
Full Council

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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 **THURSDAY, 17TH MARCH, 2016 at 7.30 pm HRS**, to transact the following business:

AGENDA

1. FILMING AT MEETINGS

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

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

- 2. TO RECEIVE APOLOGIES FOR ABSENCE**
- 3. TO ASK THE MAYOR TO CONSIDER THE ADMISSION OF ANY LATE ITEMS OF BUSINESS IN ACCORDANCE WITH SECTION 100B OF THE LOCAL GOVERNMENT ACT 1972**

4. DECLARATIONS OF INTEREST

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

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

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

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

- 5. TO APPROVE AS A CORRECT RECORD THE MINUTES OF THE MEETING OF THE COUNCIL HELD ON 22 FEBRUARY 2016 (PAGES 1 - 10)**
- 6. TO RECEIVE SUCH COMMUNICATIONS AS THE MAYOR MAY LAY BEFORE THE COUNCIL**
- 7. TO RECEIVE THE REPORT OF THE CHIEF EXECUTIVE (PAGES 11 - 28)**
 - i. Calendar of meetings – 18 month calendar Municipal Year 2016/17 & May 2017 to November 2017
- 8. TO RECEIVE THE REPORT OF THE ASSISTANT DIRECTOR CORPORATE GOVERNANCE & MONITORING OFFICER**

9. **TO CONSIDER REQUESTS TO RECEIVE DEPUTATIONS AND/OR PETITIONS AND, IF APPROVED, TO RECEIVE THEM**
10. **HARINGEY DEBATE - TACKLING HOMELESSNESS IN HARINGEY; IDENTIFYING CHALLENGES AND PRACTICAL SOLUTIONS.**
11. **TO RECEIVE REPORTS FROM THE FOLLOWING BODIES (PAGES 29 - 78)**
 - i. Staffing and Remuneration Committee report on the Pay Policy Statement 2016/17.
 - ii. Standards Committee report, recommending the adoption of the Member Allowances Scheme 2016/17 and the appointment of Independent persons to serve on Standards Committee.
12. **TO ANSWER QUESTIONS, IF ANY, IN ACCORDANCE WITH COUNCIL RULES OF PROCEDURE NOS. 9 & 10**

ORAL QUESTION 1 - TO THE LEADER OF THE COUNCIL FROM COUNCILLOR JOGEE:

After recent reports about the serious care issues at the North Middlesex Hospital, will the Leader please detail what the Council is doing to help address and resolve these problems?

ORAL QUESTION 2 - TO THE CABINET MEMBER FOR ECONOMIC DEVELOPMENT, SOCIAL INCLUSION AND SUSTAINABILITY FROM COUNCILLOR CARTER:

How much have the council spent on the new branding and logo in total?

ORAL QUESTION 3 - TO THE CABINET MEMBER FOR RESOURCES AND CULTURE FROM COUNCILLOR DORON:

Will the Cabinet Member update us on the progress of the Council's new MyAccount service and what impact it will have on our customer service delivery?

ORAL QUESTION 4 – TO THE CABINET MEMBER FOR RESOURCES AND CULTURE FROM COUNCILLOR CONNOR:

What plans does the council have to consult residents on the future of Muswell Hill Library?

ORAL QUESTION 5 - TO THE CABINET MEMBER FOR ENVIRONMENT FROM COUNCILLOR WESTON:

In light of the planned closure of Wightman Road for National Rail works, what measures have been put in place to manage the significant traffic disruption the closure will cause?

ORAL QUESTION 6 - TO THE CABINET MEMBER FOR HEALTH AND WELLBEING FROM COUNCILLOR MORRIS:

Local carers are concerned that the recent changes to care packages announced by the council will mean less respite for carers, what consultation has been undertaken with carers on these changes?

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

Motion E 2015/16

The Housing crisis

Proposer: Cllr Liz Morris

Seconder: Cllr Dave Beacham

This council is concerned by the effects of London's housing crisis on local people in Haringey and across London.

This council is further concerned that:

- in 2014, 24,543 households in London were found to be homeless
- 13,034 of those households included dependent children
- In Haringey only 420 affordable homes were delivered in 2014
- There were 1,357 vacant homes in Haringey in 2014 and 218 council homes were lost through Right-to-Buy
- In 2015 there were 5,550 children in temporary accommodation in this borough

This council notes:

- In England, the biggest single recorded reason for homelessness is now the loss of an assured shorthold tenancy (AST)- the type of tenancy most commonly held by private renters
- The percentage of homelessness acceptances in England recorded as being due to the loss of an AST has doubled over the last five years, from 13% in 2008/9, to 26% in 2013/14.'

This council further notes:

- Liberal Democrat, GLA Member, Caroline Pidgeon has proposed retaining the Olympic Precept at £20 a year and converting it into a Housing Precept.

This council also notes the Housing Precept would generate £2 billion of funds:

- to build 200,000 homes
- to build 50,000 new council homes and 150,000 homes for private rent and sale

This council welcomes Caroline Pidgeon's proposal for a large scale home-building which would benefit people in Haringey and across the capital, helping to tackle the housing crisis.

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

Wednesday, 9 March 2016

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MINUTES OF THE MEETING OF THE FULL COUNCIL HELD ON Monday, 22nd February, 2016

PRESENT:

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

137. FILMING AT MEETINGS

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

138. TO RECEIVE APOLOGIES FOR ABSENCE

Apologies for absence were received from Councillors Adamou, Gideon Bull, Ejiofor, Stennett, Opoku, and McNamara.

Apologies for lateness were received from Cllr Adje and Cllr Mark Blake.

139. 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

There were no items of urgent business to consider.

140. DECLARATIONS OF INTEREST

The Chief Executive advised that an advanced personal interest declaration had been received from Cllr Adje. This was in relation to item 12 as he was an employee of the London Fire Brigade and a trade union representative.

Councillor Ahmet declared a personal interest in respect of item 12 by virtue of her employment as a UNISON representative at Merton Council.

Councillor Stephen Mann declared a personal interest in respect of item 12 by virtue of his employment as a trade union representative for the Communications Workers Union.

Councillor Emine Ibrahim, later in the meeting, and before the vote on the Budget amendments at item 12, declared a personal interest in respect of item 12 by virtue of her employment as a UNISON trade union representative at Redbridge Council.

141. 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.

Members were reminded 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.

No such declarations were made.

142. TO APPROVE AS A CORRECT RECORD THE MINUTES OF THE MEETING OF THE COUNCIL HELD ON 23 NOVEMBER 2015

RESOLVED

That the minutes of the meeting of the Council held on the 23rd November 2015 be signed as a true record of the meeting.

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

The Mayor reported to full Council the events and functions she had attended and participated in, representing the borough, since November 2015.

The Mayor had spoken at Haringey's Holocaust Memorial at Bruce Castle Museum on 24th January 24. The theme of the multi-faith event was "learning lessons from the past to create a safer, better future".

On 27th January – the UK's national commemoration day, the Mayor had attended LB Southwark's Holocaust memorial where wreaths were laid in the Garden of Imperial War Museum (IWM) – including one from the Russian Ambassador. It was noted that the IWM has a permanent Holocaust Memorial Exhibition.

Celebrating Success in Education in Haringey

The Mayor had celebrated success in Education in Haringey by:

- Welcoming the student council of Woodside High School on 7 January to her parlour as part of their visit to the civic centre and their Q&A session with the Leader of the Council Claire Kober.

- Visiting, on 26 January, Holy Trinity primary school celebrations marking the school being ranked first in the league tables for Haringey and also included in the top Ten London Schools.
- By visiting The Mulberry School on 1 February, visiting all classrooms, sharing a science based assembly which explained climate change, and congratulating pupils and staff on being one of the first schools in the borough to have solar panels installed.

It was noted that Chinese New Year had been celebrated across London and the Mayor had attended and will attend these celebrations in Camden, Islington, Westminster and Haringey.

On the auspicious first day of Chinese New Year the Mayor briefly met some of the borough's traders at the Haringey Business Alliance meeting.

The Mayor sadly reported on attending two funeral services of Former Haringey Councillors:

Former Mayor and Councillor Lawrence Bains died on 5th December, after a short illness. Lawrence was born and grew up in Hornsey. He was elected as Councillor for Hornsey Borough Council in 1949 at the young age of 29. He served as member and then chairman of a number of committees of the council, and was Hornsey Borough Council's last mayor in 1964 before its merger when Haringey Council was formed. He continued to serve on Haringey Council until 1971. He also served on the GLC and the health authority. The Mayor attended his funeral service out of respect for such a lengthy career in public service.

The Mayor also spoke of the sad passing of Former Councillor Chris Hannington, who had died on 21 January 2016.

The Mayor first got to know Chris Hannington in the 90s when involved in a Justice and Peace project related to a global perspective on asylum seekers at their parish church.

Chris Hannington was elected to Haringey Council in 1964 representing Stroud Green Ward and was a Haringey Councillor for 22 years. He became chair of the Housing Committee. Whilst in that post he initiated the policy of partnership with housing associations and this led to the building of many, many homes.

Chris Hannington later worked for housing associations and played a major role in the creation of many thousands of homes for social housing and later when working with the LB of Hammersmith & Fulham, devoting time to major improvements of council estates.

Chris Hannington was a great advocate of fairness in policing and well respected across the political spectrum

Chris was awarded an OBE for political and public service in 1989.

Chris Hannington was Chair of the Haringey Police Consultative Group for some time.

The meeting noted that Chris Hannington was a proud and steadfast supporter of multi-racial harmony through the Haringey Community Relations Council and later the Haringey Race and Equality Council and represented this body and laid a wreath on behalf of it at the Borough Remembrance Service in Wood Green on 8th November 2015.

The Mayor had last seen Chris a few weeks later in St Peter in Chains Church making a strong appeal for a CAFOD project to support farmers whose land and livelihood is threatened by climate change.

Although Chris did not share the same political views as the Mayor, he had been supportive and encouraging when the Mayor stood as a councillor for Hornsey Ward in 2014.

The Mayor reported that she was privileged to represent Haringey Council at his Funeral Mass in their parish church on 5th February.

The Mayor further called on Councillors Peacock and Rice to speak in memory of Chris Hannington. They shared similar warm memories of Chris Hannington and spoke fondly of his character and his significant work for the borough, lasting over 50 years. This included: his hard work for the Haringey Race Equality Council, leading with the borough's well known collective voices in speaking against apartheid in South Africa in the 80's and 90's and locally as a member of the Police Consultative Committee with a firm belief in the importance of maintaining good trusting ,working relationships between the Community and Police.

All Councillors stood for a minute's silence in a mark of respect of former Councillors Lawrence Bains and Chris Hannington.

144. TO RECEIVE THE REPORT OF THE CHIEF EXECUTIVE

There were no matters to consider.

145. TO RECEIVE THE REPORT OF THE ASSISTANT DIRECTOR CORPORATE GOVERNANCE & MONITORING OFFICER

The purpose of the report was to inform Full Council of the changes the Corporate Governance and Monitoring officer had made to the Contract Procedure Rules in Part 4 Section J of the Constitution following the enactment of the new Public Contracts Regulations 2015 under delegated Authority and as allowed under Article 14.03 of the Constitution.

The Chief Whip moved and it was:

RESOLVED

To note the changes to part 4 section J Contract Procedures Rules in the Constitution which was attached as appendix 1.

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

There were no deputations and petitions to consider.

147. TO RECEIVE REPORTS FROM THE FOLLOWING BODIES

Corporate Committee - Report No 2 /2015/16

Councillor Barbara Blake **MOVED** the recommendations contained in Corporate Committee Report number 2 2015/16.

RESOLVED

That the Corporate Committee report number 2 2015/16 be received in respect of the Treasury Management Strategy [TMSS] for 2016/17 and Full Council approve the Treasury Management Strategy Statement for 2016/17 to 2018/19 as attached at appendix 4 of the 2016/17 Budget report to Full Council.

148. FINANCIAL PLANNING 2016/17

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

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

The only requirement was to record in the minutes of the meeting how each member voted, and given that there were 4 amendments and a substantive motion to be voted on, it could be recorded in the minutes of the meeting how each member voted, including any who have abstained, by a show of hands.

Councillor Arthur then **MOVED** the budget report – Financial Planning 2016/17 and moved the recommendations contained at page 75 to page 76 of the agenda pack, section 3.1, items [a] to [o]. Councillor Kober seconded the MOTION and reserved her right to speak during the debate.

Councillor Engert **MOVED** 4 budget amendments as set out in the tabled papers and to be considered as part of the item 12. Councillor Morris seconded the amendments and reserved her right to speak during the debate.

A debate ensued and members contributed to the discussion.

Councillor Engert and then Cllr Arthur responded to the proposals.

[Councillor Mark Blake arrived at this juncture of the meeting – 8.30pm]

Councillor Emine Ibrahim declared a personal interest in the report by virtue of her employment as a UNISON trade union representative at Redbridge Council.

The 4 amendments to the Motions were then voted on individually.

Budget Amendment 1

On being put to a vote:

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

And 41 against (Councillors Adje, Ahmet, Akwasi-Ayisi,Amin, Arthur, Basu, Bevan, B Blake, M Blake, C Bull, Carroll, Christophides, Demirci, Diakides, Doron, Gallagher, Goldberg, Griffith, Gunes, Hearn, Ibrahim, Jogee, Kober, Mallett, J Mann, S Mann, McShane, Mitchell, Morton, Ozbek, Patterson, Peacock, Reith, Rice, Ryan, Sahota, Strickland, Vanier, Waters, Weston, and Wright.

and 1 abstention - Councillor Berryman.

Amendment 1 was declared **LOST**.

Budget amendment 2 -

On being put to a 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, Bevan, Berryman, Blake, M Blake, C Bull, Carroll, Christophides, Demirci, Diakides, Doron, Gallagher, Goldberg, Griffith, Gunes, Hearn, Ibrahim, Jogee, Kober, Mallett, J Mann, S Mann, ,McShane, Mitchell, Morton, Ozbek, Patterson, Peacock, Reith, Rice, Ryan, Sahota, Strickland, Vanier, Waters, Weston, and Wright.

and no abstentions.

Amendment 2 was declared **LOST**.

Budget amendment 3

On being put to a vote:

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

42 against(Councillors Adje, Ahmet, Akwasi-Ayisi,Amin, Arthur, Basu, Bevan, Berryman, Blake, M Blake, C Bull, Carroll, Christophides, Demirci, Diakides, Doron,

Gallagher, Goldberg, Griffith, Gunes, Hearn, Ibrahim, Jogee, Kober, Mallett, J Mann, S Mann, ,McShane, Mitchell, Morton, Ozbek, Patterson, Peacock, Reith, Rice, Ryan, Sahota, Strickland, Vanier, Waters, Weston, and Wright.

and no abstentions.

Amendment 3 was declared **LOST**

Budget amendment 4

On being put to a vote:

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

42 against(Councillors Adje, Ahmet, Akwasi-Ayisi,Amin, Arthur, Basu, Bevan, Berryman, Blake, M Blake, C Bull, Carroll, Christophides, Demirci, Diakides, Doron, Gallagher, Goldberg, Griffith, Gunes, Hearn, Ibrahim, Jogee, Kober, Mallett, J Mann, S Mann, ,McShane, Mitchell, Morton, Ozbek, Patterson, Peacock, Reith, Rice, Ryan, Sahota, Strickland, Vanier, Waters, Weston, and Wright.

and no abstentions.

Amendment 4 was declared **LOST**.

In respect of the substantive recommendations contained at section 3.1 of the Financial Planning 2016/17 report as **MOVED** by Councillor Arthur:

On a vote:

There being 42 **for** (Councillors Adje, Ahmet, Akwasi-Ayisi,Amin, Arthur, Basu, Bevan, Berryman, Blake, M Blake, C Bull, Carroll, Christophides, Demirci, Diakides, Doron, Gallagher, Goldberg, Griffith, Gunes, Hearn, Ibrahim, Jogee, Kober, Mallett, J Mann, S Mann, ,McShane, Mitchell, Morton, Ozbek, Patterson, Peacock, Reith, Rice, Ryan, Sahota, Strickland, Vanier, Waters, Weston, and Wright.

and 9 **against** (Councillors Beacham, Carter, Connor, Elliott, Engert, Hare, Morris, Newton and Ross)

and no abstentions it was:

RESOLVED

1. To note the proposed Budget package agreed by Cabinet on 9th February 2016, including the outcomes from the budget consultation processes, which is attached as Annex 1.

2. To note the Budget Scrutiny recommendations made by the Overview and Scrutiny Committee and the response of the Cabinet set out in Appendix 6 to the Cabinet budget report (Annex 1)
3. To approve the increase in the Haringey Council tax of 2% relating to the Adult Social Care precept;
4. To approve the Cash Limits 2016/17 as set out in Annex 2;
5. To approve the General Fund budget requirement for 2016/17 of £255.627m, net of Dedicated Schools Grant, as set out in Appendix 1 to the Cabinet budget report (Annex 1);
6. To approve the 2016/17 General Fund capital programme set out in Appendix 3 to the Cabinet budget report (Annex 1);
7. To approve the Housing Revenue Account Budget 2016/17 as set out in Appendix 2 to the Cabinet budget report (Annex 1);
8. To approve the 2016/17 Housing Revenue Account (HRA) capital programme set out in Appendix 4 to the Cabinet budget report (Annex 1);
9. To note the Greater London Authority (GLA) proposed precept (para. 7.8);
10. To delegate authority to the Chief Finance Officer, 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 Annex 5;
11. To approve the reserves policy including the Chief Finance Officer's (CFO) assessment of risk and her assessment of the adequacy of current and projected reserves, as set out in Annex 3 (a – c);
12. To approve 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 Annex 3b;
13. To note the report of the Chief Finance Officer under Section 25 of the Local Government Act 2003 on the robustness of the estimates and the adequacy of proposed reserves set out in section 9;
14. To approve the Treasury Management Strategy Statement 2016/17 set out in Annex 4; and
15. To pass the budget resolution including the level of Council tax, in the specified format and to determine that the Council's relevant basic amount of Council tax for the year is not excessive as set out in Annex 5.

CHAIR:

Signed by Chair

Date

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Report for: Full Council

Item number:

Title: Approval of the Calendar of meetings for the Municipal Year 2016/17

Report authorised by : Nick Walkley Chief Executive

Lead Officer: Ayshe Simsek, Principal Committee Co-ordinator

Ward(s) affected: N/A

**Report for Key/
Non Key Decision:** Non Key - Information report

1. Describe the issue under consideration

To agree the schedule of meetings for 2016/17. The schedule of meetings is submitted annually to the Council for approval.

2. Cabinet Member Introduction

N/A

3. Recommendations

That the attached schedule of meetings for 2016/17 be agreed, subject to any minor variations to meeting dates that may be required in the course of the Municipal Year 2016/17 .

4. Reasons for decision

The early notification of the schedule of meetings for 2016/17 will allow for the effective planning of meetings and in turn decision making of the council.

Publication of forth coming committee meeting dates will further support residents, stakeholders and partners participation in council decision making.

5. Alternative options considered

The alternative was not to publish the council schedule of meetings which would not be keeping with transparency and openness objectives of the council.

6. Background information

The Council is a public organisation working with partners and local residents to deliver on local priorities. This means the organisation making high level decisions on spend, policy, regeneration, planning, procurement and commissioning as well as taking daily decisions on residents' care, housing, health and environment

A local authority needs a clear decision making framework to carry out its business effectively and lawfully. The Local Government Act 1972 permits a local authority to arrange for decisions about its functions to be made by a committee, subcommittee or an officer of the authority or by another local authority.

Appendix 1 sets out the committees that are expected to meet during the 2016/17 municipal year and provides councillors, residents, and partners of the dates and times of these committee meetings.

7. Contribution to strategic outcomes

Having an available and agreed schedule of committee meetings for 2016/17 will allow councillors and officers to plan, consult, and agree the required decisions to meet the five corporate plan priorities.

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

Finance and Procurement

There are no direct financial implications.

Legal

There are no perceived legal implications arising from this report.

Equality

There are no Equalities implications arising from this report.

9. Use of Appendices

Council calendar of Meetings 2016/17 – appendix 1

10. Local Government (Access to Information) Act 1985

The 2015/16 schedule of meetings was used during the compilation of this report.

The background papers are located at River Park House, 225 High Road, Wood Green, London N22 8HQ.

To inspect them or to discuss this report further, please contact Ayshe Simsek on 0208 489 2929

Categories of Exemption

Exempt information means information falling within the following categories:

Part 1

1. Information relating to any individual.
2. Information which is likely to reveal the identity of an individual.
3. Information relating to the financial or business affairs of any particular person (including the authority holding that information)
4. Information relating to any consultations or negotiations or contemplated consultations or negotiations in connection with any labour relations matter arising between the authority or a Minister of the Crown and employees of, or holders under, the authority.
5. Information in respect of which a claim to legal professional privilege could be maintained in legal proceedings.
6. Information which reveals that the authority proposes – (a) to give under any enactment a notice under or by virtue of which requirements are imposed upon a person; or (b) to make an order or direction under any enactment.
7. Information relating to any action taken or to be taken in connection with the prevention, investigation or prosecution of crime.

Part 2

Qualifications to the above exempt information:

(a) Information falling within paragraph 3 above is not exempt information under that paragraph if it is required under – (a) the Companies Act 1985 (b) the Friendly Societies Act 1974 (c) The Friendly Societies Act 1992 (d) The Industrial and Provident Societies Acts 1965 – 1978 (e) the Building Societies Act 1986 (f) The Charities Act 1993.

(b) Information is not exempt information if it relates to proposed development for which the local planning authority may grant itself planning permission pursuant to regulation 3 of the Town and Country Planning General Regulations 1992.

(c) Information which – (i) falls within any of paragraphs 1-7 above; and (ii) is not prevented from being exempt under (a) or (b) above is exempt information if and so long as, in the opinion of the Monitoring Officer, in all the circumstances of the case, the public interest in maintaining the exemption outweighs the public interest in disclosing the information.

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April 2016

| April 2016 | | | | | | | May 2016 | | | | | | |
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| 18 | 19 | 20 | 21 | 22 | 23 | 24 | 16 | 17 | 18 | 19 | 20 | 21 | 22 |
| 25 | 26 | 27 | 28 | 29 | 30 | | 23 | 24 | 25 | 26 | 27 | 28 | 29 |
| | | | | | | | 30 | 31 | | | | | |

| Monday | Tuesday | Wednesday | Thursday | Friday | Saturday | Sunday |
|---|---------------------|-----------|--|--------|--------------------|---------------------------|
| 28 Mar | 29 | 30 | 31 | 1 Apr | 2 | 3 |
| 4 | 5 | 6 | 7 | 8 | 9 | 10 |
| 18:30 21:00 CPAC 19:30 22:00 Planning Sub-Cttee | | | Pre-election period School Holiday | | | |
| 11 | 12 | 13 | 14 | 15 | 16 | 17 |
| 19:00 21:30 Pensions Cttee | | | Pre-election period 19:00 21:30 Lic Sub B | | | |
| 18 | 19 | 20 | 21 | 22 | 23 | 24 |
| | | | Pre-election period Eve of Passover - Judaist | | Passover - Judaism | |
| 25 | 26 | 27 | 28 | 29 | 30 | 1 May |
| 19:00 22:00 Labour Gp AGM | Pre-election period | | 19:00 22:00 Lic Sub A | | | |
| | | | Passover - Judaism | | | |
| | | | | | | St George's Day - Christi |

28 Mar - 3 Apr

4 - 10 Apr

11 - 17 Apr

18 - 24 Apr

25 Apr - 1 May

Hart Clifford

May 2016 - June 2016

| May 2016 | | | | | | | June 2016 | | | | | | |
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| 16 | 17 | 18 | 19 | 20 | 21 | 22 | 20 | 21 | 22 | 23 | 24 | 25 | 26 |
| 23 | 24 | 25 | 26 | 27 | 28 | 29 | 27 | 28 | 29 | 30 | | | |
| 30 | 31 | | | | | | | | | | | | |

| | Monday | Tuesday | Wednesday | Thursday | Friday | Saturday | Sunday |
|------------|---|--------------------------------------|--|---|--------|----------|----------------------------------|
| 2 - 7/5 | 2 May BH | 3 | 4 | 5 Assension Day - Christian GLA / Mayoral Elections | 6 | 7 | 8 |
| 9 - 14/5 | 9 19:30 22:00 Planning Sub-Cttee | 10 19:00 22:00 Licensing Sub A | 11 19:00 22:00 Lib/Dem Group AGM | 12 | 13 | 14 | 15 Pentecost - Christianity |
| 16 - 21/5 | 16 19:30 22:00 Annual Council | 17 18:30 22:00 Cabinet PROV | 18 | 19 18:00 20:00 HWB 18:30 19:30 Regulatory Cttee 19:00 22:00 Overview & Scruthy Cttee | 20 | 21 | 22 Trinity Sunday - Christian |
| 23 - 28/5 | 23 19:00 21:30 Lic Sub B | 24 | 25 | 26 Pre-election period 19:30 22:00 Labour Group | 27 | 28 | 29 |
| 30/5 - 4/6 | 30 Pre-election period School Half Term BH | 31 | 1 Jun | 2 | 3 | 4 | 5 |
| 6 - 11/6 | 6 BH | 7 19:00 22:00 Lic Sub A Cttee | 8 | 9 | 10 | 11 | 12 |

June 2016

| June 2016 | | | | | | | July 2016 | | | | | | |
|-----------|----|----|----|----|----|----|-----------|----|----|----|----|----|----|
| Mo | Tu | We | Th | Fr | Sa | Su | Mo | Tu | We | Th | Fr | Sa | Su |
| 6 | 7 | 8 | 9 | 10 | 11 | 12 | 4 | 5 | 6 | 7 | 8 | 9 | 10 |
| 13 | 14 | 15 | 16 | 17 | 18 | 19 | 11 | 12 | 13 | 14 | 15 | 16 | 17 |
| 20 | 21 | 22 | 23 | 24 | 25 | 26 | 18 | 19 | 20 | 21 | 22 | 23 | 24 |
| 27 | 28 | 29 | 30 | | | | 25 | 26 | 27 | 28 | 29 | 30 | 31 |

| Monday | Tuesday | Wednesday | Thursday | Friday | Saturday | Sunday |
|--|---|---------------------------|--|---------------------|-----------|-------------------------|
| 30 May | 31 | 1 Jun | 2 | 3 | 4 | 5 |
| | | 19:00 22:00 Lib Dem Group | School Half Term 18:00 20:00 MLD | Pre-election period | | |
| 6 | 7 | 8 | 9 | 10 | 11 | 12 |
| Ramadan begins | 19:00 22:00 Staffing & Remun Cttee | | Islam - Ramadan Pre-election period 18:00 21:00 Scrutiny Cafe | | | Judaism - eve of Shavuo |
| 13 | 14 | 15 | 16 | 17 | 18 | 19 |
| Judaism - Shavuo 19:00 22:00 Planning Sub-Cttee | 18:30 21:00 Cabinet 19:00 22:00 Lic Sub B Cttee | | Islam - Ramadan Pre-election period 19:30 22:00 Labour Group | | | Fathers Day |
| 19:00 22:00 Standards Cttee | | | | | | |
| 20 | 21 | 22 | 23 | 24 | 25 | 26 |
| Summer Solstice 18:00 20:30 SACRE 18:30 20:30 HfH Audit & Risk Cttee | Pre-election period 12:00 14:00 CSP 19:30 21:00 CEJCC | | Islam - Ramadan EU referendum date | | | |
| 27 | 28 | 29 | 30 | 1 Jul | 2 | 3 |
| 18:30 21:00 OSC Panel - Hsg/Regen 19:00 22:00 Planning Sub-Cttee | 19:00 21:00 Corporate Cttee 19:00 21:00 HfH Board | Islam - Ramadan | 18:30 21:00 OSC Panel - Envj/Comm Safety 19:00 22:00 Licensing Sub A 19:30 22:00 APPA /APPC & APPA JOINT | | | |

30 May - 5 Jun

6 - 12 Jun

13 - 19 Jun

20 - 26 Jun

27 Jun - 3 Jul

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09/03/2016 12:20

July 2016

| July 2016 | | | | | | | August 2016 | | | | | | |
|-----------|----|----|----|----|----|----|-------------|----|----|----|----|----|----|
| Mo | Tu | We | Th | Fr | Sa | Su | Mo | Tu | We | Th | Fr | Sa | Su |
| 4 | 5 | 6 | 7 | 8 | 9 | 10 | 1 | 2 | 3 | 4 | 5 | 6 | 7 |
| 11 | 12 | 13 | 14 | 15 | 16 | 17 | 8 | 9 | 10 | 11 | 12 | 13 | 14 |
| 18 | 19 | 20 | 21 | 22 | 23 | 24 | 15 | 16 | 17 | 18 | 19 | 20 | 21 |
| 25 | 26 | 27 | 28 | 29 | 30 | 31 | 22 | 23 | 24 | 25 | 26 | 27 | 28 |

| Monday | Tuesday | Wednesday | Thursday | Friday | Saturday | Sunday |
|--|-------------------------------------|---------------------------|--|--------------|-----------------|-----------|
| 27 Jun | 28 | 29 | 30 | 1 Jul | 2 | 3 |
| | | | | | Islam - Ramadan | |
| 4 | 5 | 6 | 7 | 8 | 9 | 10 |
| 18:30 21:00 CPAC | 18:30 21:00 OSC Panel - Childrens | 19:00 22:00 Lib Dem Group | Ramadan Ends - Eid al F 18:30 21:00 OSC Panel - Adults 19:00 22:00 Lic Sub A Cttee | | | |
| 11 | 12 | 13 | 14 | 15 | 16 | 17 |
| 19:00 22:00 Planning Sub-Cttee 19:00 21:30 Pensions Cttee | 18:30 21:00 Cabinet | | 19:00 22:00 Labour Group | | | |
| 18 | 19 | 20 | 21 | 22 | 23 | 24 |
| 19:30 22:00 Full Council | 18:00 20:00 MLD 19:30 22:00 APPB | | 19:00 22:00 Overview & Scrutiny Cttee 19:00 22:00 Lic Sub B Cttee | | School Holiday | |
| 25 | 26 | 27 | 28 | 29 | 30 | 31 |
| | 19:00 22:00 Staffing & Remun Cttee | | School Holiday | | | |
| | | | | | Hft Awayday | |
| | | | | | | To 2 Sep |

27 Jun - 3 Jul

4 - 10 Jul

11 - 17 Jul

18 - 24 Jul

25 - 31 Jul

August 2016

September 2016

| | | | | | | |
|----|----|----|----|----|----|----|
| Mo | Tu | We | Th | Fr | Sa | Su |
| 5 | 6 | 7 | 8 | 9 | 10 | 11 |
| 12 | 13 | 14 | 15 | 16 | 17 | 18 |
| 19 | 20 | 21 | 22 | 23 | 24 | 25 |
| 26 | 27 | 28 | 29 | 30 | | |

August 2016

| | | | | | | |
|----|----|----|----|----|----|----|
| Mo | Tu | We | Th | Fr | Sa | Su |
| 1 | 2 | 3 | 4 | 5 | 6 | 7 |
| 8 | 9 | 10 | 11 | 12 | 13 | 14 |
| 15 | 16 | 17 | 18 | 19 | 20 | 21 |
| 22 | 23 | 24 | 25 | 26 | 27 | 28 |
| 29 | 30 | 31 | | | | |

| Monday | Tuesday | Wednesday | Thursday | Friday | Saturday | Sunday |
|-----------------------------|-----------|----------------|--------------|-----------|-----------|-----------|
| 1 Aug | 2 | 3 | 4 | 5 | 6 | 7 |
| From 22 Jul | | | | | | |
| 8 | 9 | 10 | 11 | 12 | 13 | 14 |
| School Holiday | | | | | | |
| 19:00 22:00 Lic Sub A Cttee | | | | | | |
| 15 | 16 | 17 | 18 | 19 | 20 | 21 |
| School Holiday | | | | | | |
| 19:00 22:00 Lic Sub B Cttee | | | | | | |
| 22 | 23 | 24 | 25 | 26 | 27 | 28 |
| School Holiday | | | | | | |
| 29 | 30 | 31 | 1 Sep | 2 | 3 | 4 |
| Bank Holiday | | School Holiday | | | | |
| 5 | | | | | | |

1 - 7 Aug

8 - 14 Aug

15 - 21 Aug

22 - 28 Aug

29 Aug - 4 Sep

Hart Clifford

09/03/2016 12:20

September 2016

| September 2016 | | | | | | | October 2016 | | | | | | |
|----------------|----|----|----|----|----|----|--------------|----|----|----|----|----|----|
| Mo | Tu | We | Th | Fr | Sa | Su | Mo | Tu | We | Th | Fr | Sa | Su |
| 5 | 6 | 7 | 8 | 9 | 10 | 11 | 3 | 4 | 5 | 6 | 7 | 8 | 9 |
| 12 | 13 | 14 | 15 | 16 | 17 | 18 | 10 | 11 | 12 | 13 | 14 | 15 | 16 |
| 19 | 20 | 21 | 22 | 23 | 24 | 25 | 17 | 18 | 19 | 20 | 21 | 22 | 23 |
| 26 | 27 | 28 | 29 | 30 | | | 24 | 25 | 26 | 27 | 28 | 29 | 30 |
| | | | | | | | 31 | | | | | | |

| Monday | Tuesday | Wednesday | Thursday | Friday | Saturday | Sunday |
|--|--|---------------------------|--|----------------|--------------------------|---------------------|
| 29 Aug | 30 | 31 | 1 Sep | 2 | 3 | 4 |
| | | | 19:30 22:00 Labour Group | School Holiday | | |
| 5 | 6 | 7 | 8 | 9 | 10 | 11 |
| 18:30 20:30 HfH Audit & Risk Cttee 19:00 22:00 Planning Sub-Cttee | 18:00 20:00 MLD 19:00 22:00 Lic Sub A Cttee | | 19:00 21:30 Pensions Cttee 19:00 21:00 Regulatory Cttee | | Islam - Hajj | Islam - Eid al Adha |
| 12 | 13 | 14 | 15 | 16 | 17 | 18 |
| 18:00 21:00 HWB Sub-Cttee 19:00 22:00 Planning Sub-Cttee | Islam - Eid al Adha 18:30 21:00 Cabinet | 19:00 22:00 Lib Dem Group | 19:00 22:00 Lic Sub B Cttee 19:00 21:00 Corporate Cttee | | Lib Dem Party Conference | |
| 19 | 20 | 21 | 22 | 23 | 24 | 25 |
| Lib Dem Party Conference | | | 19:30 22:00 Labour Group | | Labour Party Conference | |
| 26 | 27 | 28 | 29 | 30 | 1 Oct | 2 |
| | Labour Party Conference 19:00 21:00 HfH Board | | 18:00 21:00 OSC Panel - Adults 19:00 21:30 OSC Panel - Envir/CS | | | |

29 Aug - 4 Sep

5 - 11 Sep

12 - 18 Sep

19 - 25 Sep

26 Sep - 2 Oct

09/03/2016 12:20

October 2016

| October 2016 | | | | | | | November 2016 | | | | | | |
|--------------|----|----|----|----|----|----|---------------|----|----|----|----|----|----|
| Mo | Tu | We | Th | Fr | Sa | Su | Mo | Tu | We | Th | Fr | Sa | Su |
| 3 | 4 | 5 | 6 | 7 | 1 | 2 | 1 | 2 | 3 | 4 | 5 | 6 | |
| 10 | 11 | 12 | 13 | 14 | 8 | 9 | 7 | 8 | 9 | 10 | 11 | 12 | 13 |
| 17 | 18 | 19 | 20 | 21 | 15 | 16 | 14 | 15 | 16 | 17 | 18 | 19 | 20 |
| 24 | 25 | 26 | 27 | 28 | 22 | 23 | 21 | 22 | 23 | 24 | 25 | 26 | 27 |
| 31 | | | | | 29 | 30 | 28 | 29 | 30 | | | | |

| Monday | Tuesday | Wednesday | Thursday | Friday | Saturday | Sunday |
|---|--|------------------------------|--|-----------|---|---|
| 26 Sep | 27 | 28 | 29 | 30 | 1 Oct | 2 |
| 3 | 4 | 5 | 6 | 7 | 8 | 9 |
| Judaism - Rosh Hashana 18:30 21:00 CPAC 18:30 21:00 OSC Panel -Hsg/Regen | Conservative Party Conference 19:00 22:00 Staffing & Remun Cttee | 19:00 22:00 Lib Dem Group | 18:30 21:00 OSC Panel - Childrens 19:00 22:00 Lic Sub A Cttee | | Conservative Party Conference Hinduism - Navaratri beg Hinduism - Eve of Rosh H | |
| 10 | 11 | 12 | 13 | 14 | 15 | 16 |
| 19:00 22:00 Planning Sub-Cttee | Judaism - Eve of Yom Kij | Yom Kippur | 19:00 21:00 Standards Cttee | | | 08:00 08:30 Judaism - Eve of Sukkot |
| 17 | 18 | 19 | 20 | 21 | 22 | 23 |
| Judaism - Sukkot 19:00 22:00 Overview & Scrutiny Cttee | 18:00 20:00 MLD 18:30 21:00 Cabinet | | 12:00 14:00 CSP 19:00 22:00 Lic Sub B Cttee | | | |
| 24 | 25 | 26 | 27 | 28 | 29 | 30 |
| | | School Half Term | 19:30 22:00 Labour Group | | | British Summer time ends Hinduism/Sikhism - Diwa |
| 31 | 1 Nov | 2 | 3 | 4 | 5 | 6 |
| Hallowe'en | | | | | | |

26/9 - 1/10

3 - 8/10

10 - 15/10

17 - 22/10

24 - 29/10

31/10 - 5/11

Hart Clifford

7

09/03/2016 12:20

November 2016

| November 2016 | | | | | | | December 2016 | | | | | | |
|---------------|----|----|----|----|----|----|---------------|----|----|----|----|----|----|
| Mo | Tu | We | Th | Fr | Sa | Su | Mo | Tu | We | Th | Fr | Sa | Su |
| 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 | 10 | 11 | 12 | 13 | 14 |
| 14 | 15 | 16 | 17 | 18 | 19 | 20 | 21 | 22 | 23 | 24 | 25 | 26 | 27 |
| 28 | 29 | 30 | | | | | 28 | 29 | 30 | 31 | | | |

| | Monday | Tuesday | Wednesday | Thursday | Friday | Saturday | Sunday |
|--------|---|--|--|--|------------------------------|----------------------------|---------------------------------------|
| 31 Oct | | 1 Nov 19:00 21:00 HfH Board | 2 19:00 22:00 Lib Dem Group | 3 19:00 22:00 Planning Sub-Cttee | 4 | 5 Bon Fire Night | 6 |
| 7 | 7 19:00 22:00 Lic Sub A Cttee 19:30 21:30 CEJCC | 8 18:00 20:00 MLD | 9 | 10 | 11 Remembrance Day | 12 | 13 Remembrance Sunday |
| 14 | 14 19:00 22:00 Planning Sub-Cttee | 15 18:30 21:00 Cabinet | 16 | 17 19:00 22:00 Lic Sub B Cttee | 18 | 19 | 20 |
| 21 | 21 18:30 20:30 HfH Audit & Risk Cttee 19:30 22:00 Full Council | 22 19:00 22:00 Pensions Cttee 19:30 22:00 APPA /APPC & APPA JOINT | 23 | 24 19:30 22:00 Labour Group | 25 | 26 | 27 Christian - Advent Sunda |
| 28 | 28 19:00 22:00 Overview & Scrutiny Cttee | 29 19:00 21:30 Corporate Cttee | 30 St Andrew's day - Christi | 1 Dec | 2 | 3 | 4 |

31 Oct - 6 Nov

7 - 13 Nov

14 - 20 Nov

21 - 27 Nov

28 Nov - 4 Dec

09/03/2016 12:20

December 2016

December 2016

January 2017

| Mo | Tu | We | Th | Fr | Sa | Su |
|----|----|----|----|----|----|----|
| 5 | 6 | 7 | 8 | 9 | 10 | 11 |
| 12 | 13 | 14 | 15 | 16 | 17 | 18 |
| 19 | 20 | 21 | 22 | 23 | 24 | 25 |
| 26 | 27 | 28 | 29 | 30 | 31 | |

| Mo | Tu | We | Th | Fr | Sa | Su |
|----|----|----|----|----|----|----|
| 2 | 3 | 4 | 5 | 6 | 7 | 8 |
| 9 | 10 | 11 | 12 | 13 | 14 | 15 |
| 16 | 17 | 18 | 19 | 20 | 21 | 22 |
| 23 | 24 | 25 | 26 | 27 | 28 | 29 |
| 30 | 31 | | | | | |

| | Monday | Tuesday | Wednesday | Thursday | Friday | Saturday | Sunday |
|----------------|--|--|--------------------------------------|---|---|--|--|
| 26 Dec - 1 Jan | 28 Nov | 29 | 30 | 1 Dec | 2 | 3 | 4 |
| | 19:00 21:00 Regulatory Cttee | St Nicholas Day - Christi 19:00 22:00 Staffing & Remun Cttee 19:00 21:00 HfH Board 19:30 22:00 APPB | 19:00 22:00 Lib Dem Group | 18:30 21:30 OSC Panel - Adults 19:00 22:00 Lic Sub A Cttee | 18:00 21:00 HWB 18:00 20:00 MLD 18:30 21:30 OSC Panel - Enviro/CS | | |
| 5 - 11 Dec | 5 | 6 | 7 | 8 | 9 | 10 | 11 |
| | 19:00 21:00 Regulatory Cttee | St Nicholas Day - Christi 19:00 22:00 Staffing & Remun Cttee 19:00 21:00 HfH Board 19:30 22:00 APPB | 19:00 22:00 Lib Dem Group | 18:00 21:00 HWB 18:00 20:00 MLD 18:30 21:30 OSC Panel - Enviro/CS | 18:00 21:00 HWB 18:00 20:00 MLD 18:30 21:30 OSC Panel - Enviro/CS | | |
| 12 - 18 Dec | 12 | 13 | 14 | 15 | 16 | 17 | 18 |
| | 19:00 22:00 Planning Sub-Cttee | 18:30 21:30 OSC Panel - Hsg 18:30 21:00 Cabinet | | 19:00 22:00 Labour Group | | | |
| 19 - 25 Dec | 19 | 20 | 21 | 22 | 23 | 24 | 25 |
| | 18:00 21:00 OSC Panel - Childrens 19:00 22:00 Lic Sub B Cttee | | Winter Solstice - shortes | | | School Holiday | Judaism - Hanukkah Christmas Eve - Christian Judaism - Eve of Hanukk |
| 26 Dec - 1 Jan | 26 | 27 | 28 | 29 | 30 | 31 | 1 Jan 17 |
| | Boxing Day - Bank Holiday | Bank Holiday | School Holiday Judaism - Hanukkah | | | To 2 Jan To 1 Jan New Year's Day | |

January 2017 - February 2017

| January 2017 | | | | | | | February 2017 | | | | | | |
|--------------|----|----|----|----|----|----|---------------|----|----|----|----|----|----|
| Mo | Tu | We | Th | Fr | Sa | Su | Mo | Tu | We | Th | Fr | Sa | Su |
| 2 | 3 | 4 | 5 | 6 | 7 | 8 | 6 | 7 | 8 | 9 | 10 | 11 | 12 |
| 9 | 10 | 11 | 12 | 13 | 14 | 15 | 13 | 14 | 15 | 16 | 17 | 18 | 19 |
| 16 | 17 | 18 | 19 | 20 | 21 | 22 | 20 | 21 | 22 | 23 | 24 | 25 | 26 |
| 23 | 24 | 25 | 26 | 27 | 28 | 29 | 27 | 28 | 29 | 30 | 31 | | |
| 30 | 31 | | | | | | | | | | | | |

| | Monday | Tuesday | Wednesday | Thursday | Friday | Saturday | Sunday |
|-------|--|--|---------------------------------|---|------------------------------|------------------------|--------|
| 2 Jan | School Holiday Bank Holiday | 3 | 4 | 5 | 6 Christian - Epiphany | 7 | 8 |
| 9 | 18:00 20:00 MLD | 10 19:30 22:00 Labour Group | 11 19:00 22:00 Lib Dem Group | 12 18:30 21:00 CPAC 19:00 22:00 Lic Sub A Cttee | 13 | 14 | 15 |
| 16 | 19:00 22:00 Planning Sub-Cttee | 17 | 18 | 19 12:00 14:00 CSP 19:00 21:30 Pensions Cttee | 20 | 21 | 22 |
| 23 | 19:00 22:00 Standards Cttee 19:30 22:00 CEDCC | 24 18:30 21:00 Cabinet 19:00 22:00 Lic Sub B Cttee | 25 | 26 19:30 22:00 Labour Group | 27 Holocaust Memorial Day | 28 Chinese New Year | 29 |
| 30 | 19:00 22:00 Lic Sub A Cttee 19:00 22:00 Overview & Scrutiny Cttee | 31 19:00 21:30 Corporate Cttee 19:30 22:00 APPA /APPC & APPA JOINT | 1 Feb | 2 | 3 | 4 | 5 |
| 6 | | 7 | 8 | 9 | 10 | 11 | 12 |

2 - 7/1

9 - 14/1

16 - 21/1

23 - 28/1

30/1 - 4/2

6 - 11/2

February 2017

| February 2017 | | | | | | | March 2017 | | | | | | |
|---------------|----|----|----|----|----|----|------------|----|----|----|----|----|----|
| Mo | Tu | We | Th | Fr | Sa | Su | Mo | Tu | We | Th | Fr | Sa | Su |
| 6 | 7 | 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 | 10 | 11 | 12 |
| 13 | 14 | 15 | 16 | 17 | 18 | 19 | 13 | 14 | 15 | 16 | 17 | 18 | 19 |
| 20 | 21 | 22 | 23 | 24 | 25 | 26 | 20 | 21 | 22 | 23 | 24 | 25 | 26 |
| 27 | 28 | | | | | | 27 | 28 | 29 | 30 | 31 | | |

| Monday | Tuesday | Wednesday | Thursday | Friday | Saturday | Sunday |
|--------------------------------|--|---------------------------|--------------------------------|-----------|-----------|-----------|
| 30 Jan | 31 | 1 Feb | 2 | 3 | 4 | 5 |
| | | 19:00 22:00 Lib Dem Group | 19:00 22:00 Planning Sub-Cttee | | | |
| 6 | 7 | 8 | 9 | 10 | 11 | 12 |
| 18:00 20:00 MLD | 19:00 22:00 Staffing & Remun Cttee | | | | | |
| 13 | 14 | 15 | 16 | 17 | 18 | 19 |
| 19:00 22:00 Planning Sub-Cttee | St Valentines Day 18:30 21:00 Cabinet 19:30 22:00 APPB | School Half Term | 19:00 22:00 Lic Sub B Cttee | | | |
| 20 | 21 | 22 | 23 | 24 | 25 | 26 |
| | | | 19:30 22:00 Labour Group | | | |
| 27 | 28 | 1 Mar | 2 | 3 | 4 | 5 |
| 19:30 22:00 Full Council | Shrove Tuesday - Christi 18:00 20:00 MLD | | | | | |

27 Feb - 5 Mar
20 - 26 Feb
13 - 19 Feb
6 - 12 Feb
30 Jan - 5 Feb

Hart Clifford

March 2017

| March 2017 | | | | | | | April 2017 | | | | | | |
|------------|----|----|----|----|----|----|------------|----|----|----|----|----|----|
| Mo | Tu | We | Th | Fr | Sa | Su | Mo | Tu | We | Th | Fr | Sa | Su |
| 6 | 7 | 8 | 9 | 10 | 11 | 12 | 3 | 4 | 5 | 6 | 7 | 8 | 9 |
| 13 | 14 | 15 | 16 | 17 | 18 | 19 | 10 | 11 | 12 | 13 | 14 | 15 | 16 |
| 20 | 21 | 22 | 23 | 24 | 25 | 26 | 17 | 18 | 19 | 20 | 21 | 22 | 23 |
| 27 | 28 | 29 | 30 | 31 | | | 24 | 25 | 26 | 27 | 28 | 29 | 30 |

| Monday | Tuesday | Wednesday | Thursday | Friday | Saturday | Sunday |
|---|---|---|---|----------------------------|------------------------|---|
| 27 Feb | 28 | 1 Mar | 2 | 3 | 4 | 5 |
| | | Ash Wednesday - Lent - St Davids Day - Christian 19:00 22:00 Lib Dem Group | 18:00 21:00 HWB 19:00 22:00 Lic Sub A Cttee | | | |
| 6 | 7 | 8 | 9 | 10 | 11 | 12 |
| 18:30 21:30 OSC Panel - Adults | 18:00 21:00 OSC Panel - Housing | | 18:30 21:30 OSC Panel - Environ/CS 19:30 21:30 CEJCC | | Judaism - Eve of Purim | Judaism - Purim |
| 13 | 14 | 15 | 16 | 17 | 18 | 19 |
| Commonwealth Day Hinduism - Holi Spring F 19:00 22:00 Planning Sub-Cttee | 18:30 21:00 Cabinet | | 18:30 21:30 OSC Panel - Childrens 19:00 22:00 Lic Sub B Cttee 19:00 21:30 Pensions Cttee | St Patrick's Day - Christi | | |
| 20 | 21 | 22 | 23 | 24 | 25 | 26 |
| 19:30 22:00 Full Council | 19:00 21:30 Corporate Cttee | | 19:30 22:00 Labour Group | | | British Summer time beg Mothering Sunday - Chris |
| 27 | 28 | 29 | 30 | 31 | 1 Apr | 2 |
| 19:00 22:00 Overview & Scrutiny Cttee | Hinduism - New Year 19:00 22:00 Planning Sub-Cttee 19:00 22:00 Staffing & Remun Cttee | | 12:00 14:00 CSP 19:00 21:00 Regulatory Cttee | | | |

27 Feb - 5 Mar

6 - 12 Mar

13 - 19 Mar

20 - 26 Mar

27 Mar - 2 Apr

April 2017

| April 2017 | | | | | | | May 2017 | | | | | | |
|------------|----|----|----|----|----|----|----------|----|----|----|----|----|----|
| Mo | Tu | We | Th | Fr | Sa | Su | Mo | Tu | We | Th | Fr | Sa | Su |
| 3 | 4 | 5 | 6 | 7 | 8 | 9 | 1 | 2 | 3 | 4 | 5 | 6 | 7 |
| 10 | 11 | 12 | 13 | 14 | 15 | 16 | 8 | 9 | 10 | 11 | 12 | 13 | 14 |
| 17 | 18 | 19 | 20 | 21 | 22 | 23 | 15 | 16 | 17 | 18 | 19 | 20 | 21 |
| 24 | 25 | 26 | 27 | 28 | 29 | 30 | 22 | 23 | 24 | 25 | 26 | 27 | 28 |

| Monday | Tuesday | Wednesday | Thursday | Friday | Saturday | Sunday |
|---|--|---------------------------|---|---------------------------|----------|---------------------------|
| 27 Mar | 28 | 29 | 30 | 31 | 1 Apr | 2 |
| 3 | 4 | 5 | 6 | 7 | 8 | 9 |
| 18:30 21:00 CPAC | 19:00 21:00 Standards Cttee | 19:00 22:00 Lib Dem Group | School Holiday 19:00 22:00 Lic Sub A Cttee | | | Palm Sunday - Christianit |
| 10 | 11 | 12 | 13 | 14 | 15 | 16 |
| Judaism - Eve of Passover 19:00 22:00 Planning Sub-Cttee | Judaism - Passover 18:30 21:00 Cabinet 19:30 22:00 APPA /APPC & APPA JOINT | | School Holiday Maundy Thursday | Good Friday - Christianit | | Easter Sunday - Christian |
| 17 | 18 | 19 | 20 | 21 | 22 | 23 |
| School Holiday Bank Holiday | | | 19:00 22:00 Lic Sub B Cttee | | | |
| 24 | 25 | 26 | 27 | 28 | 29 | 30 |
| St George's Day - Christi | 18:00 20:00 MLD 19:30 22:00 APPB | | 19:00 22:00 Labour Group AGM | | | |

27 Mar - 2 Apr

3 - 9 Apr

10 - 16 Apr

17 - 23 Apr

24 - 30 Apr

Hart Clifford

May 2017

June 2017

May 2017

| | | | | | | |
|----|----|----|----|----|----|----|
| Mo | Tu | We | Th | Fr | Sa | Su |
| 1 | 2 | 3 | 4 | 5 | 6 | 7 |
| 8 | 9 | 10 | 11 | 12 | 13 | 14 |
| 15 | 16 | 17 | 18 | 19 | 20 | 21 |
| 22 | 23 | 24 | 25 | 26 | 27 | 28 |
| 29 | 30 | 31 | | | | |

| | | | | | | |
|----|----|----|----|----|----|----|
| Mo | Tu | We | Th | Fr | Sa | Su |
| 5 | 6 | 7 | 8 | 9 | 10 | 11 |
| 12 | 13 | 14 | 15 | 16 | 17 | 18 |
| 19 | 20 | 21 | 22 | 23 | 24 | 25 |
| 26 | 27 | 28 | 29 | 30 | | |

| Monday | Tuesday | Wednesday | Thursday | Friday | Saturday | Sunday |
|---|---|------------------------------------|---------------------------------------|--------|---|--------|
| 1 May May Day - BH | 2 | 3 | 4 19:00 22:00 Lic Sub A Cttee | 5 | 6 | 7 |
| 8 19:00 22:00 Planning Sub-Cttee | 9 | 10 19:00 22:00 Lib Dem Group | 11 19:00 22:00 Lic Sub B Cttee | 12 | 13 | 14 |
| 15 19:30 22:00 Full Council | 16 18:30 21:30 Cabinet PROV | 17 | 18 19:00 21:00 Regulatory Cttee | 19 | 20 | 21 |
| 22 19:00 22:00 Planning Sub-Cttee | 23 | 24 | 25 Ascension Day - Christian | 26 | 27 Islam - Ramadan Islam - Ramadan begins | 28 |
| 29 BH | 30 Islam - Ramadan School Half Term Judaism - Eye of Shavuot | 31 Judaism - Shavuot | 1 Jun | 2 | 3 | 4 |

1 - 7 May

8 - 14 May

15 - 21 May

22 - 28 May

29 May - 4 Jun

Hart Clifford

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09/03/2016 12:20

**REPORT OF STAFFING & REMUNERATION COMMITTEE
No. 01/2015-16**

COUNCIL 17 MARCH 2016

Chair: Councillor Kaushika Amin

INTRODUCTION

The Council is required to produce an annual Pay Policy Statement to comply with the requirements of the Localism Act 2011. The Council approved its most recent Pay Policy Statement in March 2015.

This report from the Staffing & Remuneration Committee of 26 January 2016 recommends Full Council to approve the Pay Policy Statement 2016/17 (attached as Appendix B) for publication in April 2016.

PAY POLICY STATEMENT 2016/17

We considered the report on the Pay Policy Statement 2016-17. We were advised that the Council had approved its last Pay Policy Statement in March 2015, and that the Pay Policy Statement appended to the report was an updated version for publication in April 2016, subject to approval by Full Council in March 2016.

We asked whether the trade unions had been consulted on the updated Pay Policy Statement, in response to which we were advised that discussions had been held with the trade unions and there were no issues arising. We noted that the main content of the Pay Policy Statement remained broadly the same as previously, with the exception of the new arrangements relating to Senior Managers' Pay.

- i) We approved the draft Pay Policy Statement 2016/17, attached at Appendix A to this report, on the following assumption:
 - a) That by 1st April 2016 all the Chief Officers and Senior Managers whose current contracts incorporate a collective agreement or collective agreements have accepted the final versions of the employment contracts approved by the Staffing and Remuneration Committee at its meeting on 26th January 2016, such contracts containing a clause that there are no collective agreements relating to the terms and conditions of the employee's employment with Haringey.
- ii) We resolved that if assumption a) above proved to be incorrect then the Assistant Director of Human Resources was authorised in consultation with the Chair of the Staffing and Remuneration Committee to make such amendments to the Pay Policy Statement as she considered appropriate to reflect the correct factual position.

- iii) We also resolved that the Assistant Director of Human Resources was also authorised in consultation with the Chair of the Staffing and Remuneration Committee to make such amendments to the Pay Policy Statement as she considered minor.

Following our meeting on 26th January 2016 the Assistant Director of Human Resources, in consultation with our Chair, made the following changes to Appendix A :-

| Section | Change | Reason for change |
|--|---|--|
| Front Page | Removed the word 'Draft' | This is now the final version for publishing |
| Paragraph 1.6 | Added the following wording after 'A full list of all posts that are paid £50,000 or more per year': 'that fall within the scope of the Accounts and Audit Regulations 2015' | This has been added to ensure that published information is aligned and consistent with the Accounts and Audit Regulations 2015. |
| Paragraph 4.2 | Added sub paragraphs a to d. Sub paragraph 'e' was previously paragraph 4.2 with the exception of the word 'Otherwise' which has since been added. | This has been added to reflect the pay arrangements for Senior Managers and Chief Officers before and after 1 st April 2016 and the implications if employees do not agree to the new contract. |
| Appendix B Employee Group NJC | Wording in the 'Next Pay Award due' column has changed from (Proposed pay offer has been put forward – awaiting outcome Dec 2015) to (Pay Award to be confirmed). | To reflect that the National Pay Award is still to be confirmed for this group of staff. |
| Appendix B Employee Group Chief Executive, Chief Officers and Senior Managers | Wording in the 'Next Pay Award due' column has changed from (subject to outcome of Annual Pay Review) to (An increase of 1% on the benchmarks of the pay bands). | To reflect the decision made at the Staffing & Remuneration Committee meeting on 26 th January 2016. |

WE RECOMMEND

That Full Council approves the Pay Policy Statement 2016/17, amended as explained in this report and attached as Appendix B, at its meeting on 17th March 2016.



Pay Policy Statement 2016/17

Published
April 2016

DRAFT

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 21/03/2016 and any changes during the year will be brought back to Full Council for adoption at the earliest opportunity.
- 1.4. This statement does not apply to Council employees based in schools.

Related Remuneration and Transparency Context

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

2 Governance arrangements for pay and conditions of service within Haringey

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

3 Pay Strategy

- 3.1 In December 2014 the Staffing & Remuneration Committee agreed the Council's Modern Reward Strategy that included a review of Chief Officer and Senior Managers pay and grading arrangements.
- 3.2 The Council's vision includes the provision to adopt a reward strategy that is modern, sustainable, fair and transparent concerning pay, which rewards people appropriately for their contribution to the Council.
- 3.3 The changes for Chief Officers and Senior Managers are effective from 1 April 2016. This Pay Policy Statement sets out the new pay arrangements.
- 3.4 The pay and grading review for the rest of the workforce, i.e. those employees covered by the National Joint Council (NJC) for Local Government Services Green Book will be completed during the financial year 2016/17. The implementation date will be dependent on the progress of the project and will be a matter of consultation with the recognised trade unions.

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

- 4.1 The Council's Chief Officers are the Head of Paid Service (the Chief Executive), the Monitoring Officer, statutory chief officers, or non-statutory chief officers being officers who report to the Chief Executive, including the Strategic Leadership Team. The term "Chief Officers" also includes deputy chief officers being officers who report directly to a statutory or non-statutory chief officer. The Council defines its Senior Managers as those staff appointed on senior manager pay grades – which start at remuneration levels of £58,600 per annum. Chief Officers and Senior Managers are contracted to work as many hours as required to complete the job.
- 4.2 The pay and terms and conditions for Chief Officers and Senior Managers are determined locally. As such they do not depend on national negotiations to decide pay levels or awards.
- 4.3 The Council benchmarks its pay rates with other London Boroughs to ensure that it is able to recruit and retain qualified and competent staff. Pay bands for Chief Officers and Senior Managers must be approved by the Staffing and Remuneration Committee. The pay bands for Chief Officers and Senior Managers are at Appendix A.
- 4.4 Where it is proposed to appoint to a Chief Officer post and the proposed salary is £100,000 per annum or more, the Staffing and Remuneration Committee must consider and approve the proposed salary. The current Chief Officer management structure including employee salaries costs, details of bonuses and benefits-in-kind, grade, department and team, whether permanent or temporary, staff contact details, salary ceiling, names, job titles, services and functions responsible for, budget held

and numbers of staff is published on the Council website. Names may only be published if individual salaries are £150,000 or more. [See here](#).

- 4.5 The salary applicable to the Chief Officer posts is published on the Council website. [See here](#).
- 4.6 Base pay for the senior management population will be reviewed, but not necessarily increased, annually. The progression of a Chief Officer or a Senior Manager through the pay band applicable to him/her will be contribution led based on individual, team and organisation performance. It will not be automatic and the process will be overseen by the Chief Executive.
- 4.7 The Council may, in exceptional circumstances, engage Senior Managers/Chief Officers under contracts for services. The Council publishes in accordance with the Code details of all payments made under contracts for services in excess of £500 on the council website. [See here](#).

5 Remuneration of employees who are not Senior Managers or Chief Officers

- 5.1 The pay scales for all employees are increased in line with national and regional pay agreements.
- 5.2 For a majority of its employees who are not Senior Managers and Chief Officers the Council supports the NJC and regional (Greater London Provincial Council – GLPC) collective bargaining arrangements for pay and conditions of service and utilises the GLPC outer London pay spine (the exceptions to this are a small number of staff who are subject to the Soulbury, Teachers and NHS terms and conditions as detailed in paragraphs 5.6 to 5.11).
- 5.3 The last 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 B for more detail.
- 5.4 The Council considers it important to be able to locally determine pay rates for some staff where this is necessary. This enables it to respond to regional and local labour market conditions. The Council benchmarks its pay rates with other London Boroughs to ensure that it is able to recruit and retain qualified and competent staff.
- 5.5 The Council and the Trade Unions reached a local collective agreement in 2008 on 'single status' as part of the Equal Pay and Conditions package which covers a majority of its employees (employees subject to NJC conditions). This agreement details the working arrangements and allowances to be paid to employees such as overtime, weekend working and call out payments.
- 5.6 The Council employs a small number of employees who are Education Psychologists and Education Advisers/Inspectors and uses the national Soulbury pay scales for these employees.

- 5.7 The last pay award agreement increasing the pay spine points for employees covered by Soulbury conditions was implemented with effect from 1 March 2015. Refer to Appendix B for more detail.
- 5.8 The Council also employs a small number of centrally employed Teachers and uses the national Teachers Pay and Conditions (TPAC) pay scales for these employees.
- 5.9 The last pay award agreement increasing the pay spine points for employees covered by TPAC conditions was implemented with effect from 1 September 2015. Refer to Appendix B for more detail.
- 5.10 Public Health employees who transferred from the NHS into the Council from 1 April 2013 continue to be paid in accordance with NHS terms and conditions of employment.
- 5.11 The last pay award agreement increasing the pay spine points for employees covered by NHS conditions was implemented with effect from 1 April 2015. Refer to Appendix B for more detail.
- 5.12 All employees subject to NJC, Soulbury & NHS conditions are able to incrementally progress through the pay spine column points for their job evaluated grade. Progression will normally be one increment (pay spine column point) on the 1st of April each year until they reach the top of their grade.
- 5.13 Employees subject to TPAC conditions can incrementally progress through the pay spine column points subject to satisfactory performance normally on the 1st of September each year until they reach the top of their grade.
- 5.14 The Council approved with effect from May 2011 that in future the pay of Council employees at the lower ends of the pay spine receive a level of pay in line with the London Living Wage rate as determined from time to time by the Greater London Authority. This will be by way of an hourly pay supplement as appropriate to ensure that the London Living Wage rate is achieved. This rate was set at £9.40 per hour with effect from 31 October 2015 and is equivalent to a full time annual salary of £17,644.85 (exceptions to this are apprentices/trainees/interns).

6 Job Evaluation

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

7 Pay Multiple

- 7.1 The 'pay multiple' is the ratio between the highest paid taxable earnings and the median earnings figure of the whole of the Council's workforce. The Council's highest paid employee is the Chief Executive and the current pay multiple is shown in the table below.
- 7.2 Earnings for the purpose of calculating the 'pay multiple' are defined covering all elements of remuneration that can be valued (eg all taxable earnings for 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 | 2016/17 |
|-------------------------|-----------|
| Highest Paid | *£200,314 |
| Median | £30,440 |
| Lowest | £17,645 |
| Highest to median ratio | 1:6.6 |
| Highest to Lowest ratio | 1:11.4 |

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

8 Pay on Appointment

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

9 Recruitment & Retention payments

- 9.1 The Council acknowledges that our employees are our best asset and that due to external factors recruitment and retention allowances will be required for some posts in order to attract and retain good staff.

9.2 Recruitment and retention allowances are linked to the post, not the person. They cannot be paid to someone because of their level of skill or experience.

9.3 A recruitment / retention allowance is deemed suitable where there is evidence of one or more of the following:

- The post has been advertised on more than one occasion and a suitable applicant could not be recruited.
- Pay benchmarking exercises show that similar local authorities offer recruitment and retention allowances or a higher salary for the same work.
- A national /local skills shortage where the Council is competing with a number of other employers for applicants.
- The post is highly specialised with a limited number of potential applicants.

9.4 If the post does not meet the suitability criteria the payment of a recruitment and retention allowance is unjustified and may be in breach of equal pay legislation contained in the Equality Act 2010.

10 Fees for Election Duties

10.1 Council staff may be engaged on election duties of varying types. The fees paid to Council employees for undertaking these election duties vary according to the type of election they participate in, and the nature of the duties they undertake.

10.2 Returning Officer duties (and those of the Deputy Returning Officer) are contractual requirements, and fees paid to them for national elections/referendums are paid in accordance with the appropriate Statutory Fees and Charges Order and are paid by the body responsible for the conduct of the election.

11 Pension

11.1 There are three pension schemes covering the Council's employees.

11.2 A majority of its employees are entitled to join the Local Government Pension Scheme and receive benefits in accordance with the provisions of that Scheme as applied by the Council. Details of the Council's policy and decisions in respect of discretionary elements of the Scheme are published on the council's website, [see here](#).

11.3 Centrally employed Teachers are entitled to join the Teachers pension scheme and receive benefits in accordance with the provisions of that Scheme.

11.4 Public Health employees who transferred from the NHS and are members of the NHS pension scheme continue to receive benefits in accordance with the provisions of that Scheme.

12 Other Terms and Conditions of Employment

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

13 Payments on Termination of Employment

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

14 Re-employment of Employees

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

15 Further Information

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

Chief Officer/Senior Manager Pay Bands

| Job Level | Role | Pay Bands | | |
|-----------|---|-----------|----------|----------|
| | | Minimum | Maximum | |
| Level A | Strategic Leadership Team | Step 2 | £173,700 | £201,900 |
| | | Step 1 | £136,200 | £158,200 |
| Level B | Director / Assistant Director | Step 2 | £111,000 | £129,000 |
| | | Step 1 | £94,800 | £110,200 |
| Level C | Head of Service/Senior Professional III | Step 3 | £80,800 | £93,800 |
| | | Step 2 | £68,600 | £79,800 |
| | | Step 1 | £58,600 | £68,000 |

| Employee Group | Job Evaluation Scheme | Last Pay Award Implemented | Next Pay Award Due |
|---|---|--|---|
| National Joint Council (NJC) for Local Government Services – Green Book (a majority of the Council's employees) | Greater London Provincial Council (GLPC) (with local variations) | 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 (Proposed pay offer has been put forward – awaiting outcome Dec 2015) |
| Chief Executive, Chief Officers & Senior Managers | The HAY job evaluation scheme | | 1 April 2016 (subject to outcome of Annual Pay Review) |
| Teachers Pay & Conditions - TPAC (centrally employed Teachers) | Teachers Pay and conditions documents | 1 year pay deal. Increase of 1% on the majority of spinal points effective from 1 September 2015 with the exception of some spinal points receiving no increase and 1 spinal point receiving 2%. | 1 September 2016 |
| Soulbury (Education Psychologists & Education Advisers/ Inspectors) | Soulbury | 18 month pay deal increasing spinal points effective from 1 March 2015 by 2.2% | 1 September 2016 |
| Public Health (ex-NHS staff) | The Agenda for Change NHS Job Evaluation Scheme (GLPC or Hay scheme for those whose roles have been reviewed since the transfer date) | 1 year pay deal. Increase of 1% on pay spine points 9-42 consolidated and no increase to spine points 43-54 effective from 1 April 2015. | 1 April 2016 |



Pay Policy Statement

2016/17

Published
April 2016

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.
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- 4.2
 - a) For its Senior Managers and Chief Officers the Council has previously utilised the national (Joint Negotiating Committee for Chief Officers of Local Authorities – JNC) and regional (Greater London Provincial Council- GLPC) collective bargaining arrangements for pay and conditions of service. These employees' pay scales have been increased in line with these national and regional pay agreements.
 - b) On 26th January 2016 the Council's Staffing and Remuneration Committee approved contracts to be issued to the Chief Executive, and to all Senior Managers and Chief Officers other than the Chief Executive, to take effect from 1st April 2016. Those new contracts contained a clause that there are no collective agreements relating to the terms and conditions of the employee's employment with the Council.
 - c) The new contracts are due to be sent to all affected employees by 14th March 2016, with a deadline to be given for acceptance of 29th March 2016.

- d) Where employees do not agree to the applicable new contract on or before the 31st March 2016, the Council will thereafter take lawful and reasonable steps to implement the decision that the new contracts should take effect from 1st April 2016. Such steps may involve giving notice to terminate those employees' existing contracts, and offering to reengage them on the applicable new contract.
 - e) Otherwise, the pay and terms and conditions for Chief Officers and Senior Managers are determined locally. As such they do not depend on national or regional negotiations to decide pay levels or awards.
- 4.3 The Council benchmarks its pay rates with other London Boroughs to ensure that it is able to recruit and retain qualified and competent staff. Pay bands for Chief Officers and Senior Managers must be approved by the Staffing and Remuneration Committee. The pay bands for Chief Officers and Senior Managers are at Appendix A.
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 - Pay benchmarking exercises show that similar local authorities offer recruitment and retention allowances or a higher salary for the same work.
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- 11.2 A majority of its employees are entitled to join the Local Government Pension Scheme and receive benefits in accordance with the provisions of that Scheme as applied by the Council. Details of the Council's policy and decisions in respect of discretionary elements of the Scheme are published on the council's website, [see here](#).
- 11.3 Centrally employed Teachers are entitled to join the Teachers pension scheme and receive benefits in accordance with the provisions of that Scheme.
- 11.4 Public Health employees who transferred from the NHS and are members of the NHS pension scheme continue to receive benefits in accordance with the provisions of that Scheme.

12 Other Terms and Conditions of Employment

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

13 Payments on Termination of Employment

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

14 Re-employment of Employees

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

15 Further Information

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

Chief Officer/Senior Manager Pay Bands

| Job Level | Role | Pay Bands | | |
|-----------|---|-----------|----------|----------|
| | | Minimum | Maximum | |
| Level A | Strategic Leadership Team | Step 2 | £173,700 | £201,900 |
| | | Step 1 | £136,200 | £158,200 |
| Level B | Director / Assistant Director | Step 2 | £111,000 | £129,000 |
| | | Step 1 | £94,800 | £110,200 |
| Level C | Head of Service/Senior Professional III | Step 3 | £80,800 | £93,800 |
| | | Step 2 | £68,600 | £79,800 |
| | | Step 1 | £58,600 | £68,000 |

| Employee Group | Job Evaluation Scheme | Last Pay Award Implemented | Next Pay Award Due |
|---|---|--|--|
| National Joint Council (NJC) for Local Government Services – Green Book (a majority of the Council's employees) | Greater London Provincial Council (GLPC) (with local variations) | 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 (Pay Award to be confirmed) |
| Chief Executive, Chief Officers & Senior Managers | The HAY job evaluation scheme | | 1 April 2016 An increase of 1% on the benchmarks of the pay bands |
| Teachers Pay & Conditions - TPAC (centrally employed Teachers) | Teachers Pay and conditions documents | 1 year pay deal. Increase of 1% on the majority of spinal points effective from 1 September 2015 with the exception of some spinal points receiving no increase and 1 spinal point receiving 2%. | 1 September 2016 |
| Soulbury (Education Psychologists & Education Advisers/ Inspectors) | Soulbury | 18 month pay deal increasing spinal points effective from 1 March 2015 by 2.2% | 1 September 2016 |
| Public Health (ex-NHS staff) | The Agenda for Change NHS Job Evaluation Scheme (GLPC or Hay scheme for those whose roles have been reviewed since the transfer date) | 1 year pay deal. Increase of 1% on pay spine points 9-42 consolidated and no increase to spine points 43-54 effective from 1 April 2015. | 1 April 2016 |

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**REPORT OF THE STANDARDS COMMITTEE
No. 01/2015-16**

COUNCIL 17 MARCH 2016

Chair: Councillor Raj Sahota

INTRODUCTION

Full Council is being asked to revoke the Members Allowances Scheme for 2015/16 as of 31st March 2016; and to approve the proposed new Members Allowances Scheme for 2016-17 as set out in Appendix 2 to this report to take effect from 1st April 2016.

Full Council is also being asked to approve the appointment of Lisa Klein as an Independent Person, and Alison Lowton as secondary Independent Person to the Standards Committee. This is under s28(7) of the Localism Act 2011 for a period of 4 years commencing 1 July 2016 and ending on 30 June 2020;

Full Council is further asked to approve the allowance paid per annum to the Independent Person, and Secondary Independent person at £1250.00 and £250.00 respectively.

MEMBERS ALLOWANCE SCHEME 2016/17

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

We were advised that before adoption of a Members Allowances Scheme the Council has a duty to consider the recommendations of an Independent Remuneration Panel in relation to the payment of Members Allowances.

The Local Authorities (Members Allowances) (England) Regulations 2003 allow London Boroughs to use an independent remuneration panel set up for the purpose of making recommendations across London. London Councils set up a panel for this purpose in 2001 and we considered its most recent report which was published in June 2014 and is attached as Appendix 3. We noted that although the IRP makes recommendations, it is for each individual council to decide the level of remuneration and for which roles. We further noted that the 2014 recommendations had been considered in the preparation of the proposals at Appendix 1.

We noted that there were no proposals to change the level of allowances. There were only small amendments to the scheme which related to year for which the Scheme will operate, and some minor clarifications relating to the description of co-optees for consistency. These are set out in italics at appendix 2 of this report.

WE RECOMMEND

1. The revocation of the Members Allowances Scheme for 2015/16 as of 31st March 2016; and
2. Approval of the proposed new Members Allowances Scheme for 2016-17 as set out in Appendix 2 to this report to take effect from 1st April 2016.

APPOINTMENT OF INDEPENDENT PERSONS UNDER SECTION 28(7) OF THE LOCALISM ACT 2011 (TO SUPPORT THE OPERATION OF THE CODE OF CONDUCT BY THE STANDARDS COMMITTEE) from 1 JULY 2016 to 30 JUNE 2020

We had previously agreed in October 2015 the commencement of a recruitment process to seek an Independent Person (to commence office on 1 July 2016 for a four year term). Interviews for the position took place on 27 January 2016 and the Interview Panel consisted of Councillors Morris, Reith and Sahota. We felt there had been a thorough recruitment process facilitated by Legal and Democratic services.

We considered the report attached at appendix 4, which contained the legal requirements for appointing an independent person, and listed their duties and required work for the council. We noted that there had been a strong shortlist of candidates, and the two recommended candidates had been chosen according to their working experience and knowledge of local government.

We thank Rachel Hatch, the departing, Independent Member of the Standards Committee, for her support and hard work for the Council and Committee over the last 4 years. We wish to record our gratitude to the late Christopher Watts for his role as a secondary independent person on the Committee.

WE RECOMMEND

1. That full Council appoint Lisa Klein as Independent Person, and Alison Lowton as secondary Independent Person under s28(7) of the Localism Act 2011 for a period of 4 years commencing 1 July 2016 and ending on 30 June 2020;
2. That full Council approve the allowance paid per annum to the Independent Person, and Secondary Independent person be £1250.00 and £250.00 respectively.

Report for: Standards Committee 7th March

Item number:

Title: Members Allowances Scheme for 2016-17

Report

authorised by : Assistant Director of Corporate Governance

Lead Officer: Alison Vydulinska

Ward(s) affected: N/A

Report for Key/

Non Key Decision: Non key decision

1. Describe the issue under consideration

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

2. Cabinet Member Introduction

N/A

3. Recommendations

3.1 That the Standards Committee recommend to Council:

- a) The revocation of the Members Allowances Scheme for 2015/16 as of 31st March 2016; and
- b) Approval of the proposed new Members Allowances Scheme for 2016-17 as set out in Appendix 1 to this report to take effect from 1st April 2016.

4. Reasons for decision

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

5. Alternative options considered

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

6. Background information

- 6.1 This report asks Standards Committee to consider the scheme proposed for 2016-17 and recommend it for approval by full Council, in accordance with Article 14.03 of the Council's Constitution.
- 6.2 Before it can adopt a Members Allowances Scheme the Council has a duty to consider the recommendations of an Independent Remuneration Panel in relation to the payment of Members Allowances.
- 6.3 The Local Authorities (Members Allowances) (England) Regulations 2003 allow London Boroughs to use an independent remuneration panel set up for the purpose of making recommendations across London. London Councils set up a panel for this purpose in 2001 and its most recent report was published in June 2014 and is attached as Appendix 2. Although the IRP makes recommendations, it is for each individual council to decide the level of remuneration and for which roles. The 2014 recommendations have been considered in the preparation of the proposals at Appendix 1.
- 6.4 The changes to the Scheme for 2016-17 are shown in italics and underlined. There are no proposals to change the level of allowances. Small amendments to the scheme relate to year for which the Scheme will operate, and some minor clarifications relating to the description of co-optees for consistency.

7. Contribution to strategic outcomes

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

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

8.1 Finance and Procurement

The Chief Finance Officer has reviewed the proposed new scheme, noting that there is no proposed increase in allowances. The cost of the scheme is within the agreed budget provision for 2016-17.

8.2 Assistant Director of Corporate Governance

Legal implications are contained within the body of this report.

8.3 Equality

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

9. Use of Appendices

Appendix 1: Members Allowances Scheme 2016-17

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

10. Local Government (Access to Information) Act 1985

None

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Part 6

Members' Allowances Scheme

1. SCHEME FOR THE PAYMENT OF MEMBERS' ALLOWANCES

- 1.01 Made in accordance with the Local Authorities (Members' Allowances) (England) Regulations 2003 and in force for the municipal year 2016/17 (i.e. 1 April 2016 to 31 March 2017).

2. BASIC ALLOWANCE

- 2.01 Each Councillor will be entitled to receive the sum of £10,703 by way of Basic Allowance.
- 2.02 If a Councillor does not serve as such for the whole 12-month period or becomes disqualified, he/she will only be entitled to receive pro-rata payment for the period(s) during which he/she actually was a serving Councillor. This principle also applies to education representatives on scrutiny bodies (co-optees).

3. INCLUDED EXPENSES

- 3.01 Travel Expenses.
The Basic Allowance includes all travel within the M25. Councillors are not entitled to any form of concession or special permit as Councillors for parking in the Borough.
- 3.02 Telephones and I.T.
The Basic Allowance includes Councillors' telephone call charges, both mobile and landline, for which Councillors are billed individually. The Council meets the rental for apparatus, including broadband, and all datacharges.

4. MAYORAL ALLOWANCES

- 4.01 The additional allowances for the Mayor and Deputy Mayor are:
- (a) The Mayor is entitled to an additional allowance of £16,797.
 - (b) The Deputy Mayor is entitled to an additional allowance of £4,196.

5. SPECIAL RESPONSIBILITY ALLOWANCES

5.01 For the period 1 April 2016 to 31 March 2017, Haringey Council will allocate Special Responsibility Allowances in six bands, to Councillors who take on certain additional roles, in accordance with Table A below. If a Councillor does not serve as such for the whole period or becomes disqualified, he/she will only be entitled to receive pro-rata payment for the period(s) during which he/she actually was a serving Councillor.

Table A

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

6. MULTIPLE RESPONSIBILITIES

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

7. CO-OPTEE'S ALLOWANCES

- 7.01 Each education representative on scrutiny bodies is entitled to an allowance of £616.50. No allowances are payable to others who are not elected Councillors.

8. BABYSITTING AND DEPENDANTS ALLOWANCE

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

- (a) That reimbursement be made at a maximum rate of £8.60 per hour. The period of payment should include the time of the meeting, together with reasonable travelling time of the member, plus any necessary travelling expenses of the carer to and from their home.
- (b) Children over the age of 16 must not be claimed for, unless suffering from an illness or disability making constant care essential.

9. TRAVELLING AND SUBSISTENCE ALLOWANCE

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

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

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

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

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

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

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

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

10. CLAIMS AND PAYMENTS

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

The Remuneration of Councillors in London 2014

Report of the Independent Panel



Introduction

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

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

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

The role of elected members

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

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

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

Pensions

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

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

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

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

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

The current financial and political climate

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

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

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

Consultation with the boroughs

Level of allowances

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

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

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

External paid appointments

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

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

Chair of the Health and Wellbeing Board

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

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

Lead Member for Children's and Adult Services

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

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

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

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

Dependants' Carers' Allowance

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

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

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

Sickness, maternity and paternity leave

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

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

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

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

Travel and subsistence allowances

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

Update for inflation

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

Sir Rodney Brooke CBE DL

Steve Bundred

Anne Watts CBE

London
1 June 2014

Appendix A

Basic allowance £10,703

Special responsibilities – beyond the basic allowance

The case for special allowances

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

Calculation of special allowances

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

Categories of special allowances

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

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

Local discretion

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

BAND ONE

The posts we envisage falling within band one include:

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

Remuneration

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

This would be made up as follows:

Basic allowance: £10,703

Band one allowance: £2,392 to £8,941

Total: £13,095 to £19,644

BAND TWO

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

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

Remuneration

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

This is made up as follows:

Basic allowance £10,703

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

Total: £26,189 to £39,284

BAND THREE

We see this band as appropriate to the following posts:

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

Remuneration:

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

This is made up as follows:

Basic allowance: £10,703

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

Total: £45,831 to £52,378

BAND FOUR

Leader of cabinet, including a strong leader.

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

Remuneration:

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

This is made up as follows:

Basic allowance: £10,703

Band four allowance: £54,769

Total: £65,472

BAND FIVE

Directly elected mayor

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

Remuneration:

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

Appendix B

On behalf of the community – a job profile for councillors

Purposes:

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

Key Tasks:

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

Appendix C

The independent panel members

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

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

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

Report for: Standards Committee - 7 March 2016

Item number:

Title: **Appointment of Independent Persons under section 28(7) of the Localism Act 2011 (to support the operation of the Code of Conduct by the Standards Committee) from 1 July 2016 to 30 June 2020**

Report authorised by : Bernie Ryan – Assistant Director Corporate Governance & Monitoring Officer

Lead Officer: Alison Vydulinska

Ward(s) affected: None

**Report for Key/
Non Key Decision:** Non Key Decision

1. Describe the issue under consideration

1.1 This report seeks the Committee's approval to recommend to full Council the appointment of Lisa Klein as Independent Person and Alison Lowton as Secondary Independent Person under section 28(7) of the Localism Act 2011, to support the operation of the Code of Conduct by the Standards Committee. It should be noted that Independent Persons appointed to this position may also be appointed to a panel convened to consider a proposal to dismiss a Statutory Chief Officer under the Local Authorities (Standing Orders) (England) Regulations 2015.

2. Cabinet Member Introduction

N/A

3. Recommendations

That this Committee recommends:

3.1 That full Council appoint Lisa Klein as Independent Person, and Alison Lowton as secondary Independent Person under s28(7) of the Localism Act 2011 for a period of 4 years commencing 1 July 2016 and ending on 30 June 2020;

- 3.2 That full council approve the allowance paid per annum to the Independent Person, and Secondary Independent person be £1250.00 and £250.00 respectively.

4. Background

- 4.1 The Council must appoint at least one Independent Person (IP) whose views are to be sought and taken into account by the Council before it makes its decisions on allegations about breaches of the Code of Conduct that it has decided to investigate. The views of the Independent Person may also be sought by the Council's Monitoring Officer where an investigation has not yet been commenced, and by a member who is the subject of a complaint.
- 4.2 Under the Local Authorities (Standing Orders) (England) (Amendment) Regulations 2015 the Council must have in place arrangements for inviting Independent Persons to be involved in making recommendations to Council before any decision to dismiss a statutory chief officer. It would be possible to use IPs other than those appointed to support the Code of Conduct, or IPs from other authorities for this purpose, however it is considered sensible to use the IPs supporting the Code of Conduct for this purpose if needed as well.
- 4.3 Following on from the Standards Committee's approval in October 2015 to the recruitment process to seek an Independent Person (to commence office on 1 July 2016 for a four year term), the recruitment process proceeded in December 2015 and January 2016, and the interviews for the position took place on 27 January 2016. The Interview Panel consisted of Councillors Morris, Reith and Sahota.
- 4.4 Following on from the Interviews – the Interview Panel recommend that the following persons be appointed as follows:
- Lisa Klein - Independent Person
Alison Lowton – Secondary Independent Person
- 4.5 In accordance with section 28(7) of the Localism Act 2011 any appointment of Independent Persons is required to be agreed by Full Council, and so Full Council will be asked to confirm this appointment at its meeting on 17 March 2016.
- 4.6 In respect of the allowances paid to the respective positions the Standards Committee agreed at its meeting on 15 October 2015 to recommend to full Council that the allowance paid per annum to the Independent Person, and Secondary Independent person should be £1250.00 and £250.00 respectively.

5. Statutory Officers comments

5.1 Comments of the Chief Finance Officer and Financial Implications

The cost of these posts is £1,500, which is £500 more than the current cost of the incumbents. The increase reflects the potential additional role of the

Independent Persons in relation to the dismissal of statutory chief officers and can be met from within existing budgets.

5.2 Comments of the Assistant Director of Corporate Governance and Legal Implications

These are included within the main body of this report.

5.3 Equalities and Community Cohesion Comments

Although Independent Persons are not employees or officers of the Council, and are statutory appointees, the recruitment process for them followed the recruitment process for employees/officers, including a person specification and appointment criteria against which the relevant skills and abilities were assessed. The advert for these positions was advertised widely in a number of local newspapers (as required in law) including in their online presence, as well as on the Council's own website.

6. Use of Appendices

N/A

7. Local Government (Access to Information) Act 1985

7.1 Background documents:

Recruitment of Independent Person – Standards Cttee – 15/10/15

The background papers are located at River Park House, 225 High Road, Wood Green, London N22 8HQ.

To inspect them or to discuss this report further, please contact Ayshe Simsek on 0208 489 2920.

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