputation the Leader responded to the deputation.</p> <p>The fourth deputation was received from the Alan Morton from Sustainable Haringey.</p> <p>Members asked questions of the deputation and received responses thereto.</p> <p>The Cabinet Member for Economic Development, Social Inclusion, and Sustainability – Councillor Goldberg responded to the deputation.</p> <p><b>The Mayor thanked each of the deputations for attending.</b></p>	
<b>CNCL65.</b>	<p><b>MEDIUM TERM FINANCIAL PLANNING FOR 2015/16 - 2017/18</b></p> <p>The Mayor advised the meeting that the Assistant Director Corporate Governance and Monitoring Officer – Mr Ryan, would give the meeting some advice in respect of voting changes which were introduced by the government in February 2014.</p>	

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The Assistant Director Corporate Governance and Monitoring Officer – Mr Ryan advised the meeting 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. Mr Ryan advised that as the only requirement was to record in the minutes of the meeting how each member voted, and given that there were 6 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 had abstained, by a show of hands.

The Mayor then **MOVED** and it was agreed nemine contradicente that the advice given be noted and acted on when it come to the voting on this item – and that this did not preclude 8 Members from requesting a recorded vote under the current Council Procedure Rules.

Councillor Arthur moved the budget report – Medium Term Financial Planning 2014/15 to 2016/17, and moved the recommendations contained therein. Councillor Kober seconded the MOTION and reserved her right to speak during the debate.

Councillor Elliott **MOVED** 6 budget amendments as set out in the appendix (attached to the decision sheet marked ‘A’. Councillor Engert seconded the amendments to the MOTION and reserved her right to speak during the debate.

A debate ensued and Members contributed to the discussion.

Councillor Elliott, and then Councillor Arthur, responded to the proposals.

The 6 amendments to the Motions were then voted on individually .

**Budget amendment 1**

on being put to the vote

there were 9 in favour of the amendment (Councillors Beacham, Carter, Connor, Elliott, Engert, Hare, Morris, Newton, and Ross)

and

42 against (Councillors Adje, Ahmet, Akwasi-Ayisi, Amin, Arthur, Basu, Berryman, Bevan, B Blake, M Blake, G Bull, Carroll, Christophides, Demirci, Doron, Gallagher, Goldberg, Griffith, Gunes, Hearn, Ibrahim, Jogee, Kober, Mallett, Mann, McNamara, McShane, Meehan, Morton, Ozbek, Patterson, Peacock, Reith, Rice, Ryan, Sahota, Stennett, Strickland, Vanier, Waters, Weston, and Wright)

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and no abstentions

**Amendment 1 was declared LOST.**

**Budget amendment 2**

on being put to the vote

there were 9 in favour of the amendment (Councillors Beacham, Carter, Connor, Elliott, Engert, Hare, Morris, Newton, and Ross)

and

42 against (Councillors Adje, Ahmet, Akwasi-Ayisi, Amin, Arthur, Basu, Berryman, Bevan, B Blake, M Blake, G Bull, Carroll, Christophides, Demirci, Doron, Gallagher, Goldberg, Griffith, Gunes, Hearn, Ibrahim, Jogee, Kober, Mallett, Mann, McNamara, McShane, Meehan, Morton, Ozbek, Patterson, Peacock, Reith, Rice, Ryan, Sahota, Stennett, Strickland, Vanier, Waters, Weston, and Wright)

and no abstentions

Amendment 2 was declared LOST.

**Budget amendment 3**

on being put to the vote

there were 9 in favour of the amendment (Councillors Beacham, Carter, Connor, Elliott, Engert, Hare, Morris, Newton, and Ross)

and

42 against (Councillors Adje, Ahmet, Akwasi-Ayisi, Amin, Arthur, Basu, Berryman, Bevan, B Blake, M Blake, G Bull, Carroll, Christophides, Demirci, Doron, Gallagher, Goldberg, Griffith, Gunes, Hearn, Ibrahim, Jogee, Kober, Mallett, Mann, McNamara, McShane, Meehan, Morton, Ozbek, Patterson, Peacock, Reith, Rice, Ryan, Sahota, Stennett, Strickland, Vanier, Waters, Weston, and Wright)

and no abstentions

Amendment 3 was declared LOST.

**Budget amendment 4**

on being put to the vote

there were 9 in favour of the amendment (Councillors Beacham, Carter,

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Connor, Elliott, Engert, Hare, Morris, Newton, and Ross)

and

42 against (Councillors Adje, Ahmet, Akwasi-Ayisi, Amin, Arthur, Basu, Berryman, Bevan, B Blake, M Blake, G Bull, Carroll, Christophides, Demirci, Doron, Gallagher, Goldberg, Griffith, Gunes, Hearn, Ibrahim, Jogee, Kober, Mallett, Mann, McNamara, McShane, Meehan, Morton, Ozbek, Patterson, Peacock, Reith, Rice, Ryan, Sahota, Stennett, Strickland, Vanier, Waters, Weston, and Wright)

and no abstentions

Amendment 4 was declared LOST.

**Budget amendment 5**

on being put to the vote

there were 9 in favour of the amendment (Councillors Beacham, Carter, Connor, Elliott, Engert, Hare, Morris, Newton, and Ross)

and

42 against (Councillors Adje, Ahmet, Akwasi-Ayisi, Amin, Arthur, Basu, Berryman, Bevan, B Blake, M Blake, G Bull, Carroll, Christophides, Demirci, Doron, Gallagher, Goldberg, Griffith, Gunes, Hearn, Ibrahim, Jogee, Kober, Mallett, Mann, McNamara, McShane, Meehan, Morton, Ozbek, Patterson, Peacock, Reith, Rice, Ryan, Sahota, Stennett, Strickland, Vanier, Waters, Weston, and Wright)

and no abstentions

Amendment 5 was declared LOST.

**Budget amendment 6**

on being put to the vote

there were 9 in favour of the amendment (Councillors Beacham, Carter, Connor, Elliott, Engert, Hare, Morris, Newton, and Ross)

and

42 against (Councillors Adje, Ahmet, Akwasi-Ayisi, Amin, Arthur, Basu, Berryman, Bevan, B Blake, M Blake, G Bull, Carroll, Christophides, Demirci, Doron, Gallagher, Goldberg, Griffith, Gunes, Hearn, Ibrahim, Jogee, Kober, Mallett, Mann, McNamara, McShane, Meehan, Morton, Ozbek, Patterson, Peacock, Reith, Rice, Ryan, Sahota, Stennett, Strickland, Vanier, Waters, Weston, and Wright)

and no abstentions

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Amendment 6 was declared LOST.

In respect of the substantive recommendations as **MOVED** by Councillor Arthur:

On a vote:

there being 42 for (Councillors Adje, Ahmet, Akwasi-Ayisi, Amin, Arthur, Basu, Berryman, Bevan, B Blake, M Blake, G Bull, Carroll, Christophides, Demirci, Doron, Gallagher, Goldberg, Griffith, Gunes, Hearn, Ibrahim, Jogee, Kober, Mallett, Mann, McNamara, McShane, Meehan, Morton, Ozbek, Patterson, Peacock, Reith, Rice, Ryan, Sahota, Stennett, Strickland, Vanier, Waters, Weston, and Wright)

and 8 against (Councillor Beacham, Carter, Connor, Elliott, Engert, Morris, Newton, and Ross)

and 1 abstention (Councillor Hare,) it was:

**RESOLVED:**

1. That the proposed budget package agreed by Cabinet on 10 February 2015 as updated and included as Appendix 6 to the report be noted;
2. That approval be given to the Medium Term Financial Plan to March 2018 as attached in Appendix 1 and cash limits 2015-16 as set out in Appendix 2 of the report;
3. That approval be given to the General Fund Budget requirement for 2015-16 of £277.605m, net of Dedicated Schools Grant, as set out in Appendix 1 of the report;
4. That approval be given to the Capital Programme to March 2018, comprising spending and funding of £157.660m as set out in Annexe 2 to the Cabinet report of 10 February 2014 (attached as Appendix 6 to the report);
5. That approval be given to the Housing Revenue Account Budget 2015-16 and Medium Term Financial Plan to March 2018, as set out in Annexe 4 (attached as B to the decision sheet) to the Cabinet report of 11 February 2014 (attached as Appendix 6 to the report);
6. That the Greater London Authority precept as detailed in paragraph 6.12 of the report be noted;
7. That authority be delegated to the Chief Financial Officer, in consultation with in consultation with the Cabinet Member for Resources and Culture, to reflect any final changes to the level of the GLA precept in the Council's Council Tax billing information set out in Appendix 5 of the report, subject to any change in the precept being below the level requiring the GLA to undertake a 'referendum', and that based on an analysis of the benchmark Band D properties,

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the delegated authority be limited to an increase in the GLA precept of £5.08 per annum

8. That approval be given to the reserves policy including the Chief Financial Officer's (CFO) assessment of risk, and assessment of the adequacy of current and projected reserves, as set out in Appendices 3a – 3c of the report;
9. That the estimated level of un-earmarked General Fund reserves over the medium term financial planning period (2015 – 2018) and the specific and other reserves as set out in Appendix 3b of the report be approved;
10. That the budget scrutiny recommendations made by the Overview and Scrutiny Committee, and the responses of the Cabinet as set out in Annexe 6 to the Cabinet report of 10 February 2015 (attached at Appendix 6 to the report) be noted;
11. That the report of the Chief Financial Officer under Section 25 of the Local Government Act 2003 at paragraphs 7 and 8 on the robustness of the estimates and adequacy of proposed reserves be noted;
12. That the Treasury Management Strategy Statement 2015-16 attached at Appendix 4 of the report be approved; and
13. That the budget resolution in the specified format as set out in the attached Appendix 5 of the report and the consequent freeze in the Council's element of Council Tax for 2015-16 be approved, determining that the Council's relevant basic amount of Council Tax for the year was not excessive.

**AGGREGATE OF COUNCIL TAX REQUIREMENTS INCLUDING  
THE GLA PRECEPT FOR 2015/16**

<b>A</b>	<b>B</b>	<b>C</b>	<b>D</b>	<b>E</b>	<b>F</b>	<b>G</b>	<b>H</b>
£	£	£	£	£	£	£	£
986.23	1,150.58	1,314.95	1,479.32	1,807.95	2,136.81	2,465.54	2,958.65

The meeting ended at 22.06hours

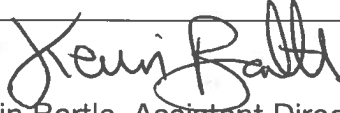
COUNCILLOR KAUSHIKA AMIN

Mayor

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Haringey Council

Report for:	Council 23 March 2015	Item number	
Title:	Establishment of Pension Board from 1 <sup>st</sup> April 2015		
Report authorised by :	 Kevin Bartle, Assistant Director – Finance (CFO)		
Lead Officer:	George Bruce Head of Finance – Treasury & Pensions George.bruce@haringey.gov.uk 020 8489 3726		
Ward(s) affected: N/A	Report for Non Key Decision		

1. Describe the issue under consideration

1.1 To seek Full Council approval to the establishment of a Local Pension Board (“the Board”).from 1 April 2015, agreement of the Board’s terms of reference and the appointment of the Council’s employer representative.

2. Cabinet Member Introduction

2.1 Not applicable.

3. Recommendations

3.1 That Full Council:

a) Agree pursuant to section 5 of the Public Sector Pensions Act 2013 and Section 106 of the Local Government Pension Scheme Regulations 2013 to the establishment of a Local Pension Board, with effect from 1<sup>st</sup> April 2015:

b) Agree the terms of reference of the Board as set out at Appendix 1 of this report:



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- c) Agree to appoint the Cabinet Member for Resources and Culture as an Employer Representative member of the Board:
- d) Delegate to the s151 Finance Officer the responsibility for drafting the Pension Board Code of Conduct, Conflict of Interest Policy and any other ancillary documents that are necessary for the functioning of the Board:
- e) Note that pursuant to Article 15.03(a) of the Council's Constitution the Assistant Director of Corporate Governance and Monitoring Officer will make any necessary and consequential amendments to the Constitution to give effect to these arrangements.

#### 4. Other options considered

4.1 The Pensions Committee have considered two options to meet the requirements of The Local Government Pension Scheme Regulations 2013:

- Combined Pensions Committee and Board,
- Stand alone Board for Haringey

4.2 The Pensions Committee have expressed a strong preference to establish a combined Board & Committee and have written to the Secretary of State seeking approval in accordance with section 106(2) of the above regulations. Unfortunately, the Secretary of State has neither reached a decision on Haringey's request nor set out the criteria that will be as used to make this decision.

4.3 The reasons for preferring a combined Board and Committee include:

- a) All relevant discussions & decisions on pension matters should take place at one committee.
- b) The proposed Board has a scrutiny rather than decision making role that the Committee already performs.
- c) The Pension Fund governance is strong as reflected in recent internal and external audit reports.
- d) The Pensions Committee membership includes directly appointed representatives of the employees and other employers, representation being a key aspect of the regulations. The Committee is willing to increase this representation and extend voting rights to employee and employer representatives.



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e) Establishing a separate Board will incur additional costs with no clear benefits.

4.4 Should the Secretary of State ultimately agree to our request to operate a combined Board and Committee, there will be a report to a subsequent Council meeting seeking to revise the proposed arrangements.

5. Background information

#### Role of Pensions Board

5.1 The Public Sector Pensions Act 2013 includes a requirement that local pension boards be established to assist administering authorities with the effective and efficient management and administration of the Scheme. The requirements of the Act are implemented through the above mentioned Regulations. These regulations require Board's to be established by 1<sup>st</sup> April 2015.

5.2 The regulations specify the functions of the Board as:

a) Assist LB Haringey as Scheme Manager:

- To secure compliance with the LGPS Regulations 2013 and any other legislation relating to the governance and administration of the LGPS,
- To secure compliance with requirements imposed in relation to the LGPS by the Pensions Regulator, and

b) To ensure the effective and efficient governance and administration of the LGPS and any connected Scheme.

5.3 The role of the Board is to assist the Pensions Committee not replace it.

#### Membership

5.4 A key element of the regulations is the membership requirements for the Board. These are:

- a) There shall be equal numbers of employee and employer representatives, with at least four in total,
- b) There is a capacity to represent test.
- c) That an elected member of the Council appointed to the Board must either be a employee or employer representative



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- d) That no elected member or officer who is responsible for discharging any of the Council's functions as scheme manager can be a member of the Board.
- e) While additional persons can be appointed to the Board, only the employer and member representatives will be entitled to vote.

5.5 The Council is responsible for determining the membership of the Board in accordance with 5.4 and the process for appointment and removal.

Alternative Arrangements

5.6 As discussed in section 4 above, the regulations provide an alternative option of combining the Pensions Committee and Board, with the approval of the Secretary of State. A request has been made for approval for Haringey. A response is awaited. Due to the implementation date of 1<sup>st</sup> April 2015, we have no option but to proceed with establishing a stand alone Board despite our preference for a combined Board and Committee. This may mean that the recommendation is revisited at a subsequent Council meeting.

Terms of Reference

5.7 The proposed terms of reference for the Pension Board are attached (appendix 1). These have been drafted to meet the requirements of both the regulations and guidance issued by the Shadow Advisory Board. The ToR has been reviewed by external Legal Counsel, whose recommendations have been incorporated.

5.8 The ToR do not go beyond the statutory minimum in terms of remit and membership (with the exception of an independent Chair) reflecting the Pensions Committee's desire to ensure that all significant pension matters are dealt with by the Committee.

5.9 The Key issues within the terms of reference are as follows:

Role – as per 5.2 above

Board membership – 2 employer, 2 employee & 1 independent

Recruitment – see 5.10 below. Council will appoint one employer representative.

Voting – one vote for each Board Member, except the independent has no vote.

Code of conduct – policy to be developed

Conflicts of interest – policy to be developed

Meetings – at least two each year

Remuneration – only the independent chair will be remunerated.



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Budget – the Board will prepare an expenses budget for approval by the Pensions Committee

Knowledge & skills – training will be provided to ensure Board Members understand basic pension issues.

Accountability - the Pension Board will report its conclusions to the Pensions Committee.

5.10 The appointment process will ensure that those appointed as employer and employee representatives are either nominated by employers, scheme members or union representatives. A training plan will be prepared for the Board and part of the annual effectiveness review will include compliance with the training plan.

## 6. Comments of the Chief Financial Officer and financial Implications

6.1 The proposals are part of a process of tightening up oversight and governance standards in LGPS. The proposals will not alter the fundamental role of the Council in administering the Haringey fund or setting an investment strategy. While increased scrutiny of processes and controls is beneficial, there will be challenges to ensure an effective interaction between Committee, Board and Officers.

## 7. Assistant Director of Corporate Governance comments and Legal Implications

7.1 The Assistant Director of Corporate Governance has been consulted on the contents of this report.

7.2 Section 5 of the Public Service Pensions Act 2013 requires the establishment through regulations of a local pension board with responsibility of assisting the scheme manager in (a) securing compliance with the Local Government Pension Scheme Regulations 2013 and any legislation relating to the governance and administration of the LGPS (b) securing compliance with requirements imposed by the Pensions Regulator, and (c) ensuring the effective and efficient governance and administration of the LGPS and any connected scheme. .

7.3 The role of scheme manager is delegated to the Council's Pensions Committee and the Local Government Pension Scheme Regulations 2013 require the establishment of local pension boards by 1 April 2015.

7.4 The Board will be a free standing body and Section 101 of the Local Government Act 1972 (arrangements for discharge of functions by local authorities) and section 102 of the 1972 Act (appointment of committees) do not apply to the Board. The Members Code of Conduct



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will therefore not apply and it is advisable for the Council to have a Pension Board Code of Conduct and a Conflict of Interests policy.

7.5 In accordance with Regulation 106(6) the Council may determine the procedures applicable to its Board, save that no member of the Board shall have a right to vote on any question unless they are an employer or member representative.

7.6 The terms of reference of the Board at Appendix 1 comply with the Regulations.

7.7 Whilst Secretary of State approval has been sought for a combined Pensions Committee and Board, this would present both legal and practical difficulties that would have to be addressed if this option was to be taken forward at some future date.

## 8. Equalities and Community Cohesion Comments

8.1 The Council has a public sector equality duty under S149 of the Equality Act 2010 to have due regard to need to:

- tackle discrimination and victimisation of persons that share the characteristics protected under S4 of the Act. These include the characteristics of age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion or belief, sex (formerly gender) and sexual orientation;
- advance equality of opportunity between people who share those protected characteristics and people who do not;
- foster good relations between people who those characteristics and people who do not.

8.2 Policy and Strategy Team have been consulted in the preparation of this report and they comment that the proposals outlined in this report carry no apparent implications for the any aspect of duty outlined above.

## 9. Head of Procurement Comments

9.1 Not applicable

## 10. Policy Implications

10.1 None.

## 11. Reason for Decision



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11.1 The Council is required to comply with the Public Sector Pensions Act 2013 and associated regulations. Pending a response to the request to combine the Board with the existing Pensions Committee the Council would be in breach of the regulations if it did not establish a Board by 1<sup>st</sup> April 2015.

12. Use of Appendices

12.1 Appendix 1: Pension Board Terms of Reference

13. Local Government (Access to Information) Act 1985

13.1 Not applicable.



## Terms of reference for the Local Pension Board of LB Haringey

### 1) Introduction

1.1 The purpose of this document is to set out the terms of reference for the Local Pension Board of the London Borough of Haringey Pension Fund ("the Board) as required by the Public Service Pensions Act 2013 ("the Act") and the Local Government Pension Scheme Regulations 2013 ("the Regulations").

1.2 The Scheme Manager for the purposes of the Public Sector Pensions Act 2013 is London Borough of Haringey ("LB Haringey"). Its functions are discharged in accordance with the Council's Constitution by the Pensions Committee.

### 2) Responsibilities of the Pension Board

2.1 The role of the Board as laid down by section 106(1) of the Regulations is to assist LB Haringey:

- a) To secure compliance with:
  - i) the Regulations,
  - ii) and any other legislation relating to the governance and administration of the Scheme and any connected scheme,
  - iii) any requirements imposed by the Pensions Regulator in relation to the Scheme and any connected scheme, and
- b) To ensure the effective and efficient governance and administration of the Scheme and any connected scheme.

2.2 The Council retains ultimate responsibility for the administration and governance of the Pension Fund and has delegated its functions as scheme manager & administering authority of the Fund to the Pensions Committee. The role of the Board is to support the Pensions Committee to fulfil that responsibility and secure compliance with any requirements imposed by the Pensions Regulator.

2.3 The principle functions of the Board shall include:

- (i) Seeking assurance that due process is followed with regard to Pensions Committee decisions.
- (ii) Considering the integrity and soundness of Pensions Committee decision making processes.

2.4 The Board shall have the power to do anything which is calculated to facilitate or is conducive or incidental to, the discharge of its functions.

### 3) Membership

3.1 The Board shall consist of 5 members and be constituted as follows:

- i) 2 employer representatives, being 1 from LB Haringey and 1 from other scheduled and admitted employers;
- ii) 2 scheme member representatives, being 1 active and 1 pensioner & deferred members; and
- iii) 1 independent member.

3.2 The Chair of the Board will be the Independent Member. In the absence of the Independent Member, the meeting will appoint a chair.

3.3 The Chair will ensure that meetings are properly conducted, decision making is clear and professional advice is followed. The decision of the Chair on all points of procedure and order shall be final. The Chair will monitor the performance and attendance of Board members and if appropriate make recommendation to terminate Board appointments in accordance with section 4 below.

3.4 All employer and employee members of the Board will have equal voting rights. The Independent Member will not be entitled to vote.

3.5 The Board may, with the approval of the Pensions Committee, co-opt no more than two persons to advise and support them. Co-optees are not Board members and do not have voting rights.

#### 4) Appointment of Board Members

4.1 The Council's employer representative will be appointed by Full Council and may be either a Councillor, who is not a member of the Pensions Committee, or an officer of the Council.

4.2 The Admitted and Scheduled bodies' representatives will be nominated by employers other than the Council. If there is more than one nomination a panel consisting of the Chair of the Pensions Committee, Chair of the Board and CFO to the Council will select a candidate.

4.3 The active scheme member representatives will be the appointed jointly by trade unions who represent working scheme members.

4.4 The pensioner and deferred member representative will be selected through an open invitation to apply. If there is more than one nomination a panel consisting of the Chair of the Pensions Committee, Chair of the Board and CFO to the Council will select a candidate.

4.5 The Independent Member will be appointed by a panel consisting of the Chair of the Pensions Committee and CFO to the Council. The Independent member will be required to be a person with good proven knowledge, experience and understanding of the LGPS and a clear understanding of the scrutiny function.

4.6 Prospective members of the Board will be required to demonstrate to the Chair of the Pensions Committee that they have the capacity to represent employees and employers (as appropriate) and that they do not have a conflict of interest. The decision of the Chair of the Pensions Committee will be final.

4.7 Each member of the Board will serve for a period of four years and will be eligible to be re-appointed in accordance with the above processes, subject to compliance with the conditions of appointment.

4.8 Each Board member should endeavour to attend all Board meetings during the year. No substitutes shall be permitted. Should a Board member miss two consecutive meetings then the tenure of that membership will be reviewed by the other Board members and may be terminated, in which case a new appointment process will commence for the remainder of the term.

4.9 Other than by ceasing to be eligible as set out above, a Board member may only be removed from office during a term of appointment by the unanimous agreement of all of the other members following a recommendation by the Chair. The removal of the independent member or Council representative requires the consent of the Chair of the Pensions Committee.

4.10 Should a member of the Board resign, a replacement will be appointed using the appropriate process outlined above.

## 5) Quorum & Voting

5.1 The Board shall have a formal quorum of three comprising at least one employer and one employee representative. No substitutes shall be permitted. Advisers and co-opted persons do not count towards the quorum. All decisions will be by majority of votes unless stated otherwise in these terms, although it is expected that the Board will, as far as possible, reach a consensus.

## 6) Meetings

6.1 The Board shall meet sufficiently regularly to discharge its duties and responsibilities. There will be a least two meetings a year, with additional meetings if the Board so agrees.

6.2 Notes of all meetings will be provided to Board Members at least 30 days in advance, unless agreed otherwise by Board Members.

6.3 The agenda for each meeting will be agreed by the Chair and all papers will be circulated to Members at least one week prior to the date of the meeting.

6.4 A formal record of Board proceedings will be maintained. Following the approval of the minutes by the Chair of the Board, they shall be circulated to all members.

6.5 The Board has the power to set up working groups on whatever terms that the Board determines and will prepare terms of reference for these entities.

7) Standards of Conduct and Conflicts of Interest

7.1 All members of the Board are expected to act at all times within these terms of reference and in accordance with the Pension Board Code of Conduct. In accordance with section 108 of the Regulations Board members must not have a financial or other interest that could prejudice them in carrying out their Board duties. This does not include a financial or other interest arising merely by virtue of membership of the LGPS.

7.2 Each Board member must provide the Council with such information as is reasonably required for the purpose of demonstrating that there is no conflict of interest.

8) Budget and Business Plan

8.1 The Board will prepare a Business Plan and Budget each year to be approved by the Pensions Committee.

9) Board Review Process

9.1 The Board will undertake each year a formal review process to assess how well it and the members are performing with a view to seeking continuous improvement in the Board's performance.

10) Advisers to the Board

10.1 The Board may be supported in its role and responsibilities through the appointment of advisers, in addition to the Independent member and shall, subject to any applicable regulation and legislation from time to time in force, consult with such advisers on such terms as it shall see fit to help better perform its duties including:

Officers from the Council's Finance, HR, Legal and other teams as needed;

The Fund's Actuary;

The Fund's Investment Managers and Custodian;

The Fund's Investment Consultant; and

Other advisers, so approved by the Pensions Committee (via Board budget).

10.2 Remuneration to advisors appointed by the Board must be in accordance with the expenses budget agreed by the Pensions Committee.

10.3 The Board shall ensure that the performances of the advisers to the Board are reviewed on a regular basis.

#### 11) Knowledge and Skills

11.1 Every member of the Pension Board must be conversant with –

1 The rules of the LGPS.

2 Any document recording policy about the administration of the LGPS which is for the time being adopted by the LB Haringey Pension Fund.

11.2 It is for individual Pension Board members to be satisfied that they have the appropriate degree of knowledge and understanding to enable them to properly exercise their functions as a member of the Pension Board.

11.3 Pension Board members are required to be able to demonstrate their knowledge and understanding and to keep these up to date. Pension Board members are therefore required to maintain a written record of relevant training and development.

11.4 The Council will provide a training programme, which all Board members must attend.

#### 12) Accountability

12.1 The Pension Board will report all relevant recommendations and decisions to the Pensions Committee.

#### 13) Expense Reimbursement, remuneration and allowances

13.1 Remuneration for Employee and Employer Representatives will be limited to a refund of actual expenses incurred in attending Board meetings and training. Remuneration for the Independent member will be agreed on appointment and approved by the Pensions Committee.

13.2 The expenses of the Pension Board are a part of the costs of administering the Pension Fund.

#### 14) Publication of Pension Board information

14.1 The Council will publish up to date information on the Council's website including:

- The names and information of the Pension Board members.
- The Board's terms of reference.
- Papers, agendas and minutes of meetings.



**REPORT OF SPECIAL STAFFING & REMUNERATION COMMITTEE  
No. 01/2014-15**

**COUNCIL 23 MARCH 2015**

Chair: Councillor George Meehan

**INTRODUCTION**

- 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 approved its most recent Pay Policy Statement in July 2014.
- 1.2 This report from the Special Staffing & Remuneration Committee of 19 February 2015 recommends Full Council to approve the Pay Policy Statement 2015/16 (attached as Appendix B) for publication in April 2015.

**PAY POLICY STATEMENT 2015/ 16**

We were advised by our Human Resources Adviser that our Council is required to produce an annual Pay Policy Statement to comply with the requirements of the Localism Act 2011. Our Council approved its most recent Pay Policy Statement in July 2014. The attached Pay Policy Statement at Appendix B provides an update for publication in April 2015.

We were informed that the Localism Act 2011 required relevant authorities to prepare and publish an annual Pay Policy Statement. Under this legislation our Council is obliged to state how the pay of senior managers is determined. In addition, the supplementary guidance issued under section 40 of the Localism Act requires Full Council to be given the opportunity to vote on any proposed payment upon appointment or termination of employment of £100,000 or more.

We were further advised that it is not proposed that the approval of payment upon appointment or termination of employment of £100,000 per annum or more would be reserved to Full Council. If this was so it would create unnecessary delay in either appointing or finalising the termination of the employment of an officer. The risks of this were that this Council may lose a potential appointee whilst it waited for a salary approval. In the case of a termination of employment by way of agreement the officer's employment could not be ended until the severance payment was agreed. This would create an unnecessary cost as the officer would need to remain on full pay until that decision was taken. We were informed that our Staffing & Remuneration Committee's current terms of reference provide that we were required to consider and approve payment upon appointment or termination of employment of £100,000 per annum or more.

Following our meeting on 19<sup>th</sup> February 2015 our Human Resources Adviser has advised that the following changes should be made to the version of the Pay Policy Statement that we approved at that meeting :-

1. In paragraph 3.3. on the second line by substituting the word “second” for “first”, as currently it is anticipated that changes to the pay and grading of senior managers/ chief officers will be implemented not by June 2015 but by September 2015.
2. To update the links in the Pay Policy Statement to the Council’s website.
3. In paragraphs 5.7 and Appendix A to reflect the fact that a pay award agreement taking effect from 1<sup>st</sup> March 2015 for Council employees covered by the Soulbury national collective agreement has recently been arrived at.

Members of the Staffing and Remuneration Committee have been notified of these changes and do not have any objections to these being reflected in the Pay Policy Statement.

**WE RECOMMEND**

- i. That Full Council note the Staffing and Remuneration Committee gave its approval to the revised Pay Policy Statement 2015/16, included at Appendix A of the attached covering report on the Pay Policy Statement 2015/2016.
- ii. That we recommend that Full Council approves the Pay Policy Statement, amended as explained in this report and attached as Appendix B, at this meeting - 23<sup>rd</sup> March 2015.



**Haringey Council**

<b>Report for:</b>	<b>Staffing and Remuneration Committee –19 February 2015</b>	<b>Item Number:</b>	
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<b>Title:</b>	<b>Pay Policy Statement 2015/16</b>
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<b>Report Authorised by:</b>	<b>Tracie Evans – Chief Operating Officer</b>
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<b>Lead Officer:</b>	<b>Nicola Mathieson – Human Resources</b>
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<b>Ward(s) affected: ALL</b>	<b>Report for Key/ Non Key Decisions:</b> <b>Non Key Decision</b>
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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 approved its most recent Pay Policy Statement in July 2014.
- 1.2 The attached Pay Policy Statement provides an update for publication in April 2015.

## **2 Cabinet Member introduction**

- 2.1 Not applicable

## **3 Recommendations**

- 3.1 That the Committee approve the revised Pay Policy Statement 2015/16, attached at Appendix A, on the assumption that the Committee has agreed at its meeting on 19<sup>th</sup> February 2015 that the Performance Management Scheme for Chief Officers and Senior Managers (“ the Scheme”) should terminate by a date on or before 31<sup>st</sup> March

2015 and that the Committee is legally advised that the Scheme will not be in operation after 31<sup>st</sup> March 2015 to any extent.

- 3.2 In the event that at its meeting on the 19<sup>th</sup> February 2015 the Committee does not agree that the Scheme should terminate by a date on or before 31<sup>st</sup> March 2015, or that it receives legal advice that the Scheme will be in operation after 31<sup>st</sup> March 2015 to any extent, then the Interim Assistant Director of Human Resources and Organisation Development is authorised in consultation with the Chair of Committee to make such amendments to the Pay Policy Statement as she considers appropriate to reflect that fact.
- 3.3 That the Committee remits the Pay Policy Statement (as amended if applicable) for endorsement by council on 23<sup>rd</sup> March 2015.

#### **4 Background**

- 4.1 The Localism Act 2011 requires relevant authorities to prepare and publish an annual Pay Policy Statement.
- 4.2 Under this legislation the Council is obliged to state how the pay of senior managers is determined. In addition, the supplementary guidance issued under section 40 of the Localism Act requires full Council to be given the opportunity to vote on any proposed payment upon appointment or termination of employment of £100,000 or more.
- 4.3 It is not proposed that the approval of payment upon appointment or termination of employment of £100,000 per annum or more should be reserved to Full Council. To do so would create unnecessary delay in either appointing or finalising the termination of the employment an officer. The risks of this are that the Council may lose a potential appointee whilst they wait for a salary approval. In the case of a termination of employment by way of agreement the officer's employment could not be ended until the severance payment was agreed. This would create an unnecessary cost as the officer would need to remain on full pay until this decision was taken. The Committee's current terms of reference provide that it is required to consider and approve payment upon appointment or termination of employment of £100,000 per annum or more.

#### **5 Comments of Chief Finance Officer and Financial implications**

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

#### **6 Comments of Head of Legal Services and legal implications**

- 6.1 In accordance with sections 38 and 39 of the Localism Act 2011 the Council is required to prepare and by resolution of Full Council, approve a Pay Policy Statement for each financial year by the end of 31 March of the previous financial year. In addition the Council may resolve to amend its Pay Policy Statement at any time during the financial year. As soon as is reasonably practicable following approval the statement must be published including publication on the Council's website.

- 6.2 The Council is under a duty to have regard to any guidance issued or approved by the Secretary of State. Guidance issued under section 40 of the Localism Act 2011 has been taken into account in the preparation of this Pay Policy Statement.
- 6.3 The Accounts and Audit (England) Regulations 2011 ( “ the Regulations”) require 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.
- 6.4 The Government has issued in October 2014 under section 2 of the Local Government, Planning and Land Act 1980 a Local Government Transparency Code . The requirements of the Code have been taken into account in the preparation of this Pay Policy Statement. These requirements include the publication of an organisation chart covering staff in the top three levels of the organisation, the publication of a list of responsibilities and details of bonuses and benefits in kind for senior employees as defined by the Regulations whose salary exceeds £50,000, and the publication of a “pay multiple”, being the ratio between the highest paid salary and the median salary of the whole of the Council’s workforce.
- 6.5 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 Workforce Plan 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.

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**Haringey** Council

# **Haringey Council**

## **Pay Policy Statement**

**2015/16**

**Published  
April 2015**

**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 23/03/2015 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 2014 ("the Code"), published by the Department for Communities and Local Government on 3<sup>rd</sup> October 2014, and Local Transparency Guidance issued on 1 December 2014 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 is published on the Council's website. See [www.haringey.gov.uk/senior-salaries](http://www.haringey.gov.uk/senior-salaries)

**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. The Council plans to review its pay and reward arrangements during the course of 2015/16. This review will be carried out in two parts covering both senior managers/chief officers and employees covered by the National Joint Council for Local Government Services (NJC) collective agreement, commonly referred to as the 'Green Book'.
- 3.2. The Council's reward vision is to have a modern, sustainable, fair and transparent pay and grading structure, aligned to equalities and business goals, which rewards people fairly for their contribution to the Council.
- 3.3. Plans for changes to the pay and grading of senior managers/chief officers will be prepared with a view to implementation during the first quarter of 2015/16, although this will be subject to consultation. This pay policy statement sets out the current pay arrangements for senior managers/chief officers. Any changes as a result of the planned review of senior managers/chief officers' pay will be reflected in an updated pay policy statement, approved by Full Council as soon as reasonably practicable following the approval of any new arrangements.
- 3.4. It is unlikely that the pay and grading review for employees covered by the Green Book will be completed during the financial year 2015/16. The implementation date will be dependent on the progress of the project and will be a matter of consultation and negotiation with the recognised trade unions.

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

- 4.1. The Council defines its Senior Managers as those staff appointed on senior manager pay grades – which start at remuneration levels of approximately £51,000 per annum. Senior Managers are contracted to work as many hours as required to complete the job.
- 4.2. 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. Chief Officers are contracted to work as many hours as are necessary to complete the job.
- 4.3. For its Senior Managers and Chief Officers the Council utilises 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.
- 4.4. 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.

- 4.5. The pay scales for Senior Managers and Chief Officers have been locally agreed but are increased in line with national and regional pay agreements. Changes in the pay scales for Chief Officers must be approved by the Staffing and Remuneration Committee
- 4.6. The last pay award agreement increasing the pay spine points for Senior Managers and Chief Officers (excluding the Chief Executive) was implemented with effect from 1 January 2015. Refer to Appendix A for more detail.
- 4.7. As at the date of this statement the national pay award for the Chief Executive is still subject to ongoing negotiations.
- 4.8. 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 [www.haringey.gov.uk/chief-officer-structure](http://www.haringey.gov.uk/chief-officer-structure). The table below shows the salary applicable to the Chief Officer posts listed.

Chief Officer Post	Salary
<b>Chief Executive</b>	*£206,982
<b>Chief Operating Officer (Fixed Term Contract)</b>	£150,000
<b>Deputy Chief Executive</b>	£135,000
<b>Director of Regeneration, Planning &amp; Environment</b>	£136,538
<b>Acting Director of Children's Services</b>	£115,000
<b>Acting Director of Adult Social Care</b>	£120,000
<b>Monitoring Officer</b>	£104,019
<b>Director of Public Health</b>	£113,688
<b>Section 151 Officer (Asst Director of Finance)</b>	£109,019

\* The salary for the Chief Executive includes an allowance for undertaking Returning Officer duties as outlined in paragraph 10.2

- 4.9. Performance related pay is not used for Chief Officers or Senior Managers.
- 4.10. 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 [www.haringey.gov.uk/transparency](http://www.haringey.gov.uk/transparency).

**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 pay award agreement increasing the pay for employees covered by the NJC was implemented in two parts. A non-consolidated lump sum payment was made in December 2014 and an increase in pay spine points was made with effect from 1 January 2015. Refer to Appendix A for more detail.
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- 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 pay award agreement increasing the pay spine points for employees covered by Soulbury conditions was implemented with effect from 1 April 2013. Refer to Appendix A 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 pay award agreement increasing the pay spine points for employees covered by TPAC conditions was implemented with effect from 1 September 2014. Refer to Appendix A 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 pay award agreement increasing the pay spine points for employees covered by NHS conditions was implemented with effect from 1 April 2014. Refer to Appendix A 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 1<sup>st</sup> 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 1<sup>st</sup> 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 £9.15 per hour with effect from 3 November 2014 and is equivalent to a full time annual salary of £17,175.57 (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 A 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 2015-2016 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	2015/16
<b>Highest Paid</b>	*£206,982
<b>Median</b>	£29,904
<b>Lowest</b>	£17,176
<b>Highest to median ratio</b>	1:6.9
<b>Highest to Lowest ratio</b>	1:12

\*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 spinal points (below mid point) of the grade.
- 8.2. The Council delegates authority to Chief Officers/ Chief Executive as appropriate to appoint staff above this pay point.
- 8.3. The salary of the Chief Executive will be determined by the Staffing and Remuneration Committee.

## 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 employees.
- 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.
- 12.3. 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.

### **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 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, [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 and Early Retirement 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 severance payment or pension 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.

### **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.

## Appendix A

Employee Group	Job Evaluation Scheme used	Last Pay Award Implemented	Next Pay Award Due
<b>National Joint Council – NJC</b> (a majority of the Council's employees)	Greater London Provincial Council (GLPC) (with local variations)	2014 to 2016 - 2 year pay deal in 2 parts a) Lump sum non-consolidated payment for a majority of employees ranging from £100 to £325 paid in December 2014 b) Increase in pay spinal points effective from 1 January 15 by 2.2% for a majority of employees and up to 8.56% for a small number of employees at the lower ends of the pay spine	1 April 2016
<b>Joint Negotiating Committee - JNC</b> (Senior Managers, Chief Officers & Chief Executive)	Greater London Employers Association (GLEA). Exceptions to this are employees who commenced new contracts since January 2014. The HAY job evaluation scheme was used to grade these posts	2014 -2016 - 2 year pay deal. Increase in pay spinal points effective from 1 January 2015 by 2% for employees with a guaranteed full time equivalent basic salary of £99,999 or less (excluding Chief Executive).  The last pay deal for the Chief Executive was a 1 year pay deal effective from 1 April 2008 of an increase in pay spine points of 2.75%	1 April 2016  (1 April 2014 agreement not yet reached)
<b>Teachers Pay &amp; Conditions - TPAC</b> (centrally employed Teachers)	Teachers Pay and conditions documents	1 year pay deal of an increase in pay spinal points effective from 1 September 2014 of 1%	1 Sept 2015
<b>Soulbury</b> (Education Psychologists & Education Advisers/Inspectors)	Soulbury	Increase in pay spinal points of 1% effective from 1 September 2013	1 Sept 2014 (agreement not yet reached)
<b>Public Health</b> (ex-NHS staff)	The Agenda for Change NHS Job Evaluation Scheme (GLPC or GLEA schemes for those whose roles have been reviewed since the transfer date)	1 year pay deal of a non consolidated increase of 1% effective from 1 April 2014 which only applies to employees who would not receive a spine point increase during the year	1 April 2015



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**Haringey** Council

# **Haringey Council**

## **Pay Policy Statement**

**2015/16**

**Published  
April 2015**

**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 23/03/2015 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 2014 ("the Code"), published by the Department for Communities and Local Government on 3<sup>rd</sup> October 2014, and Local Transparency Guidance issued on 1 December 2014 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 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. The Council plans to review its pay and reward arrangements during the course of 2015/16. This review will be carried out in two parts covering both senior managers/chief officers and employees covered by the National Joint Council for Local Government Services (NJC) collective agreement, commonly referred to as the 'Green Book'.
- 3.2. The Council's reward vision is to have a modern, sustainable, fair and transparent pay and grading structure, aligned to equalities and business goals, which rewards people fairly for their contribution to the Council.
- 3.3. Plans for changes to the pay and grading of senior managers/chief officers will be prepared with a view to implementation during the second quarter of 2015/16, although this will be subject to consultation. This pay policy statement sets out the current pay arrangements for senior managers/chief officers. Any changes as a result of the planned review of senior managers/chief officers' pay will be reflected in an updated pay policy statement, approved by Full Council as soon as reasonably practicable following the approval of any new arrangements.
- 3.4. It is unlikely that the pay and grading review for employees covered by the Green Book will be completed during the financial year 2015/16. The implementation date will be dependent on the progress of the project and will be a matter of consultation and negotiation with the recognised trade unions.

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

- 4.1. The Council defines its Senior Managers as those staff appointed on senior manager pay grades – which start at remuneration levels of approximately £51,000 per annum. Senior Managers are contracted to work as many hours as required to complete the job.
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- 15.1. For further information on the Council's Pay Policy please contact the Council's Reward Manager on 020 8489 3692.

Employee Group	Job Evaluation Scheme used	Last Pay Award Implemented	Next Pay Award Due
<b>National Joint Council – NJC</b> (a majority of the Council's employees)	Greater London Provincial Council (GLPC) (with local variations)	2014 to 2016 - 2 year pay deal in 2 parts a) Lump sum non-consolidated payment for a majority of employees ranging from £100 to £325 paid in December 2014 b) Increase in pay spinal points effective from 1 January 15 by 2.2% for a majority of employees and up to 8.56% for a small number of employees at the lower ends of the pay spine	1 April 2016
<b>Joint Negotiating Committee - JNC</b> (Senior Managers, Chief Officers & Chief Executive)	Greater London Employers Association (GLEA). Exceptions to this are employees who commenced new contracts since January 2014. The HAY job evaluation scheme was used to grade these posts	2014 -2016 - 2 year pay deal. Increase in pay spinal points effective from 1 January 2015 by 2% for employees with a guaranteed full time equivalent basic salary of £99,999 or less (excluding Chief Executive).  The last pay deal for the Chief Executive was a 1 year pay deal effective from 1 April 2008 of an increase in pay spine points of 2.75%	1 April 2016  (1 April 2014 agreement not yet reached)
<b>Teachers Pay &amp; Conditions - TPAC</b> (centrally employed Teachers)	Teachers Pay and conditions documents	1 year pay deal of an increase in pay spinal points effective from 1 September 2014 of 1%	1 Sept 2015
<b>Soulbury</b> (Education Psychologists & Education Advisers/Inspectors)	Soulbury	18 month pay deal increasing spinal points effective from 1 March 2015 by 2.2%	1 September 2016
<b>Public Health</b> (ex-NHS staff)	The Agenda for Change NHS Job Evaluation Scheme (GLPC or GLEA schemes for those whose roles have been reviewed since the transfer date)	1 year pay deal of a non consolidated increase of 1% effective from 1 April 2014 which only applies to employees who would not receive a spine point increase during the year	1 April 2015