

## NOTICE OF MEETING

# FULL COUNCIL

**Monday, 18th March, 2019, 7.30 pm - Civic Centre, High Road,  
Wood Green, N22 8LE**

**Members:** Councillors Gina Adamou (Mayor), Charles Adje, Peray Ahmet, Amin, Dawn Barnes, Dhiren Basu, Patrick Berryman, John Bevan, Barbara Blake, Mark Blake, Zena Brabazon, Gideon Bull, Dana Carlin, Vincent Carroll, Nick da Costa, Luke Cawley-Harrison, Sakina Chenot, James Chiriyankandath, Pippa Connor, Eldridge Culverwell, Julie Davies, Mahir Demir, Paul Dennison, Isidoros Diakides, Josh Dixon, Erdal Dogan, Joseph Ejiofor, Scott Emery, Ruth Gordon, Makbule Gunes, Mike Hakata, Bob Hare, Kirsten Hearn, Justin Hinchcliffe, Emine Ibrahim, Sarah James, Adam Jogee, Peter Mitchell, Liz Morris, Khaled Moyeed, Lucia das Neves, Julia Ogiehor, Felicia Opoku, Tammy Palmer, Sheila Peacock, Reg Rice, Viv Ross, Alessandra Rossetti, Yvonne Say, Anne Stennett, Daniel Stone, Preston Tabois, Elin Weston, Noah Tucker, Sarah Williams and Matt White, Chandwani

Quorum: 15

### **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 25 FEBRUARY 2019 (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 - 22)**

**8. TO RECEIVE THE REPORT OF THE MONITORING OFFICER AND HEAD OF LEGAL SERVICES**

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

**10. TO RECEIVE REPORTS FROM THE FOLLOWING BODIES**

- (a) Standards Committee - Members' Allowances
- (b) Cabinet report - Amendments to Appendix C of the Housing Strategy
- (c) Staffing and Remuneration report on Council Pay Policy Statement

11. **HARINGEY DEBATE: MAKING THE ORDINARY POSSIBLE FOR CHILDREN AND YOUNG PEOPLE IN HARINGEY WITH AUTISM AND LEARNING DISABILITIES AND HOW WE WORK IN PARTNERSHIP IN HARINGEY**
12. **TO ANSWER QUESTIONS, IF ANY, IN ACCORDANCE WITH COUNCIL RULES OF PROCEDURE NOS. 9 & 10**

Oral questions

1. From Cllr Chiriyankandath to Cllr Ibrahim: What will the recently announced £1 billion investment in council homes over the next 5 years be spent on?
2. From Cllr da Costa to Cllr Ejiofor: Does the Leader regret moving an amendment to remove references to a People's Vote and remaining in the EU from the Liberal Democrat motion to Full Council on Brexit?
3. From Cllr Stennett to Cllr Amin: How is the Fairness Commission progressing, are you able to report on any of the interim findings to date?
4. From Cllr Morris to Cllr Hearn : Does the Cabinet Member regret attempting to withhold so many of Keep Britain Tidy's reports on the state of Haringey's Parks?
5. From Cllr Moyeed to Cllr Blake: What is the Council doing to support young people growing up in Haringey?
6. From Cllr Dennison to Councillor Ejiofor : Does spending £6,700 on a video explaining that the Council is short of money represent good value for council taxpayers?

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

**Motion G**

**Improving air quality around schools**

Proposed by: Cllr Palmer

Seconded by: Cllr Cawley- Harrison

Council notes:

1. That according to Haringey's Air Quality Annual Report for 2017 that local residents are exposed to unsafe levels of pollutants (especially nitrogen dioxide)
2. That road transport is the principal source of both particulate matter and nitrogen dioxide pollution in London.
3. That a 2018 report from London Councils states that nitrogen dioxide. *"impact on children is especially bad, with epidemiological studies showing that symptoms of bronchitis in asthmatic children increase in association with long-term exposure to NO<sub>2</sub>, as well as stunting lung growth"*.
4. That in February 2019, Lordship School became the first school in Haringey to operate 'No-Idling Zones' during drop-off and collection times.
5. That a number of other London boroughs including Hackney, Camden and Greenwich operate a number of 'School Streets' whereby only pedestrians and cyclists can use roads close to a school's entrance at start and finish times.

Council believes:

1. That air pollution poses a serious threat to the health of young people.
2. That whilst many of the policy interventions to rectify this problem would have to come from a national government or the Mayor of London, Haringey Council needs to do more.
3. That there should be more School Streets and No-Idling Zones around Haringey Schools.
4. That in the long term, Haringey should move towards them becoming universal at every school in the borough.
5. That it is important to provide parents with healthier and less polluting alternatives to driving their children to school. Therefore, the Council should invest more in walking and cycling.

Council resolves:

1. To implement School Streets or No-Idling Zones around every primary school in the borough by 2022.
2. To increase spending on active travel in future budgets.

3. To conduct a feasibility study of using a Workplace Parking Levy as a way to fund this.
4. To encourage local businesses to sponsor green walls on school buildings and tree planting near schools.

## **Motion H**

### **Declaring a Climate Emergency**

Proposed by: Cllr Hearn

Seconded by: Cllr Say

#### **Full Council notes:**

1. Humans have already caused irreversible climate change, the impacts of which are being felt around the world. Global temperatures have already increased by 1 degree Celsius from pre-industrial levels. Atmospheric CO<sub>2</sub> levels are above 400 parts per million (ppm). This exceeds the 350 ppm deemed to be a safe level for humanity;
2. In order to reduce the chance of runaway Global Warming and limit the effects of Climate Breakdown, it is imperative that we reduce our CO<sub>2</sub>eq (carbon equivalent) emissions from their current 6.5 tonnes per person per year to less than 2 tonnes as soon as possible;
3. Individuals cannot be expected to make this reduction on their own. Society needs to change its laws, taxation, infrastructure, etc., to make low carbon living easier and the new norm. And these carbon emissions result from both production and consumption;
4. Unfortunately, our current plans and actions are not enough. The world is on track to overshoot the Paris Agreement's 1.5°C limit before 2050;
5. In Haringey, the consequences of inaction to address this emergency will include:
  - Increased risk of flooding, subsidence, and damage to buildings and infrastructure.
  - Health problems, particularly for children, the disabled and older people.
  - Higher energy and food costs.
  - Increases in social injustice and inequality.
6. The IPCC's Special Report on Global Warming of 1.5°C, published in October 2018, describes the enormous harm that a 2°C rise is likely to cause compared to a 1.5°C rise, and told us that limiting Global Warming to 1.5°C may still be possible with ambitious action from national and sub-national authorities, civil society, the private sector and local communities;

7. Councils around the world, including Bristol, Manchester, Brighton & Hove and Stroud, have responded by declaring a 'Climate Emergency' and committing resources to address this emergency. We want Haringey to join this community.

**This Council believes that:**

1. climate change and sustainability are amongst the biggest issues of the 21st century and the effects of manmade and dangerous climate change are already manifestly occurring;

2. the Intergovernmental Panel on Climate Change (IPCC) detail that we are already seeing the consequences of a 1°C of global warming through more extreme weather, rising sea levels and diminishing Arctic sea ice, among other worrying changes;

3. the Council has highlighted that climate change as the biggest challenge that which requires bold, and radical action. This is shown in the work that the Council has already delivered and continues to develop. Including an action plan being developed to becoming a zero-carbon borough, and showing our Council's commitment towards making our contribution towards the 2015 Paris Climate Agreement;

4. cities are uniquely placed to lead the world in reducing carbon emissions, as they are in many ways easier to decarbonise than rural areas – for example because of their capacity for heat networks and mass transit;

5. we recognise the critical role that Councils have to play in delivering a zero carbon future and that whilst the present Government have, in this Council's opinion, been inadequate at rising to the scale of the climate change challenge. And that together the boroughs community can create innovative solutions to address many of the causes and impact of climate change. And many of these will grow and support a new cleaner and greener economic base for the borough;

6. Haringey has delivered a number of innovative and bold initiatives that have reduced our borough's carbon emissions. And this has meant that between 2005 and 2016 (the last available data), the borough has delivered a 32.4% reduction in its carbon emissions. This is a higher rate of carbon reduction than our neighbouring boroughs and the national average. We are the only authority that has set out in its constitution to report our annual carbon reduction performance. Measures that have been delivered by the Council include:

- investing over £1.2m in solar power generation across its property portfolio, generating nearly 0.6MW of electricity each year, enough for over 500 homes.
- actively developing a district heat network, and Municipal Energy Company, which will link into the Edmonton Energy from Waste Plant, which will turn local waste into low carbon electricity and heat for the borough. Reducing the risk of fuel poverty;
- supporting the use of new technology, including new LED streetlights;

- increasing awareness and infrastructure to increase the rate of transition to ultra-low emission vehicles;
- setting the priority of walking and cycling in the boroughs transport strategy;
- being the first authority to withdraw 1/3 of its pensions fund from fossil fuel investments into low carbon investments;
- delivering over 60% reduction in corporate carbon emissions through improving energy efficiency, better building and fleet management, and integrating new technologies; and
- leading the way by being one of the first authorities to identify the Climate Change risk and work to address this with a Zero by 2050 Commission and work to deliver this ambition.

7. As a Council, and as a borough we have made considerable progress in carbon reduction but we need to go further still in light of the IPCC's special report on Global Warming of 1.5°C, published in October 2018, which confirmed the catastrophic consequences of manmade climate change and urgent need to act.

**Therefore the full Council agrees to:**

1. Declare a 'Climate Emergency';
2. Together as a community and with wider stakeholders, collectively work towards making Haringey carbon neutral by 2030, delivering impact on both production and consumption emissions;
3. Call on Westminster Government and the GLA family to provide the powers and resources to make the 2030 target possible;
4. Work with other governments (both within the UK and internationally) to determine and implement best practice methods to limit Global Warming to less than 1.5°C;
5. Continue to work with partners across London and regions to deliver this new goal through all relevant strategies and plans;
6. Continue to work with partners across the borough and beyond to deliver this new goal through all relevant strategies and plans;
7. Report back to Full Council by the end of the year, with a date for the borough to become zero carbon as soon as possible.

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Friday, 08 March 2019



## **MINUTES OF THE MEETING OF THE FULL COUNCIL HELD ON MONDAY, 25TH FEBRUARY, 2019, Times Not Specified**

### **PRESENT:**

**Councillors: Gina Adamou (Mayor), Peray Ahmet, Amin, Dawn Barnes, Patrick Berryman, John Bevan, Barbara Blake, Mark Blake, Zena Brabazon, Gideon Bull, Vincent Carroll, Nick da Costa, Luke Cawley-Harrison, Sakina Chenot, James Chiriyankandath, Pippa Connor, Eldridge Culverwell, Julie Davies, Mahir Demir, Paul Dennison, Isidoros Diakides, Josh Dixon, Erdal Dogan, Joseph Ejiofor, Scott Emery, Ruth Gordon, Makbule Gunes, Mike Hakata, Bob Hare, Kirsten Hearn, Emine Ibrahim, Sarah James, Adam Jogee, Peter Mitchell, Liz Morris, Khaled Moyeed, Lucia das Neves, Julia Ogiehor, Felicia Opoku, Tammy Palmer, Sheila Peacock, Reg Rice, Viv Ross, Alessandra Rossetti, Yvonne Say, Anne Stennett, Daniel Stone, Preston Tabois, Elin Weston, Noah Tucker, Sarah Williams, Matt White and Chandwani**

### **10. FILMING AT MEETINGS**

The Mayor drew attendees' attention to the notice on the summons regarding filming at meetings.

### **11. TO RECEIVE APOLOGIES FOR ABSENCE**

Apologies for absence were received from Councillors: Adje, Basu, Carlin and Hinchcliffe.

### **12. 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**

The Chief Executive advised that there was three items of late business, which could not be available earlier, and which would need to be dealt with at this meeting

Item 6, minutes of the council meeting held on the 27<sup>th</sup> of November 2018. These were not included in the Council agenda pack and needed to be agreed at this meeting.

Items.7 Mayors communication - to allow the most recent events attended by the Mayor to be included in the Council agenda pack.

Item 13 - Budget amendments - Council standing order 15.8b allowed amendments to recommendations to be put forward by 10am on the day of the meeting.

### 13. DECLARATIONS OF INTEREST

The following declaration of interests were put forward:

- Councillor Ejiolor declared a personal, non-pecuniary and non-beneficial interest in item 13, Medium Term Financial strategy (2019/20 to 2023/24) due to a connection with Fortismere secondary school.
- Cllr Bull - declared a personal interest in item 13 as a leaseholder in the borough.
- Cllr Pat Berryman declared a personal, non-pecuniary and non-beneficial interest in item 13, Medium Term Financial Strategy (2019/20 to 2023/24) due to a connection with Fortismere secondary school.
- Councillor Mark Blake declared a personal, non-pecuniary and non-beneficial interest in item 13, Medium Term Financial strategy (2019/20 to 2023/24) due to a connection with Fortismere secondary school.
- Cllr Chandwani - declared a personal interest in item 13 as a leaseholder in the borough.
- Cllr Hakata declared a personal interest in item 13 as a council tenant.
- Councillor Stennett declared a personal, non-pecuniary and non-beneficial interest in item 13, Medium Term Financial strategy (2019/20 to 2023/24) due to a connection with Fortismere secondary school.
- Councillor Ross declared a personal interest in item 10 as an employee in the gambling industry.
- Councillor Rossetti declared a personal interest in item 12 as a voting Member of the Homes for Haringey Board.

- 14. 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.**

There were no declaration of interests put forward.

- 15. TO APPROVE AS A CORRECT RECORD THE MINUTES OF THE MEETING OF THE COUNCIL HELD ON 27 NOVEMBER 2018 & 31 JANUARY 2019**

**RESOLVED**

To approve the Full Council minutes of the meetings held on the 27<sup>th</sup> of November and 31 January 2019.

- 16. TO RECEIVE SUCH COMMUNICATIONS AS THE MAYOR MAY LAY BEFORE THE COUNCIL**

The Mayor drew Members' attention to the tabled information on her engagements attended since the last ordinary meeting in November .

The Mayor had attended, to date, 163 events and functions throughout the borough and City of London since becoming Mayor on 24 May 2018, with the Deputy Mayor covering a further 68 engagements. The Mayor thanked the Deputy Mayor for her continued support and commitment to the Borough and for covering her engagements when she had been unwell .

The Mayor had been extremely busy around the Christmas period, visiting schools, attending a number of faith events, Christmas markets and had enjoyed being out in the community, meeting different organisations in our borough.

- 17. TO RECEIVE THE REPORT OF THE CHIEF EXECUTIVE**

The Chief Executive had no matters to report.

- 18. TO RECEIVE THE REPORT OF THE MONITORING OFFICER AND ASSISTANT DIRECTOR FOR CORPORATE GOVERNANCE**

The Deputy Monitoring Officer had no matters to report.

- 19. STATEMENT OF LICENSING POLICY FOR GAMBLING ACT 2005.**

Councillor Amin, Cabinet Member for Civic Services , introduced a report that recommended adoption of the Council's Statement of Gambling Policy for the Gambling Act 2005 for the years 2019-2022.

## **RESOLVED**

1. To approve and adopt the Statement of Gambling Policy at Appendix 1.
2. To note the supplementary guidance containing the local area profile information at Appendix 2;

### **Reasons for decision**

The Council is obliged to review and adopt a Statement of Licensing Policy for Gambling every three years, the current policy expired in January 2019. Therefore a new policy has to be adopted.

### **Alternative options considered**

No alternatives were considered. It is a legislative requirement that the policy be reviewed at least every three years, and that a public consultation is carried out. Failure to review and adopt the Statement of Gambling Policy would result in the Council failing to comply with legislation.

## **20. TO RECEIVE REPORTS FROM THE FOLLOWING BODIES**

The Chair of the Corporate Committee moved his Committee's report and the recommendations it contained, which the Mayor confirmed would be considered under the budget item.

## **21. TO CONSIDER REQUESTS TO RECEIVE DEPUTATIONS AND/OR PETITIONS AND, IF APPROVED, TO RECEIVE THEM**

The Mayor invited Paul Burnham to put forward his deputation to the full Council meeting. This was in relation to the increases in tenant services charges set out in the budget documents at page 171 where, in the deputation's view, considerable increases were being proposed, even though tenant's services were within budget. Therefore, the deputation questioned the basis for these increases, the deputation emphasised that services charges can only be increased with a firm legal basis, relating to the actual cost of the services.

The deputation questioned the reasons for the increase in the tenant service charges relating to street sweeping and contended that this was connected with supporting the Veolia contract, noting the increase of 22% for this service charge last year which had been disputed by Homes for Haringey, leading to a lower increase, this year, of 15%. This charge was still providing for potentially £633k revenue income coming from tenants. The deputation continued to highlight the increases in outsourced services relating to concierge services, grounds maintenance, and door entry maintenance. The latter of which was increased by 40% but the budget for the service had only increased by 17%. The deputation contended that these types of decisions could be questioned in a public consultation process.

The deputation spoke of continued service charge increases affecting the poorest in the borough.

The deputation recalled the Council and tenants working together, in 2009, to oppose national rent increases, defeating this policy change. Similarly, the joint working of tenants and councillors in relation to the HDV outcome was highlighted. The deputation contended that this approach again needed to be adopted, in relation to tenant service charges and proper consultation undertaken about how to address these issues.

The deputation concluded that the tenants service charges should not be agreed until the issues raised had been properly addressed.

The Mayor invited questions to the deputation party and the following was noted:

- The deputation were expecting an officer response for the service charges increase which had not yet been provided to the deputation party, since the Cabinet meeting.
- Cllr Bevan disputed the deputation's insinuation that staff were not caring and reflected that frontline staff put up with many issues. There were also tenants on the H4H board and one of issues of concerning them was the cleaning on the estates, which had been previously felt not to be to the required standard. This service had now improved, and therefore the reason for increasing street sweeping charges was not acceptable argument. In response, the deputation reiterated their concerns about the contract and welcomed a discussion through a consultation process.
- The deputation noted that there was legal advice, indicating no legal requirement to consult but, in the view of the deputation, it was good practice to do so. In the past when there had been a consultation on the service charges, resulting in a charge for litter picking on estates on public holidays not going forward.

Councillor Berryman responded to the deputation reiterating that the deputation's views on consultation would be taken into account in future budget preparations. The legal advice received by the Council indicated that there was not a requirement to consult. The charges must cover the cost of the service and no more. The Cabinet Member advised that some charges had increased and some decreased. When considering the average increases of tenant services charges over the last 10 years, across the board, these were below the rate of inflation, therefore genuinely a reflection of cost. The service charges which had increased the most were relating to the concierge service. This charge had increased by 7% rise and reflected the better terms and conditions offered to staff.

Overall, the Council needed to make sure Council housing can be afforded to be delivered and in considering the increases and costs proposed council tenants needs and requirements were being met.

The Cabinet Member welcomed the views of the deputation, and would take on board the comments on consultation, and look at this in future years.

**22. 2019/20 BUDGET AND MEDIUM TERM FINANCIAL STRATEGY (2019/20 - 2023/24)**

The Mayor invited the Monitoring Officer to outline the requirement for votes.

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

The only requirement was to record in the minutes of the meeting how each member voted, and given that there were 5 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.

The Mayor then called on Councillor Berryman to introduce the budget and move the budget report – 2019/20 -2023/24 Budget – and the recommendations a-o at page 100 of the agenda pack. Councillor Ejiofor formally seconded the motion, and reserved his right to respond during the debate.

The Mayor then invited Councillor Dennison to move the Liberal Democrat group's 5 amendments, as set out in the tabled papers. Councillor Morris formally seconded the amendments and spoke in favour of their adoption.

The Mayor then opened the debate, in which Councillors :Gunes, Ogiehor, M Blake, Barnes, das Neves, Rossetti, Demir Dixon, Brabazon, Cawley– Harrison, Moyeed, Palmer, Ibrahim, da Costa, and Ejiofor contributed to the discussion. Councillor Dennison and then Councillor Berryman responded to the debate.

The Mayor then called for a vote on Budget Amendment 1. There being 14 Members in favour (Councillors Barnes, da Costa, Cawley- Harrison, Chenot, Connor, Dennison, Dixon, Emery, Hare, Morris, Ogiehor, Palmer, Ross, Rossetti ), and

39 Members opposed(Councillors Adamou, Ahmet, Amin, Berryman, Bevan, B Blake, M Blake, Brabazon, Bull, Carroll, Chiriyankandath, Culverwell, Davies, Demir, Diakides, Dogan, Ejiofor, Gordon, Gunes, Hakata, Hearn, Ibrahim, James, Jogee, Mitchell, Moyeed, das Neves, Opoku, Peacock, Rice, Say, Stennett, Stone, Tabois, Weston, Tucker, Williams, White, Chandwani)

No abstentions,

Budget Amendment 1 was declared LOST.

The Mayor then called for a vote on Budget Amendment 2. There being 14 Members in favour (Councillors Barnes, da Costa, Cawley- Harrison, Chenot, Connor, Dennison, Dixon, Emery, Hare, Morris, Ogiehor, Palmer, Ross, Rossetti ), and

39 Members opposed(Councillors Adamou, Ahmet, Amin, Berryman, Bevan, B Blake, M Blake, Brabazon, Bull, Carroll, Chiriyankandath, Culverwell, Davies, Demir, Diakides, Dogan, Ejiolor, Gordon, Gunes, Hakata, Hearn, Ibrahim, James, Jogee, Mitchell, Moyeed, das Neves, Opoku, Peacock, Rice, Say, Stennett, Stone, Tabois, Weston, Tucker, Williams, White, Chandwani)

No abstentions,

Budget Amendment 2 was declared LOST.

The Mayor then called for a vote on Budget Amendment 3. There being 14 Members in favour (Councillors Barnes, da Costa, Cawley- Harrison, Chenot, Connor, Dennison, Dixon, Emery, Hare, Morris, Ogiehor, Palmer, Ross, Rossetti ), and

39 Members opposed(Councillors Adamou, Ahmet, Amin, Berryman, Bevan, B Blake, M Blake, Brabazon, Bull, Carroll, Chiriyankandath, Culverwell, Davies, Demir, Diakides, Dogan, Ejiolor, Gordon, Gunes, Hakata, Hearn, Ibrahim, James, Jogee, Mitchell, Moyeed, das Neves, Opoku, Peacock, Rice, Say, Stennett, Stone, Tabois, Weston, Tucker, Williams, White, Chandwani)

No abstentions,

Budget Amendment 3 was declared LOST.

The Mayor then called for a vote on Budget Amendment 4. There being 14 Members in favour (Councillors Barnes, da Costa, Cawley- Harrison, Chenot, Connor, Dennison, Dixon, Emery, Hare, Morris, Ogiehor, Palmer, Ross, Rossetti ), and

39 Members opposed(Councillors Adamou, Ahmet, Amin, Berryman, Bevan, B Blake, M Blake, Brabazon, Bull, Carroll, Chiriyankandath, Culverwell, Davies, Demir, Diakides, Dogan, Ejiolor, Gordon, Gunes, Hakata, Hearn, Ibrahim, James, Jogee, Mitchell, Moyeed, das Neves, Opoku, Peacock, Rice, Say, Stennett, Stone, Tabois, Weston, Tucker, Williams, White, Chandwani)

No abstentions,

Budget Amendment 4 was declared LOST.

The Mayor then called for a vote on Budget Amendment 5. There being 14 Members in favour (Councillors Barnes, da Costa, Cawley- Harrison, Chenot, Connor, Dennison, Dixon, Emery, Hare, Morris, Ogiehor, Palmer, Ross, Rossetti ), and

39 Members opposed(Councillors Adamou, Ahmet, Amin, Berryman, Bevan, B Blake, M Blake, Brabazon, Bull, Carroll, Chiriyankandath, Culverwell, Davies, Demir,

Diakides, Dogan, Ejiofor, Gordon, Gunes, Hakata, Hearn, Ibrahim, James, Jogee, Mitchell, Moyeed, das Neves, Opoku, Peacock, Rice, Say, Stennett, Stone, Tabois, Weston, Tucker, Williams, White, Chandwani)

No abstentions,

Budget Amendment 5 was declared LOST.

The Mayor then called for a vote on recommendations a-o contained at page 100, paragraph 3.1 of the agenda pack.

There being 39 Members in favour (Councillors Adamou, Ahmet, Amin, Berryman, Bevan, B Blake, M Blake, Brabazon, Bull, Carroll, Chiriyankandath, Culverwell, Davies, Demir, Diakides, Dogan, Ejiofor, Gordon, Gunes, Hakata, Hearn, Ibrahim, James, Jogee, Mitchell, Moyeed, das Neves, Opoku, Peacock, Rice, Say, Stennett, Stone, Tabois, Weston, Tucker, Williams, White, Chandwani)

14 Members opposed (Councillors Barnes, da Costa, Cawley- Harrison, Chenot, Connor, Dennison, Dixon, Emery, Hare, Morris, Ogiehor, Palmer, Ross, Rossetti ), and

No abstentions,

The Recommendations were AGREED.

## **RESOLVED**

- (a) To approve the proposed 2019/20 Budget and Medium Term Financial Strategy (2019/24) agreed by Cabinet on 12<sup>th</sup> February 2019;
- (b) To approve the increase of 2.99% in Haringey's element of the Council tax;
- (c) To approve the General Fund budget requirement for 2019/20 of £241.182m, net of Dedicated Schools Budget, as set out in table 6.1 and Appendix 6 of Annex 1 to this report;
- (d) To approve the Cash Limit for 2019/20 of £241.182m as set out in Annex 2;
- (e) To approve the 2019/24 General Fund capital programme set out in Appendix 3 of Annex 1 to this report;
- (f) To approve the policy on the flexible use of capital receipts as set out in section 15 and Appendix 11 of Annex 1 to this report;
- (g) To approve the Housing Revenue Account (HRA) Budget 2019/20 as set out in Appendix 2 of Annex 1 to this report;
- (h) To approve the 2019/24 HRA capital programme set out in Appendix 4 of Annex 1 to this report;
- (i) To note the Greater London Authority (GLA) proposed precept (para. 7.5);
- (j) To delegate authority to the Chief Finance Officer, in consultation with the Cabinet Member for Finance, 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;

- (k) To approve the budgeted level of non-earmarked General Fund balance and the specific and other reserves as set out in Annex 3b;
- (l) To approve the reserves policy including the Chief Finance Officer's (CFO) assessment of risk and the assessment of the adequacy of reserves, as set out in Annex 3 (a – c);
- (m) 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;
- (n) To approve the Treasury Management Strategy Statement 2019/20 set out in Annex 4; and
- (o) 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.

### **Reasons for decision**

The Council approved its previous Corporate Plan and Medium Term Financial Strategy (MTFS) covering the period 2015-18 in February 2015. A new Borough Plan (2019-2023) and MTFS (2019/24) are on the agenda for this meeting. The new Borough Plan sets out the Council's priorities and the MTFS outlines the overall financial strategy for those priorities.

The February 2018 MTFS projected a funding gap as a result of reductions to the Council's funding from central government. It was projected that recurring savings of £25m would be required to mitigate the shortfall in the MTFS and in order to deliver a balanced budget position.

This final MTFS (2019/24) projects a budget gap of between £13.1m and £20.5m if all new budget reductions included in the MTFS are delivered and no new pressures identified. The Council will need to continue to find major budget reduction measures in future years in order to balance the budget/MTFS as set out in section 9.

Following the publication, on 13<sup>th</sup> December 2018, of the Provisional Local Government Finance settlement, Cabinet reviewed the impact of the settlement on the 2019/20 budget set out in the MTFS. The final settlement, which was mostly in line with the provisional settlement, was announced on 29<sup>th</sup> January and the implications of the final settlement were included in the report considered by Cabinet on 12<sup>th</sup> February 2019. That report included Cabinet's response to feedback from the consultation and the views of Overview and Scrutiny Committee.

The report and recommendations from the Cabinet meeting on 12<sup>th</sup> February 2019, which were agreed in full, including the approved amendment to the report, are attached as Annex 1.

Taking all relevant factors into account, including the outcomes from statutory consultation with residents, business rate payers and the recommendations from the Overview and Scrutiny committee meetings held on 28<sup>th</sup> January 2019 and 5<sup>th</sup> February 2019, this report sets out Cabinet's Budget proposals including proposals for the level of Council tax for the Council to consider and approve.

**Alternative options considered**

In accordance with legislation and the Council's constitution, this report recommends that the Council should approve the proposed 2019/20 Budget and Medium Term Financial Strategy (2019/24) agreed by Cabinet on 12<sup>th</sup> February 2019, including the outcomes from the budget consultation exercise, which is attached as Annex 1 and approve the Council tax for 2019/20. Accordingly no other options have been considered.

CHAIR:

Signed by Chair .....

Date .....

**Report for:** Full Council 18 March 2019

**Title:** Approval of the Calendar of meetings for the Municipal Year 2019/20

**Report**

**Authorised by:** Zina Etheridge Chief Executive

**Lead Officer:** Ayshe Simsek, Acting Democratic Services and Scrutiny Manager

**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 2019/20 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 2019/20 be agreed, subject to any minor variations to meeting dates that may be required in the course of the Municipal Year 2019/20.

**4. Reasons for decision**

The early notification of the schedule of meetings for 2019/20 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**

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 2019/20 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 2019/20 will allow councillors and officers to plan, consult, and agree the required decisions to meet the objectives of the borough plan.

**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 2019/20 – appendix 1

Council calendar of Meetings – list format 2019/20 – appendix 2

**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











**List of meetings and dates for further ease of reference**

**Full Council**

Annual Council -	Monday 23 <sup>rd</sup> of May 7.30pm
Ordinary Council	Monday 15 <sup>th</sup> of July 7.30pm
Special full Council	30 <sup>th</sup> of September 7.30pm –requires agreement by Standards Committee
Ordinary Full Council	18 <sup>th</sup> of November 7.30pm
Budget Full Council	Monday 24 <sup>th</sup> of February 2020 7.30pm
Ordinary Full Council	16 <sup>th</sup> March 2020 7.30pm

**Cabinet [Tuesdays]**

18 <sup>th</sup> June	6.30pm
9 <sup>th</sup> July	6.30pm
10 <sup>th</sup> September	6.30pm
8 <sup>th</sup> October	6.30pm
12 November	6.30pm
10 December	6.30pm
21 January	6.30pm
11 <sup>th</sup> February	6.30pm
10 <sup>th</sup> March	6.30pm

**Planning Committee [Mondays]**

3 <sup>rd</sup> June	7pm
8 <sup>th</sup> July	7pm
9 <sup>th</sup> September	7pm
7 <sup>th</sup> October	7pm
11 <sup>th</sup> November	7pm
9 <sup>th</sup> December	7pm
13 <sup>th</sup> January	7pm
10 <sup>th</sup> February	7pm
9 <sup>th</sup> March	7pm

**Corporate Committee**

25 <sup>th</sup> July 2019	7pm – end of year accounts
9 <sup>th</sup> September	7pm
2 <sup>nd</sup> December	7pm
3 <sup>rd</sup> February 2020	7pm
9 <sup>th</sup> March 2020	7pm

**Regulatory Committee**

23rd May 2019	7pm
1 <sup>st</sup> July 2019 -	7pm
15 October	7pm
16 <sup>th</sup> January 2020	7pm- Fees and Charges

**Overview and Scrutiny**

4 <sup>th</sup> of June 2019 -	7pm
22 <sup>nd</sup> July 2019	7pm
1 <sup>st</sup> of October 2019	7pm
25 <sup>th</sup> November 2019	7pm
14 <sup>th</sup> January 2020	7pm
23 <sup>rd</sup> January 2020	7pm
12 <sup>th</sup> March 2020	7pm

**Staffing and Remuneration**

24 <sup>th</sup> June 2019	7pm	
1st October 2019	7pm	
16 <sup>th</sup> December 2019	7pm	
6 <sup>th</sup> Feb 2020 2020	7pm	
3 <sup>rd</sup> March 2020	7pm –	agrees pay policy

**Alexandra Park and Palace Board**

17 <sup>th</sup> of June 2019	7pm
12 <sup>th</sup> September 2019	7pm
3 December 2019	7pm
4 <sup>th</sup> February 2020	7pm

**Alexandra Park and Palace Standing Advisory Committee and Consultative committee which meets on the rise of the SAC**

4 <sup>th</sup> June 2019	7.30pm
8 <sup>th</sup> October 2019	7.30pm
6 <sup>th</sup> January 2020	7.30pm
10 <sup>th</sup> March 2020	7.30pm

**Licensing Sub Committee A**

30 <sup>th</sup> May 2019	7pm
24 <sup>th</sup> June 2019	7pm
11 <sup>th</sup> July 2019	7pm
2 <sup>nd</sup> September 2019	7pm
10 <sup>th</sup> October 2019	7pm
25 <sup>th</sup> November 2019	7pm

19<sup>th</sup> December 2019 7pm  
14<sup>th</sup> January 2020 7pm  
25<sup>th</sup> February 2020 7pm  
5<sup>th</sup> March 2020 7pm

**Licensing Sub Committee B**

25<sup>th</sup> June 2019 7pm  
25<sup>th</sup> July 2019 7pm  
27<sup>th</sup> August 2019 7pm  
21 October 2019 7pm  
26<sup>th</sup> November 2019 7pm  
23<sup>rd</sup> December 2019 7pm  
7<sup>th</sup> January 2020 7pm  
20<sup>th</sup> February 2020 7pm  
17<sup>th</sup> March 2020 7pm

**Standards**

25 June 2019 7pm  
14 October 7pm  
5<sup>th</sup> December 7pm  
2<sup>th</sup> March 2020 7pm

**Adults and Health Scrutiny Panel**

20<sup>th</sup> June 2019 6.30pm  
  
5<sup>th</sup> September 6.30m  
14<sup>th</sup> November 6.30pm  
12<sup>th</sup> December 6.30pm – budget  
25<sup>th</sup> February 6.30pm

**Environment and Community Safety Scrutiny Panel**

11 June 2019 6.30pm needs to agree Community Safety Strategy  
before Cabinet on the 18<sup>th</sup> of June.  
  
3<sup>rd</sup> October 2019 6.30pm  
5<sup>th</sup> November 2019 6.30pm  
17<sup>th</sup> December 2019 6.30pm -budget  
6<sup>th</sup> February 2019 6.30pm

**Children's and Young People's Scrutiny Panel**

13 <sup>th</sup> June 2019	6.30pm
19 <sup>th</sup> September 2019	6.30pm
7 <sup>th</sup> November 2019	6.30pm
19 <sup>th</sup> of December	6.30pm - budget
2 <sup>nd</sup> March 2019	6.30pm

**Housing and Regeneration Scrutiny Panel**

10 <sup>th</sup> of June 2019	6.30pm
12 <sup>th</sup> September 2019	6.30pm
4 <sup>th</sup> November 2019	6.30pm
16 <sup>th</sup> December 2019	6.30pm – Budget
3 <sup>rd</sup> March 2020	6.30pm

**Pensions Committee and Board**

11 <sup>th</sup> July 2019	7pm
19 <sup>th</sup> September 2019	7pm
19 November 2019	7pm
20 <sup>th</sup> January 2020	7pm
5 <sup>th</sup> March 2020	7pm

**Corporate Parenting Advisory Committee**

2 <sup>nd</sup> July 2019	6.30pm
15 <sup>th</sup> October 2019	6.30pm
16 <sup>th</sup> January 2020	6.30pm
18 <sup>th</sup> March 2020	6.30pm

**Health and Wellbeing Board - Haringey only [Wednesdays  
These dates needs consultation with voting members]**

12 <sup>th</sup> of June 2019	2pm
18 <sup>th</sup> of Sep 2019	2pm
4th Dec 2019	2pm
12 <sup>th</sup> Feb 2020	2pm

**Community Safety Partnership [Wednesdays]**

5 <sup>th</sup> of June	2pm – needs to agree Community safety strategy before Cabinet on the 18 <sup>th</sup> of June.
9 <sup>th</sup> October	2pm
11 <sup>th</sup> December	2pm
5 <sup>th</sup> Feb	2pm



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## **REPORT OF STANDARDS COMMITTEE**

### **FULL COUNCIL 18 MARCH 2019**

Chair: Councillor Opoku

#### **INTRODUCTION**

This report from the Standards Committee of the 4<sup>th</sup> of March recommends that Full Council revoke the Members Allowance Scheme for 2018/19 and approve the new Members Allowance Scheme for 2019/20, to take effect from 1 April 2019 to the 31 March 2020. The amendments to the scheme for 2019/20 include explicit provision for maternity, paternity and sickness leave. It also contains express provision for adoption and shared parental leave. The report further proposes a 2% uplift to all Members' basic allowance in line with the pay settlement increase expected for staff. The Leader has indicated his intention to continue to appoint 2 Assistant Cabinet Members and the report further proposes an additional 2 Special Responsibility Allowances for these two posts for 2019/20.

We consistently considered the report of the Independent Remuneration Panel [IRP] published in 2018 [Appendix B] established by London Councils, which makes recommendations in respect of the Members' allowances payable by London boroughs at our meetings in July, January, and March when considering proposed changes to the Members Allowance Scheme 2019/20.

#### **MEMBERS' ALLOWANCES 2019/20**

In considering the proposed scheme at appendix A, we all agreed the added provision for maternity, paternity, adoption, shared parental and sick leave was important in meeting equalities objectives, and recognising that the demographic of Councillors had changed over the years. We agreed that there was a need for the Council to openly provide support to Councillors that become parents, or needed to take a prolonged leave of absence due to ill health, and not be discouraged from doing so. These changes would bring the Council in line with neighbouring borough policies and meet a recommendation of the IRP.

We discussed the options of a 1%, 2% or no uplift to all Member's basic allowance, considering our overall equalities duty and need to provide all Councillors with as fair remuneration as possible, reflecting the level of their duties, commitment and responsibility in the community. It was recognised that Councillors needed to reflect the demographic of their wards and there needed to be some attraction to the local councillor role, in the future, for local people. An increase in the basic allowance could also mean, in some cases, Councillors being able to commit more time to their Councillor role rather than their employment role. Some Members expressed a view that there should be no uplift to the basic allowance given there was to be a fuller review of the Members allowance scheme being undertaken in the coming municipal year by the Committee. Also the potential negative response this increase could receive in the community was highlighted.

Consideration was also given to the proposed cost of the increases on the overall Council budget. It was noted that the proposed 2% uplift to the basic allowance would still keep this figure under the recommended IRP basic allowance figure of £11,045. It was clarified that the 2% increase would be to the basic allowance and not the SRA amount. Following consideration of Committee Member's individual view of this matter, a vote was taken with three in favour of the uplift to the basic allowance and two against. It was resolved that a 2% uplift to Members Allowances be recommended to full Council.

We further considered the proposal to add 2 additional Special Responsibility Allowances [SRA's] for the Assistant Cabinet Member posts. This would involve remunerating the Assistant Cabinet Member for Women and Equalities, and the Assistant Cabinet Member for Broadwater Farm & Northumberland Park Housing Standards. We debated the level of commitment that these roles would entail, noting the major projects and cross cutting strategic issues that the Assistant Cabinet Members were leading on.

Some members advocated that these roles would need to be fairly remunerated due to the additional work being carried out by the Assistant Cabinet Members. Also the level of commitment to these roles required was felt, by some Members, to be similar to the Cabinet roles.

There was a view expressed that given the information provided in the report, these roles were no different to other non-cabinet and non Committee roles undertaken by other Councillors and should not be remunerated at this time. Instead, there should be a fuller consideration of the activities and responsibilities of these roles, along with other SRA roles, in the forthcoming review of Member's Allowances.

We also noted that, the original proposed remuneration figure of £5000 had been updated to £6700. This figure was reached by considering the IRP report at appendix B page 8 which recommended a band 1 SRA's should be on a sliding scale of between 20-30% of the remuneration package of the Leader. We noted that there were five London Boroughs with Assistant Cabinet Members, paying an average SRA of £6545 per post. We queried whether the duties carried out by these roles were similar and questioned the different numbers of Assistant Cabinet Member roles to the number of Members receiving an SRA at these boroughs. It was felt that due to the differing composition of boroughs, there was unlikely to be a pattern.

Following consideration of Committee Member's individual view of this matter, a vote was taken with three in favour and two against. It was resolved to recommend to full Council that the 2 Assistant Cabinet Member positions receive a special responsibility allowance of £6700 each.

We further considered the suggestion in relation to Licensing Committees and agreed that there should be legal advice sought and consultation with the Regulatory Committee Chair.

We agreed that there would be no further changes to the existing SRA positions for 2019/20. We would be undertaking a wider review of SRA's in the coming municipal



year, considering in more detail SRA positions, in relation to responsibilities and activities.

**WE RECOMMEND**

That Full Council:

1. Revoke the Members Allowance Scheme for 2018/19 as of 31 March 2019;
2. Approve the new Members' Allowances Scheme for 2019-20, as set out in Appendix A of the attached report, to take effect from 1 April 2019.

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**Report for:** Standards Committee - 4 March 2019

**Title:** Members' Allowances Scheme 2019/2020

**Report**

**Authorised by:** Ayshe Simsek, Acting Democratic Service and Scrutiny Manager

**Lead Officer:** Felicity Foley | 020 8489 2919 | [felicity.foley@haringey.gov.uk](mailto:felicity.foley@haringey.gov.uk)

**Ward(s) affected:** N/A

**Report for Key/**

**Non Key Decision: Non-Key**

**1. Describe the issue under consideration**

This report requests that the Standards Committee formally agree to recommend the amended Members' Allowances Scheme to Full Council for agreement. The amendments to the scheme for 2019/20 include explicit provision for maternity, paternity and sickness leave as agreed by the Committee at their meeting in January. It also contains express provision for adoption and shared parental leave. The report further proposes a 1% or 2% uplift to the all Members' basic allowance in line with the pay settlement increase expected for staff. The Leader has indicated his intention to continue to appoint 2 Assistant Cabinet Members and the report further proposes consideration of an additional 2 Special Responsibility Allowances for these two posts and includes information on the activity of the post holder for Women and Equalities for 2018/19.

**2. Cabinet Member Introduction**

N/A.

**3. Recommendations**

The Committee is asked to:

- 3.1 Agree on an amended Members' Allowances Scheme from the options set out at Appendices A, B and C, and recommend the preferred option to Full Council for agreement and adoption.

**4. Reasons for decision**

- 4.1 The Council has a legal duty under the Local Authorities (Members Allowances) (England) Regulations 2003 to adopt a Members' Allowances Scheme before the end of each municipal year running from 1<sup>st</sup> April to 31<sup>st</sup> March to cover the following municipal 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, dependants' carers', travelling and subsistence and co-optees' allowances.

**5. Alternative options considered**

- 5.1 To not amend the scheme, and recommend that Full Council agree to re-approve the current scheme.
- 5.2 To not agree a scheme for 2019/20 which would be contrary to the legal duty of the Council.

**6. Background information**

- 6.1 This Committee has responsibility for considering and recommending changes to the Members' Allowances scheme to full Council for adoption. The Committee have considered minor amendments to the Scheme at each of its meetings since the start of the Municipal Year in May 2018. This report asks Standards Committee to consider the scheme proposed for 2019-20, and recommend it for approval by Full Council, in accordance with Article 14.03 of the Council's Constitution. The amendments to the Scheme for 2019-20 are shown at Appendix A, B and C.

**Assistant Cabinet Members**

- 6.2 The Leader of the Council has indicated that it would be his intention to continue with the appointment of 2 Assistant Cabinet Member posts in May 2019. These will be an Assistant Cabinet Member for Women and Equalities, Cllr Gunes, and an Assistant Cabinet Member for Broadwater Farm & Northumberland Park Housing Standards, Cllr Chandwani.
- 6.3 The definition of the Assistant Cabinet Members from the Constitution (Part 3, Section C, section 1 paragraph 4 – advises that:

4.1The Council may appoint Assistant Cabinet Members to provide an effective link between the Cabinet and other Councillors and to assist Cabinet Members generally and with specific roles within their portfolio.

4.2The Assistant Cabinet Members:-

- (a) May not take Cabinet decisions
- (b) May have specific areas of focus within the relevant portfolio area
- (c) Will be able to substitute in certain circumstances for the Cabinet Members but not if a decision is to be made as part of the Cabinet arrangements
- (d) Can attend and participate in the absence of the relevant Cabinet Member at meetings of the Cabinet with the permission of the Leader but cannot vote
- (e) Cannot participate in a Scrutiny Panel or Review that is examining an area of policy within the relevant Cabinet Member portfolio responsibilities
- (f) May put questions to Cabinet Members at Council Question time but not in respect of the portfolio to which they have responsibility as an Assistant Cabinet Member
- (g) Assistant Cabinet Members may not take part in Cabinet decision-making in any way.

- 6.4 Whilst the Assistant Cabinet Members will not be taking decisions, they will likely take forward joint working with partners and communities, have an increased number of meetings to attend, and provide support for specific major projects which fall within their remit. The roles will likely involve the designated Councillors going above and beyond the back bench Councillor remit, assisting the Cabinet in matters of significant strategic importance to the Council, requiring remuneration for specific responsibilities.
- 6.5 To assess whether the specific responsibilities of the Assistant Cabinet Members warrant a Special Responsibility Allowance, the Council has a duty to consider the recommendations of an Independent Remuneration Panel in relation to the payment of Members' Allowances.
- 6.6 The Local Authorities (Members Allowances) (England) Regulations 2003 allow London Boroughs to use an independent remuneration panel [IRP] 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 January 2018 and is attached as Appendix D. Although the IRP makes recommendations, it is for each individual Council to decide the level of remuneration and for which roles. The 2018 recommendations have been considered in the preparation of the proposals at Appendices A, B and C.
- 6.7 Should an SRA be approved for the two Assistant Cabinet Member posts, the number of Members that receive an allowance would increase from 26 to 28. Although the IRP guidance advises that no more than 50% of Members should receive an SRA, the Mayor and Deputy Mayor are excluded from this calculation as they are not provided with an SRA, but rather an allowance to reflect the expenditure incurred in the course of their mayoral duties. This is set out at page 6 of the guidance (under "Allowances for Mayor or Civic Head"). Therefore, if the Committee are minded to recommend the amendment for approval by full Council, this would still be in line with the guidance.
- 6.8 There were two roles appointed by the Leader in July 2018, however one of the roles became vacant during the year. The work covered by the Assistant Cabinet Member is included below and the position of Assistant Cabinet Member for Broadwater Farm & Northumberland Park Housing Standards is expected to cover the same level of activity and involve leadership of a strategic major topic and major project, conforming with the requirements of band one posts set out in the IRP report at page 8[Appendix D]
- 6.9 The Leader's Office have reported that the Deputy Cabinet Member for Women and Equalities has played a significant leadership role in the establishment of the Council's inaugural Women's History Month, taking place in March 2019. Haringey will be hosting and supporting a range of events throughout March in venues across the borough to promote women's history and celebrate the contribution women have made to the borough. The Deputy Cabinet Member for Women and Equalities has been particularly keen to highlight the influence that women from BAME communities have made to Haringey and has been influential in ensuring that officers promote a varied programme of activities celebrating all Haringey's women.

- 6.10 The Deputy Cabinet Member for Women and Equalities has also been involved, through regular meetings with the Leader, in helping to shape the equalities principles that underpin the Council's draft borough plan. The Deputy Cabinet Member for Women and Equalities will have an important role in continuing to monitor and assess the equalities impact of our strategies, policies, programmes, and projects across the range of Council services. Furthermore, the Deputy Cabinet Member for Women and Equalities will play a leadership role in ensuring that the requirements of the Equality Act are well communicated within the Council.
- 6.11 At a member level, the Deputy Cabinet Member for Women and Equalities organised the hosting of a briefing session for all Councillors on the subject of Violence against Women and Girls (VAWG) in September 2018. The key focus of the session was VAWG in Haringey and the services Haringey is currently providing to VAWG survivors locally as well as our approach to prevention with boys and young men. The Deputy Cabinet Member for Women and Equalities is keen to further improve our overarching VAWG strategy and has been working with the relevant officers to achieve this. She has also taken a lead in bringing Haringey's female Councillors together to discuss their shared experiences and to discuss issues around sexism in the work place more generally. In September 2018 the Deputy Cabinet Member for Women and Equalities also organised a Haringey Labour Women's Walk to help support the mayor's charity.
- 6.12 In order to fulfil the responsibilities set out above, the Deputy Cabinet Member for Women and Equalities has typically spent one day per week in River Park House.
- 6.13 In considering this proposal, the Committee are asked to note that there are five London Boroughs with Assistant Cabinet Members, paying an average SRA of £6545 per post.

<b>Council</b>	<b>Number of Assistant Cabinet Members</b>	<b>Special Responsibility Allowance (per post)</b>
Enfield	Three Associate Cabinet Members	£7,608
Waltham Forest	Three Cabinet Juniors	£10,000
Croydon	Nine Deputy Cabinet Members	£10,132
Lambeth	Three Deputy Cabinet Members	£10,905
Richmond	Nine Assistant Cabinet Members	Unpaid

The previous report to the Standards Committee in July 2018 recommended an SRA of £5000. The IRP report at appendix D page 8 recommends a band 1 SRA's should be on a sliding scale of between 20-30% of the remuneration package of the Leader. Therefore, 20% of the Leader's SRA would be £6700.

#### Vice-Chair of the Regulatory Committee

- 6.10 At its meeting in January 2019, the Committee requested that information be provided on the role of the Vice-Chair of the Regulatory Committee, given that this had been a new SRA introduced in the 2018/19 scheme.

- 6.11 Since May 2018, there were five scheduled meetings of the Licensing Sub Committee B (of which the Vice-Chair of the Regulatory Committee is Chair ), and only one of these meetings has gone ahead. The Vice-Chair of the Regulatory Committee also chaired one Special Licensing Sub Committee meeting. The Chair of the Regulatory Committee has chaired two scheduled meetings of Licensing Sub Committee A (three of the scheduled meetings were cancelled), and one Special Licensing Sub Committee.
- 6.12 Should Members be minded to continue with the SRA for the Vice-Chair of the Regulatory Committee , they may wish to consider the set -up of the Licensing Sub-Committee meetings .A stipulation of the SRA could be that the Vice-Chair of Regulatory be the Chair of all Licensing Sub Committees and Special Licensing Sub Committees (where possible). This could be achieved by changing the current set up of the Sub Committees, and reducing them from two to one, with the Vice-Chair of the Regulatory Committee as Chair, and the remaining Members taken from a pool of trained Members from the Regulatory Committee.

#### Increasing the Members' Allowances Scheme

- 6.13 At its meeting in January 2019, the Committee agreed that further discussion would take place at the March meeting to explore a 1%, 2% or no uplift to Member Allowances. Appendices A, B and C set out the options with these amendments. The IRP report indicates that pegging an annual increase to staff pay awards will ensure that Councillors can receive annual increases which are in line with those received by staff. The IRP recommends [page 6 – appendix D] that for a period of four years the allowances should be updated annually in accordance with the headline figure in the annual local government pay settlement. They also recommend that the Basic Allowance be set at £11,045.
- 6.14 In summary,
- A 1% uplift would include mean an additional budget allocation of £15,417.
  - A 2% uplift would mean an additional budget allocation of £30, 834.
  - If there is no uplift, and agreement to 2 additional SRAs, this would require an additional £13,400k allocation.
  - A 1% uplift and inclusion of 2 additional 2 SRAs for Assistant Cabinet members would require £28,817.
  - A 2 % uplift and funding of 2 SRAs for Assistant Cabinet members would require £44,234.
- 6.15 Taking forward a 2% increase to the basic allowance would still keep the Council just under the IRP recommended basic allowance figure.

#### **Explicit provision in the Member's Allowance Scheme for maternity, adoption, shared parental, paternity and sickness leave**

- 6.16 At the January meeting, the Committee considered proposals to include explicit provision in the Member's Allowance Scheme for maternity, paternity and

sickness leave. The Committee agreed that this should include parental leave being taken following the birth of children through surrogacy, with 'primary and secondary parent' term used in the scheme instead of 'adopter'. The text has been amended to conform to the statutory policy wording. These changes would reflect the Council's fairness objectives and meet equalities objectives, recognising that the demographic of Councillors has changed over the years, and that there was a need for the Council to openly provide support to Councillors that become parents, or needed to take a prolonged leave of absence due to ill health, and not be discouraged from doing so.

- 6.17 The changes would ensure that the Council policies on maternity, paternity, adoption, shared parental and sick leave were applied consistently between staff and Councillors, and would bring the Council in line with neighbouring borough policies. They would further meet the IRP recommendation to allow the continuance of Special Responsibility Allowances in the case of sickness, maternity and paternity leave on the same terms that the Council's employees enjoy such benefits.
- 6.18 Section 85 of the Local Government Act 1972 provides that if a member fails throughout a period of six consecutive months from the date of his last attendance to attend any meeting of the authority, he shall, unless the failure was due to some reason approved by the authority before the expiry of that period, cease to be a member of the authority. This provision enables full Council to approve an absence of a member beyond 6 months, where he would otherwise be disqualified. The reason would need to be approved by the authority before expiry of the 6 month period.
- 6.19 At their meeting in January, Members agreed to the deletion of section 3.02 – Telephones and IT in Appendices A, B and C subject to there no longer being Council wide provision of separate landlines and broadband provision.

## **7. Contribution to strategic outcomes**

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)**

### **Finance**

The proposals contained in this paper are contained within the available budget.

### **Legal**

Legal implications are contained within the body of this report.

### **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.



The inclusion of an Assistant Cabinet Member for Women and Equalities will provide for specific democratic oversight of equalities considerations taken by the Council in policy and decision making. This will provide protected groups in the borough with assurance and a point of contact in the heart of the Council.

**9. Use of Appendices**

Appendix A: Amended Draft Members' Allowances Scheme 2019-20 – including Assistant Cabinet Members, and no uplift

Appendix B: Amended Draft Members' Allowances Scheme 2019-20 – including Assistant Cabinet Members, and a 1% uplift

Appendix C: Amended Draft Members' Allowances Scheme 2019-20 – including Assistant Cabinet Members, and a 2% uplift

Appendix D: 2018 report of the Independent Panel on the Remuneration of Councillors in London

**10. Local Government (Access to Information) Act 1985**

N/A

# Part 6

## Members' Allowances Scheme

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### 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 2019/20 1 April 2019 to 31 March 2020).

### 2. BASIC ALLOWANCE

- 2.01 Each Councillor will be entitled to receive the sum of ~~£10,810~~ £11,026 by way of Basic Allowance.
- 2.02 If a Councillor does not serve as such for the whole 12-month period or becomes suspended or partially suspended, 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 and employee and employer representatives on the Combined Pensions Committee and Board (co-optees).

### 3. INCLUDED EXPENSES

~~3.01 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 data charges.~~

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.

### 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 £16,965.
- (b) The Deputy Mayor is entitled to an additional allowance of £4,238.

## 5. SPECIAL RESPONSIBILITY ALLOWANCES

5.01 For the period 1 April 2019 to 31 March 2020, 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 suspended or partially suspended, he/she will only be entitled to receive pro-rata payment for the period(s) during which he/she actually was a serving Councillor and had the special responsibilities .

**Table A**

<b>Band</b>	<b>Position</b>	<b>Special Allowance</b>	<b>Total Allowance(including Basic Allowance)</b>
Band 4	<ul style="list-style-type: none"> <li>• Leader</li> </ul>	£33,926	<del>£44,736</del> <u>£44,952</u>
Band 3B	<ul style="list-style-type: none"> <li>• 9 or fewer x Cabinet Members</li> </ul>	£25,443	<del>£36,253</del> <u>£36,469</u>
Band 3A	<ul style="list-style-type: none"> <li>• Chair of Overview and Scrutiny Committee</li> </ul>	£23,134	<del>£33,944</del> <u>£34,160</u>
Band 2B	<ul style="list-style-type: none"> <li>• Chief Whip</li> <li>• Chair of Regulatory Committee</li> <li>• Chair of Alexandra Palace and Park Board</li> <li>• Leader of the Principal Opposition</li> </ul>	£16,965	<del>£27,775</del> <u>£27,991</u>
Band 2A	4 x Councillors serving on Overview and Scrutiny Committee	£15,421	<del>£26,231</del> <u>£26,447</u>
Band 1B	<ul style="list-style-type: none"> <li>• Chair of Combined Pensions Committee and Board</li> <li>• Chair of Staffing and Remuneration Committee</li> <li>• Chair of Standards Committee</li> <li>• Chair of Corporate Committee</li> <li>• Vice Chair of Regulatory Committee</li> <li>• Leader of the second</li> </ul>	£8,482	<del>£19,292</del> <u>£19,508</u>

	Opposition Group or Deputy Leader of the Principal Opposition <ul style="list-style-type: none"> <li>• Chief Whip of the Principal Opposition</li> </ul>		
<u>Band 1a</u>	<ul style="list-style-type: none"> <li>• <u>2 or fewer Assistant Cabinet Members</u></li> </ul>	<u>£6700</u>	<u>£17,726</u>

## 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, and each employee and employer representative on the Combined Pensions Committee and Board, is entitled to an allowance of £154 per meeting attended, to a maximum of £616. 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 the London Living Wage. 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 Dependents Allowance must be made within two months of the relevant meeting or the costs being incurred by the Councillor or non-elected member, 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 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.

**11 MATERNITY, ADOPTION, SHARED PARENTAL, PATERNITY AND SICKNESS PAY**

11.01 Subject to this paragraph 11, all Members shall continue to receive their Basic Allowance in full in the case of maternity, adoption, shared parental, paternity and sickness leave, as long as they remain a Councillor. This includes Members becoming parents through surrogacy arrangements.

11.02 Members entitled to a Special Responsibility Allowance shall continue to receive their allowance in full in the case of maternity, adoption, shared parental, paternity and sickness leave for a six month period. Extension of this period of leave will require prior 2 months' written notice to be given to the Political Leader of the respective political group. If the extended leave is agreed by that Political Leader, a report will be compiled to seek approval from full Council before the point of the 6 months' leave expiry, for the extension of this leave. This is in accordance with section 85 of the 1972 Local Government Act.

The Council (or Leader in case of Cabinet Members) may, depending on the circumstances, appoint a replacement to cover the period of absence who will be entitled to the SRA pro rata for the period of the temporary appointment.

11.03 The Democratic and Scrutiny Services Manager will write to the Member to confirm the continuation of allowances and until what date they will continue.

11.04 Leave arrangements are unaffected by the number of children born from a single pregnancy or placed as part of a single adoption.

**Maternity Leave**

11.05 A Member is entitled to take up to 52 weeks' maternity leave starting no earlier than the 11th week before the expected week of childbirth, except following a premature birth, and no later than the day following the actual date of birth.

11.06 The Member must notify the Democratic Services and Scrutiny Manager of their intention to take maternity leave in writing no later than 4 weeks before the date they wish the period of maternity leave to start and:

- i) Confirm the expected week of childbirth;
- ii) Provide a copy of the MATB1 (available from a doctor or midwife);
- iii) Confirm the date on which the Member intends her maternity leave to start.

**Adoption Leave**

11.07 A Member is entitled to take up to 52 weeks of adoption leave starting no earlier than 14 days before the child is expected to be placed and no later than the expected placement date, or if the child is adopted from overseas, no later than 28 days after the date on which the child enters Great Britain,

11.08 The Member must notify the Democratic Services and Scrutiny Manager in the case of a UK adoption of their intention to take adoption leave in writing no more than seven days after the date on which the Member is notified of having been matched with the child for adoption or, where that is not reasonably practicable, as soon as is reasonably practicable thereafter . In the case of an overseas adoption, the Member must notify the Democratic Services and Scrutiny Manager of their intention to take adoption leave in writing , no more than 28 days after s/he received the official notification and:

- i) Confirm the date the child is expected to be placed with him/her for adoption (UK Adoption) or the date on which the Member received an official notification and the date on which the child is expected to enter Great Britain (overseas adoption);
- ii) Provide a copy of the matching certificate/official notification. The matching certificate must be issued by the adoption agency that matched the Member to the child and must contain the name and address of the agency, the date on which the Member was notified that s/he had been matched to the child, and the date on which the agency expects to place the child with the Member.;
- (iii) in the case of an overseas adoption, the date of entry of the child into Great Britain
- iv) Confirm the date which the Member has chosen his or adoption leave to start.

### **Shared Parental Leave**

11.09 A Member is entitled to Shared Parental Leave if they are :-

- (i) the mother, or expectant mother, of a child, or the father of the child, or at the date of the child's birth the spouse, civil partner or partner of the mother/expectant mother, and at the date of birth the mother and the father/spouse/civil partner/partner share the main caring responsibility for the child ; or
- (ii) the adopter of a child, or at the date that the child is placed for adoption the person who is the spouse, civil partner or partner of the adopter, and at the date of the placement of the child for adoption the adopter and the spouse/civil partner/partner share the main caring responsibility for the child. Where two people have been matched jointly, the adopter is whoever has elected to be the child's adopter.

11.10 A Member may share up to 50 weeks' leave if the mother/ adopter curtails their maternity/adoption leave before using their full entitlement of 52 weeks. The number of weeks available as Shared Parental Leave will be reduced by the number of weeks maternity or adoption leave that has already been taken by the mother or adopter.

11.11 Shared Parental Leave can be taken as one continuous block or in multiples of complete weeks, but must end no later than one year after the birth/placement for adoption of the child.

11.12 The Member must notify the Democratic Services and Scrutiny Manager of their intention to take shared parental leave in writing no later than 8 weeks before the date they wish the period of shared parental leave to start, and must in writing provide the following information

(i) in the case of the birth of a child:-

- the names of the mother and of the father/spouse/civil partner/partner,
- the start and end dates of any period of maternity leave to be taken by the Member,
- the total amount of Shared Parental Leave available,
- the expected week of birth
- the date of birth ( where the child is not yet born ,this information must be provided as soon as reasonably practicable after the birth and, in any event, before the first period of Shared Parental Leave to be taken by the Member)
- how much Shared Parental Leave the mother and the father/spouse/civil partner/partner each intend to take
- an indication as to when the Member intends to take Shared Parental Leave. Including the start and end dates for each period of leave :

(ii) in the case of the adoption of a child :-

- the names of the adopter and of the spouse/civil partner/partner,
- the date that the adopter was notified of having been matched for adoption with the child
- the date that the child is expected to be placed for adoption
- the date of the placement ( where the child has yet to be placed for adoption, this information must be provided as soon as reasonably practicable after the placement and, in any event, before the first period of Shared Parental Leave to be taken by the Member)
- the start and end dates of any period of adoption leave to be taken by the adopter,
- the total amount of Shared Parental Leave available,
- how much Shared Parental Leave the adopter and the spouse/civil partner/partner each intend to take
- an indication as to when the Member intends to take Shared Parental Leave. Including the start and end dates for each period of leave :

### **Paternity Leave**

11.13 A Member is entitled to take up to two weeks' paternity leave to help care for the child, or to support the child's mother/adopter, if they are either: the father



of the child (whether or not they are the biological father); the spouse, civil partner or partner of the mother/adopter.

11.14 The Member may take one week or two consecutive weeks of paternity leave, but not single days or less than a week's duration. Paternity leave must be taken within 56 days of the birth or adoption.

11.15 The Member must notify the Democratic Services and Scrutiny Manager of their intention to take paternity leave in writing no later than 4 weeks before they wish the period of paternity leave to start (childbirth) or no more than seven days after the date on which the adopter is notified of having been matched with the child or, where that is not reasonably practicable, as soon as is reasonably practicable; and:

i) Confirm the expected week of childbirth; or the dates on which the adopter was notified that s/he had been matched with the child and on which the child is expected to be placed for adoption with the adopter(UK Adoption); or the dates on which the adopter received official notification and on which the child is expected to enter Great Britain (Overseas Adoption);

ii) or matching certificate/official notification;

iii) Confirm the length of the absence and the date on which the Member has chosen to begin his/her leave

11.16 If the Member wishes to change the start date of a period of leave, they should write to the Democratic Services and Scrutiny Manager no later than 4 weeks before either the original start date 'or' the new start date (whichever is earlier). The Democratic Services and Scrutiny Manager will ensure that HR Services are informed within 2 working days of receipt of the details.

11.17 If the Member wishes to change the end date of a period of leave they should write to the Democratic Services and Scrutiny Manager at least 4 weeks before either the original end date or the new end date (whichever is earlier). The Democratic Services and Scrutiny Manager will ensure that HR Services are informed within 2 working days of receipt of the details.

11.18 HR Services will provide confirmation that the information on revised dates has been received and that relevant re-instatement or adjustment of any SRA has taken place, with a copy to Democratic Services, within 10 working days.

### **Sickness Leave**

11.19 A Member who is sick will continue to receive the basic allowance as long as they remain a Councillor. They will also continue to receive any SRA for a six month period. Extension of this period of leave will require prior 2 months' written notice to be given to the Political Leader of the respective political group. If the extended leave is agreed by that Political Leader, a report will be compiled to seek approval from full Council, before the point of the 6 months'

leave expiry, for the extension of this leave. This is in accordance with section 85 of the 1972 Local Government Act.

11.20 If a Member decides not to return to office following either during or on their expiry of maternity, adoption, shared parental, paternity or sickness leave , the Chief Executive must be notified. HR Services must then be informed within two working days of receiving notification. Allowances will cease from the effective resignation date.

11.21 If an election is held during the Member's maternity, adoption, shared parental, paternity or sickness leave and they are not re-elected, or decide not to stand for re-election, their basic allowance and SRA, if appropriate will cease from the Monday after the election date when they would technically leave office.

# The Remuneration of Councillors in London 2018

Report of the Independent Panel



## Contents

<b>Introduction</b> .....	<b>p3</b>
<b>The role of elected members</b> .....	<b>p3</b>
<b>Recruitment of councillors</b> .....	<b>p4</b>
<b>The current financial and political climate</b> .....	<b>p4</b>
<b>Level of Basic Allowance</b> .....	<b>p4</b>
<b>Special Responsibility Allowances</b> .....	<b>p5</b>
<b>Interpretation of the scheme</b> .....	<b>p5</b>
<b>Training and support</b> .....	<b>p6</b>
<b>Barriers to being a councillor</b> .....	<b>p6</b>
<b>Travel and Subsistence Allowances</b> .....	<b>p6</b>
<b>Allowances for Mayor or Civic Head</b> .....	<b>p6</b>
<b>Update for Inflation</b> .....	<b>p6</b>
<b>Appendix A</b> .....	<b>p7</b>
Special responsibilities – beyond the basic allowance	
<b>Appendix B</b> .....	<b>p10</b>
On behalf of the community – a job profile for councillors	
<b>Appendix C</b> .....	<b>p11</b>
The independent panel members	

## 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, 2010 and 2014. It 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 are grateful for the feedback, which confirms that the existing London scheme of members' allowances is still fit for purpose. We make recommendations accordingly (**recommendations throughout the report are in bold type**). However, where issues have arisen from the comments we received, we have addressed them in this report.

## 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 originally included in our 2010 report. The feedback we have received is that it continues to be appropriate.

The Local Governance Research Unit, based at Leicester Business School, recently launched a Councillor Commission as an independent review of the role and work of the councillor. The Commission's report points out that councillors oversee million-pound budgets, balancing complex financial pressures at a time of severe cutbacks in local authority spending, making decisions which will affect their areas for decades to come. In London each Borough Council is responsible for services crucial to its residents. Each has a revenue budget of up to £1.4bn as well as a substantial capital programme. The scale of their turnover and other financial activities are in many instances comparable with those of large publicly quoted companies.

Councillors are faced with unenviable choices. Demand for local authority services continues to grow. In particular, there is rapid growth in the number of old people with a corresponding increase in demand for social care. London itself faces acute housing problems. Councillors have an increased responsibility for health. Thus the strain on and competition for resources increase the demands made on elected members. The responsibilities and accountabilities are made clear after a tragedy like the Grenfell Tower fire.

The evidence we received confirms that the workload and responsibilities of councillors continue to increase and that their role has become more complex, and not only in the areas of social care, housing and health. There has been growth in the number of sub-regional meetings, partnerships and joint bodies (such as Boards for Health & Wellbeing and Safer Neighbourhoods) which require the commitment and time of leaders, cabinet members and front-line councillors. Partnership engagement makes great demands on councillors. There has been a marked increase in informal meetings, such as working groups, forums and community gatherings as well as formal meetings like local authority companies. The expectations of the public continue to rise.

While valuable to democracy, the use of social media adds to the pressure on councillors by increasing demands from their constituents in several different ways. Communication with councillors is not only easier but immediate. The public expects a speedy response, so that it is now more difficult for councillors in employment to deal with concerns as quickly as voters expect. Not only do social media make it easier for their constituents to get hold of councillors, but they also enable an isolated concern to become an organised campaign.

## Recruitment of councillors

We received evidence that it is increasingly difficult to recruit people of quality who are prepared to stand for office as councillors. Though the low level of allowances was mentioned as a reason for this, a major disincentive is the time commitment required of a councillor. That time commitment (as well as finance) can make it difficult to combine the role with a job and a family life. As one councillor commented to the Leicester Business School Commission, 'Serving on outside bodies means that I am working every day of the week, weekends too'. As was pointed out in responses we received, the problem is exacerbated in London, where councillors are on the whole younger than in other parts of the country and often in employment. They also face substantially higher costs of living.

Though the time commitment may be the main disincentive to service as a councillor, it is important that, as far as reasonably possible, financial loss does not prevent people from becoming councillors. 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. 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. 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.

Since our last report the Government has removed the possibility of councillors joining the local government pension scheme. We believe that access to the pension scheme can be an important factor in making service as a councillor financially possible for a wider range of people. It is particularly significant 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. Loss of access to a pension scheme imposes a further financial penalty on councillors.

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.

## The current financial and political climate

Because of the current financial climate, the local government pay settlement in recent years has been severely limited. Since our last report there have been three awards of 1%. Acutely sensitive to the current financial austerity, some boroughs have frozen members' allowances and failed to apply the pay awards to them. Indeed some boroughs have even reduced members' allowances.

Our recent reports have 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 has led to some 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 and there remain substantial differences in the amount of special responsibility allowances. We fully recognise that now is not the time to contemplate a general increase in councillors' allowances. Nevertheless we hope that in the longer term the financial situation will permit further convergence of members' allowances around our recommendations.

## Level of Basic Allowance

In our last report we recommended that there should be a Basic Allowance paid to every councillor of £10,703. Updated for the local government staff pay awards since then, the figure is now £11,045. Given the loss of pension rights; growth in the volume and complexity of the work of councillors; and the limited increase in the Basic Allowance since our last report, we believe that there is a strong case for considering a larger increase. The basic allowance is now less than the allowances paid by many similar authorities outside London. In Wales, for example, the government-

appointed commission sets the basic allowance at £13,400 for members of local authorities with populations which are generally substantially lower than those of London boroughs.

However we reluctantly accept that, in the current financial climate, it would be inappropriate to recommend a general increase in members' allowances (beyond the annual updating). Pegging an annual increase to staff pay awards will ensure that councillors can receive annual increases which are in line with those received by staff. **We therefore recommend that the Basic Allowance be set at £11,045.** We believe that it remains sensible to frame recommendations which are common across London.

### Special Responsibility Allowances

Given the extent of the responsibilities of leaders of London boroughs, the Panel's first report in 2001 recommended that their remuneration should equate to that of a Member of Parliament. [Our recommendations for other special responsibility allowances are related to that recommended for leaders.]

Since then the increase in the remuneration of Members of Parliament has substantially exceeded the annual local government pay increase to which we tied the special responsibility allowance for the leader of a London borough. At the time of our last report an MP received a salary of £67,060 while our recommendation for a borough leader (increases having been restricted to the local government staff pay increases) was for total remuneration of £65,472, a difference of £1,588. Updated for the local government pay awards, our recommendation for the current total remuneration of a London borough leader would be £68,130. Meanwhile the salary of MPs has increased to £76,011, a difference of £7,881. Moreover MPs continue to be entitled to a pension as well as to sundry other benefits (such as termination payments) which are not available to leaders.

In our current consultation we enquired whether the remuneration of an MP remains a sound comparator to fix the remuneration of a borough leader. In general the responses agreed that the comparator was appropriate and, if anything, that the Leaders of London boroughs warranted a higher remuneration than an MP, because they had greater financial responsibility and legal burdens, and especially given the differential pension arrangements. Indeed one respondent authority suggested that the direct responsibilities of a Leader should command the salary of a Junior Minister.

We sympathise with the responses. Certainly the way in which MPs' remuneration has outpaced that of leaders would prompt a review of the Leaders' allowances had the Panel not had regard to the current stringent economic circumstances. For the same reasons which prompt us to peg the Basic Allowance, **we recommend that the special responsibility allowance for a Leader should be in accordance with our former recommendation, plus the subsequent local government staff pay awards, ie £57,085. We recommend the maintenance of its relation to other special responsibility allowances, as set out in the Appendix to this report.** Nevertheless we hope that parity of the remuneration of the Borough leaders with the remuneration of Members of Parliament will be restored when the economic situation eases and that the other Special Responsibility Allowances will then be adjusted accordingly.

### Interpretation of the Scheme

The responses from the boroughs generally indicated no problems with interpretation of our recommendations, though many had adopted lower figures, especially for special responsibility allowances. We continue to believe that the scheme we propose is sufficiently flexible to accommodate the varying political management arrangements of different London boroughs. Specifically, we were asked for guidance on what percentage of councillors should receive a special responsibility allowance. **We reiterate our view that no more than 50% of councillors should receive a special responsibility allowance. We also continue to believe that no member should receive more than one special responsibility allowance though we accept that there might exceptionally be special circumstances where allocation of more than one Special Responsibility Allowance might be justified, eg where members undertake a number of different time-consuming roles such as sitting on licensing hearings.**

We were asked to give more detailed guidance on the roles allocated to different bands and whether these could be tied to the time commitment required of a role, expressed as a percentage of the time commitment of the Leader. However, we believe that the percentages we identify should be tied not only to time commitment but also to levels of responsibility.

## Training and Support

The responsibilities of councillors are substantial, extensive and complex. We have mentioned the Grenfell Tower tragedy as a chilling instance of those responsibilities. **We believe that every borough should have an ongoing programme of member training and development and that members should be expected to participate. We believe that members should be provided with logistical and clerical support to help them deal with their workload.**

## Barriers to being a councillor

It is important that obstacles to becoming a councillor should be removed wherever possible. Child care costs can be a significant deterrent to service as a councillor. **We repeat our strong view that in appropriate cases when they undertake their council duties, councillors should be entitled to claim an allowance for care of dependents. The dependents' carers' allowance should be set at the London living wage but (on presentation of proof of expense) payment should be made at a higher rate when specialist nursing skills are required.**

**We also repeat our belief that members' allowances schemes should 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).**

## Travel and Subsistence allowances

**We continue to believe that the Basic Allowance should cover basic out-of-pocket expenses incurred by councillors, including intra-borough travel costs and expenses. The members' allowances scheme should, however, provide for special circumstances, such as travel after late meetings or travel by councillors with disabilities. The scheme should enable councillors to claim travel expenses when their duties take them out of their home borough, including a bicycle allowance.**

## Allowances for Mayor or Civic Head

Many councils include the allowances for the mayor (or civic head) and deputy in their members' allowance scheme. However these allowances do serve a rather different purpose from the 'ordinary' members' allowances, since they are intended to enable the civic heads to perform a ceremonial role. There are separate statutory provisions (ss 3 and 5 of the Local Government Act 1972) for such allowances and councils may find it convenient to use those provisions rather than to include the allowances in the members' allowance scheme.

## Update for inflation

**We continue to recommend that for a period of four years the allowances we recommend should be updated annually in accordance with the headline figure in the annual local government pay settlement.**

We have been asked whether it is necessary for the annual updating to be formally authorised by the council each year. The Regulations do seem to make this obligatory.

Sir Rodney Brooke CBE DL

Steve Bundred

Anne Watts CBE

London, January 2018



## Appendix A

Basic allowance £11,045

### 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: £11,045

Band One allowance: £2,582 to £9,397

**Total: £13,627 to £20,442**

## **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 £11,045

Band two allowances: £16,207 to £29,797

**Total: £27,252 to £40,842**

## **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: £11,045

Band three allowance: £36,917 to £43,460

**Total: £47,962 to £54,505**

## **BAND FOUR**

### **Leader of cabinet**

This is a full-time job, involving a high level of responsibility and 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 £68,130.

This is made up as follows:

Basic allowance: £11,045

Band four allowance: £57,085.

**Total: £68,130**

## **BAND FIVE**

### **Directly elected mayor**

A directly elected mayor has 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 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 **£85,162**.

## 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 (for example, 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 CBE DL** had 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.

**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 and governance that spans the private, voluntary and public sectors with organisations including the Open University, the University of Surrey, the Commission for Equality and Human Rights and Business in the Community. She chaired the Appointments Commission.



**REPORT OF THE CABINET TO FULL COUNCIL ON 18 MARCH 2019**

Chair:  
Councillor Joseph Ejiofor

Vice Chair:  
Councillor Emine Ibrahim

**1. INTRODUCTION**

1.1 This report to Full Council arises from consideration of the following report by the Cabinet:

- Housing Strategy

**2. SUMMARY OF CONSIDERATIONS**

On 12 February 2019 Cabinet agreed amendments to Appendix C of Haringey's Housing Strategy 2017-2022. Cabinet had agreed a draft amended Appendix C for consultation on 19 November 2018. Following consultation, the final version of Appendix C was agreed. Cabinet also agreed the deletion of Appendix D of Haringey's Housing Strategy 2017-2022. Appendix C explicitly provides for revisions to Appendices C and D, independently of any revision to the Strategy itself, as necessary.

The amendments to Appendix C are as follows:

- The incorporation of the proposed key lines on the delivery of new housing from the draft Borough Plan, in particular the commitment to new Council homes at Council rents, which does not appear at all in the current Housing Strategy.
- Setting out the intention to establish a wholly owned housing company and that the Council – either itself or via the company - will develop new affordable housing in the borough.
- Clearer definitions of types of affordable housing and guidance on affordability and bed size mix.
- That the Council's preference for low cost rented housing for general needs is for social rent at target rent levels – rather than Affordable Rent or London Affordable Rent.
- That the Council's preference for intermediate housing is usually intermediate rent at London Living Rent levels.
- An acceptance and welcoming of other providers of affordable housing, who are likely to continue to be the main providers of new affordable housing in the borough; and a recognition that they may deliver a different affordable housing tenure mix.
- Noting how the affordable housing mix should be flexed in different areas to ensure that the overall borough-wide strategic mix is delivered.
- Clarifying that, to be considered affordable, housing costs should represent no more than 40% of a household's net income, reflecting the Mayor's new London Housing Strategy.

**WE RECOMMEND FULL COUNCIL:**

Agree and adopt the amended Appendix C of Haringey's Housing Strategy 2017-2022, attached as appendix 1 to the Cabinet Report, and the deletion of Appendix D.

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**Report for:** Cabinet 12 February 2019

**Item number:**

**Title:** Amendments to Appendix C and Deletion of Appendix D of Haringey's Housing Strategy 2017-2022

**Report authorised by:** Helen Fisher, interim Director of Housing, Regeneration and Planning

**Lead Officer:** Dan Hawthorn, Director of Housing and Growth

**Ward(s) affected:** All

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

## **1. Describe the issue under consideration**

- 1.1. Haringey's Housing Strategy sets the direction of travel for housing in the borough, identifying overall objectives, targets and the means to achieving these.
- 1.2. Haringey's current Housing Strategy 2017-2022 was adopted in November 2016. Since then there have been significant changes to national and regional housing policy as well as the housing ambitions of the Council.
- 1.3. At its meeting on 13 November 2018, Cabinet agreed to consult on amending Appendix C, and to deleting Appendix D, of Haringey's Housing Strategy 2017-2022 (the 'Housing Strategy'), in order to better meet the housing aims of the current administration and in advance of a new housing strategy for the borough being developed.
- 1.4. A consultation on these two changes has now been undertaken.
- 1.5. Following consideration of the outcome of the consultation, it is recommended that Appendix C is amended and Appendix D deleted.

## **2. Cabinet Member Introduction**

- 2.1 Haringey's Labour councillors were elected in May on a bold manifesto, which recognised the importance of housing, and the work the Council could do in this area. We set five pledges for housing:
  - To deliver a thousand new council homes by 2022
  - To review the planning targets and ensure new 'affordable' is genuinely affordable

- To expand our landlord licensing scheme to cover all wards
- To ensure that new housing for sale is made available to Haringey residents first, and
- To aim to end street homelessness in Haringey by 2022.

2.2 Haringey's Housing Strategy sets the strategic direction for housing in the borough. The Council last published a Housing Strategy in 2016. Since then, as well as a new administration with these new priorities and ways of working, there have been important changes at the national and regional level, with which our existing strategy is increasingly out of touch.

2.3 The Government has abandoned a number of its most contested proposed housing policies and there has been a renewed focus on social housing – prompted at least in part by the Grenfell tragedy. At the same time, the lifting of the HRA borrowing cap and the significant funding for new Council housing from the GLA transform the potential to develop new Council housing. Haringey's successful bid for this funding means that we will be receiving £62.8m grant to deliver the Council homes the borough needs.

2.4 Work on a new housing strategy is already underway, but to ensure our aims are consistent it needs to follow the adoption of the Borough Plan, reflecting and expanding on the housing aims in that document. In the interim, we are proposing that Appendix C of the current Housing Strategy be amended, to define more clearly what we mean by affordable housing. The new Appendix is clear that our first priority is Council Rented homes and that we will ensure other affordable homes delivered in this borough will be affordable to our existing residents.

2.5 Developing a new housing strategy to address all our housing commitments will be a priority for us in 2019. I will establish a Member group to help guide this important work and I look forward to working with colleagues on this.

### **3. Recommendations**

It is recommended that Cabinet:

- 3.1. Note the outcome of the consultation process on Appendix C of the Housing Strategy and the deletion of Appendix D of the Housing Strategy.
- 3.2. Recommend that Full Council approve the adoption of Appendix C of the Housing Strategy, as amended as set out in paras 6.21 – 6.23, and the deletion of Appendix D of the Housing Strategy.

### **4. Reasons for decision**

- 4.1. The Council's current Housing Strategy was set in 2016. Since then, the policy context has changed and a new administration has been elected with different priorities to the previous administration particularly with regard to housing.
- 4.2. In addition, decisions taken since May 2018 have fundamentally altered the Council's approach to housing, notably:
  - The decision not to proceed with the Haringey Development Vehicle
  - The decision to set up a wholly owned company to help deliver 1,000 Council homes at Council rents
- 4.3. This means that the existing strategy, adopted in November 2016, is no longer a good fit with the ambitions of the new administration and there is a need to produce a new strategy to better reflect these.
- 4.4. One particular issue is a renewed emphasis on housing for social rent as affordable housing.
- 4.5. In advance of the development, consultation, and publication of this new housing strategy, it is proposed that Appendix C of the existing strategy is amended and Appendix D deleted to ensure the Council's housing policy framework reflects this changed environment, and the Council's new priorities. This requires no revision of the Borough Plan.

## **5. Alternative options considered**

- 5.1. The alternative option would be not to amend Appendix C and not to delete Appendix D of the current Housing Strategy. Given Cabinet's agreement to consult on the amendment and deletion in November 2018, and the consultation with stakeholders, this would not be an acceptable course of action.

## **6. Background information**

### **Haringey's Housing Strategy 2017-2022**

- 6.1. Full Council agreed the Housing Strategy on 21 November 2016, following agreement by Cabinet, and a full public consultation process. The Housing Strategy forms part of the Council's key policy framework, and sits underneath the Corporate Plan 2014-2018.
- 6.2. The Housing Strategy is built around 4 strategic objectives:
  - Strategic Objective 1: achieve a step change in the number of new homes being built
  - Strategic Objective 2: improve support and help to prevent homelessness
  - Strategic Objective 3: drive up the quality of housing for all residents
  - Strategic Objective 4: ensure that housing delivers wider community benefits

6.3. The Housing Strategy is supported by five appendices:

- Appendix A – Summary of Recent Legislation
- Appendix B – The Housing Strategy and the Local Plan
- Appendix C – Affordable, Intermediate and Specialist/Supported Housing
- Appendix D – Affordability
- Appendix E – Supporting Information

The Housing Strategy deliberately provides for Appendices C and D to be amended over the life of the strategy. Appendix C has already been amended once, in March 2018, to take account of the Intermediate Housing Policy Statement.

### **A new housing strategy for Haringey**

- 6.4. The report to Cabinet in November 2018 identified a number of changes to the national and regional policy context since the current Housing Strategy was adopted. It also identified that a new administration has been in place in Haringey since May 2018, following the local elections, with a strong commitment to affordable housing, in particular to new Council homes at Council rents. These two factors mean that the current Housing Strategy is no longer up to date, nor able to fully meet the current administration's housing aspirations.
- 6.5. Cabinet decided in November that a new housing strategy for the borough will therefore be developed over the course of 2019. This will follow on from the new Borough Plan, on which a consultation recently concluded.

### **The Appendices of the Housing Strategy**

- 6.6. In advance of a new housing strategy being developed, consulted upon, and adopted into the Council's policy framework, it is proposed that the two appendices of the current Housing Strategy which deal with affordable housing be reconsidered.
- 6.7. Appendix C of the current Housing Strategy deals with Affordable, Intermediate and Specialist/Supported Housing Guidance. The proposed amendments are as follows:
- The incorporation of the proposed key lines on the delivery of new housing from the draft Borough Plan, in particular the commitment to new Council homes at Council rents, which does not appear at all in the current Housing Strategy.
  - Setting out the intention to establish a wholly owned housing company and that the Council – either itself or via the company - will develop new affordable housing in the borough.
  - Clearer definitions of types of affordable housing and guidance on affordability and bed size mix.
  - That the Council's preference for low cost rented housing for general needs is for social rent at target rent levels – rather than Affordable Rent or London Affordable Rent.

- That the Council's preference for intermediate housing is usually intermediate rent at London Living Rent levels.
  - An acceptance and welcoming of other providers of affordable housing, who are likely to continue to be the main providers of new affordable housing in the borough; and a recognition that they may deliver a different affordable housing tenure mix.
- 6.8. This builds on changes already made to Appendix C of the current Housing Strategy agreed by Full Council in March 2018, including:
- Clarifying that the Council is keen to promote a range of intermediate housing, and that shared ownership is not the preferred product in all cases.
  - Noting how the affordable housing mix should be flexed in different areas to ensure that the overall borough-wide strategic mix is delivered.
  - Clarifying that, to be considered affordable, housing costs should represent no more than 40% of a household's net income.
  - Reflecting the Mayor's new London Housing Strategy.
- 6.9. Intermediate housing is set at a price lower than open market housing but higher than social rented housing. Eligibility criteria are used to ensure that intermediate housing is accessed by residents who will most benefit from it. This is individuals and households who are unable to afford market housing in the borough but are not usually a priority for social housing.
- 6.10. Haringey's Intermediate Housing Policy Statement sets a priority matrix for accessing intermediate housing, prioritising existing social housing tenants and their children and households on the housing register. It also sets a marketing cascade, so that this housing is first marketed to lower income households.
- 6.11. The priority matrix and the marketing bands have been put in place to ensure that in future a much higher percentage of homes are accessed by households with a Haringey connection. A shift in the mix of types of homes from the current concentration on shared ownership to more intermediate rented units should also ensure that more of these are affordable to local residents.
- 6.12. It is acknowledged that by applying policies to maximise homes at social rents as the affordable offer in future schemes, it is likely that the overall quantity of more broadly defined affordable homes provided on these schemes may be lower. This is because there is only a given amount of subsidy for affordable housing available on any particular scheme – e.g. grant, s106 and cross subsidy from sales. The overall amount of affordable housing on any scheme could be increased if a higher proportion of that affordable housing is less reliant on subsidy, such as shared ownership. Nevertheless, it is recommended that the Housing Strategy is amended to prioritise homes at social rents, recognising the pressing need for more homes at social rents to meet the most acute forms of housing need in the borough.
- 6.13. To deliver on these aims, the proposed new Appendix C of the current Housing Strategy is attached at Appendix 1.

- 6.14. It is also proposed to delete Appendix D of the current Housing Strategy. The existing Appendix is primarily a discussion of the need for different types of affordable housing. Most of the substantive content of this appendix is already contained in the Housing Strategy and the remainder has now been updated and incorporated into the revised Appendix C, rendering Appendix D redundant.
- 6.15. This will also simplify any potential future updates of the current Housing Strategy, which can focus on a single updateable Appendix.

### **Consultation and changes to Appendix C**

- 6.16. A consultation on the amended Appendix C and deleted Appendix D was undertaken with those to whom the policy applied – ie housing associations and housing developers working in the borough.
- 6.17. The consultation ran from 10 December 2018 to 10 January 2019. All housing associations working in the borough were contacted by email, as were all developers who had submitted an application for housing development in the borough since 2015.
- 6.18. In total, two submissions were received, both from private sector housing providers. Detailed responses to the points raised in these submissions will be sent to those who provided them, but the key issues are summarised below.
- 6.19. In brief, the first response raised the issue of housing mix, asking for some technical clarifications and arguing that the Council should seek to deliver some affordable housing as bedsits and HMOs. This is not Council nor GLA policy and there is no intention to change this at this time as these types of housing are not appropriate affordable housing. Apart from that point, it was neither supportive nor unsupportive of the proposed amendments to Appendix C.
- 6.20. The second response argued that the non-inclusion of starter homes, discounted market sale and rent to buy in the list of types of intermediate housing could be seen as excluding them from the definition of acceptable affordable housing. It went on to argue that this is in contradiction to the London Plan and National Planning Policy Framework. If so, this would be an unintended consequence of the amendment of the Appendix. That is, while it seeks to be clear that Council has preferred options, it does not seek to exclude other types of intermediate housing.
- 6.21. To clarify that this is not the intention, section two of Appendix C has been amended to identify these products as acceptable forms of intermediate housing, albeit that they are not the Council's preferred options.
- 6.22. Alongside this amendment to the Appendix, it is also proposed to amend the wording at the end of section two that refers to the Housing Company being set up by the Council. At the time of writing in November it was intended that this would be the main vehicle for the delivery of new Council homes. Following the announcement of the abolition of the HRA borrowing cap, this has been reviewed and the language around the Company has been made broader to encompass a

wider range of options. A small number of very minor stylistic changes to the Appendix have also been made, which do not impact on its meaning.

- 6.23. Having considered the consultation responses and made amendments accordingly, it is recommended that this reviewed draft of Appendix C proceed for agreement by Full Council, as well as the agreement of the deletion of Appendix D.

## **7. Contribution to strategic outcomes**

- 7.1. The changes to Appendix C and deletion of Appendix D of the Housing Strategy follow directly on from the proposed new approach to housing in Priority 1 of the emerging 2019-2023 Borough Plan.

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

### Finance

- 8.1. Cabinet agreed in November 2018 to consult on amending Appendix C and to deleting Appendix D of Haringey's Housing Strategy 2017-2022.
- 8.2. This report notes the outcome of the consultation process on Appendix C of the Housing Strategy and the deletion of Appendix D of the Housing Strategy.
- 8.3. This report recommends that Full Council approve the adoption of Appendix C of the Housing Strategy and the deletion of Appendix D of the Housing Strategy.
- 8.4. There are likely to be significant financial implications for the Council for both the Housing Revenue Account and the General Fund in the implementation of the projects towards the new Housing Strategy for Haringey.
- 8.5. The underlying projects will be reported in future cabinet reports, on a case-by-case basis, and each financial implication will be assessed accordingly, when details become available.
- 8.6. At this stage there are no direct financial implications regarding recommendations 3.1 to 3.2.

### Legal

- 8.7. The Assistant Director of Corporate Governance has been consulted in the preparation of this report, and makes the following comments.
- 8.8. There is no statutory requirement for a local authority to have a Housing Strategy; it is however considered best practice to do so. The Strategy forms part of the Policy Framework and so this amendment requires the approval of Full Council.

- 8.9. The fact that the case for the proposed amendment to the Housing Strategy is born out of the ambitions of the new Administration, coupled with the changing landscape at both regional and national level since the Strategy was adopted, means that there are no direct legal implications arising out of this report.
- 8.10. Members will be aware that in carrying out its consultations, the Council must comply with its own consultation policy, and adhere to the so called 'Sedley principles'. These are :
- (1) That consultation must be at a time when proposals are still at a formative stage;
  - (2) That the proposer must give sufficient reasons for any proposal to permit of intelligent consideration and response;
  - (3) That adequate time must be given for consideration and response; and
  - (4) That the product of consultation must be conscientiously taken into account in finalising any statutory proposals.
- 8.11. The Assistant Director sees no legal reason why the recommendations in this report should not be adopted.

#### Procurement

- 8.12. Strategic Procurement notes the contents of this report. Property and land transactions are excluded under the Contract Procurement Regulations; however where works, services and goods are required to support the delivery of this strategy, Strategic Procurement will provide the necessary support in delivering these requirements.

#### Equalities

- 8.13. The Council has a Public Sector Equality Duty under the Equality Act (2010) to have due regard to the need to:
- Eliminate discrimination, harassment and victimisation and any other conduct prohibited under the Act
  - Advance equality of opportunity between people who share those protected characteristics and people who do not
  - Foster good relations between people who share those characteristics and people who do not.
- 8.14. The three parts of the duty apply to the following protected characteristics: age, disability, gender reassignment, pregnancy/maternity, race, religion/faith, sex and sexual orientation. Marriage and civil partnership status applies to the first part of the duty.
- 8.15. There are existing housing inequalities in Haringey, in particular in that:
- Women, young people and black people are over-represented among those living in temporary accommodation.
  - Individuals with these protected characteristics as well as those who identify as LGBT+ and individuals with disabilities are known to be vulnerable to



homelessness, as detailed in the Equalities Impact Assessment of the Council's Draft Homelessness Strategy.

- Residents on lower incomes are more likely to struggle to find suitable housing. We know that women are more likely to have lower incomes than men, disabled people are more likely to struggle to find employment, which in turn impacts upon their income, and Haringey's BAME residents are likely to have lower incomes than non-BAME residents.

8.16. The proposed amendments to Appendix C of the 2017-2022 Housing Strategy will seek to continue to address these inequalities by:

- Confirming that the Council's preference for low cost rented housing for general needs is for social rent at target rent levels – rather than Affordable Rent and London Affordable Rent.
- Confirming that the Council's preference for intermediate housing is usually intermediate rent at London Living rent levels.

8.17. The new draft Housing Strategy will be accompanied by an Equalities Impact Assessment when it comes to Cabinet for approval to go out to consultation in 2019.

## **Use of Appendices**

Appendix 1: Revised Appendix C of Haringey Housing Strategy 2017-2022

## **Local Government (Access to Information) Act 1985**

Haringey Housing Strategy 2017-2022

[http://www.haringey.gov.uk/sites/haringeygovuk/files/housing\\_strategy\\_2017-2022.pdf](http://www.haringey.gov.uk/sites/haringeygovuk/files/housing_strategy_2017-2022.pdf)

Haringey's Draft Borough Plan for Consultation

<http://www.minutes.haringey.gov.uk/documents/s103960/Appendix%20A%20-%20Borough%20Plan%20document.pdf>

# Appendix C – Affordable and Specialist/Supported Housing Guidance

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## Introduction

Having a safe, stable and genuinely affordable home is important to everyone. Many people are able to achieve this by themselves, but others need our help. So the Council is committed to ensuring that there are enough homes available in Haringey which people can afford, and which are all of a decent quality.

We believe that increasing the supply of Council housing is one of the most important things we can do, because for many people a Council home offers the only real chance of putting down roots in Haringey, in a stable good-quality home. One of our very highest priorities is to start a new era of Council housebuilding in the Borough, particularly using our own land.

Others need help of a different sort, whether it is a different kind of subsidised rent or support to buy their first home. So we will work with partners to provide the full range of housing to meet local need, always prioritising homes which local people can really afford. This appendix sets out our approach to affordable housing and forms of specialist housing to ensure we meet those needs.

The purpose of this appendix is to clarify for all those delivering affordable housing the preferred tenure and dwelling mix the Council would like to see on schemes providing new affordable housing in the borough. This guidance applies to all affordable housing providers, which includes:

- The Council
- The Council's wholly owned company, once it is established
- Housing associations
- Private developers
- Any other affordable housing provider

The Council will lead by example in this area of policy.

The Council's first preference is that new affordable housing should be developed by the Council itself or purchased by the Council from private developers and delivered as Council housing. As such, the Council's default position is that it will look to secure the first refusal on the purchase of the affordable housing secured through Section 106 agreements. In order to support the delivery of this affordable housing, and in particular the Council's preferred options set out above, the Council is proposing to establish a wholly owned company. But the Council also recognises and positively welcomes the contribution to affordable housing that other sectors can make.

This appendix to the Strategy will be kept under review by the Council as discrete guidance to private developers and affordable housing providers, particularly at the pre-planning stage of developments in the borough. It is intended that this will clarify the Council's expectations, thereby reducing abortive work and helping to achieve successful developments which meet local needs. During the period covered by this strategy, revised versions of this appendix may be published as housing need develops and/or better information becomes available.

## Affordable housing tenures and the Council's preferences

### 1. Low cost rented housing for general needs

This is low cost rented housing that is affordable housing for general needs rent, ie homes let to households in accordance with the Council's Allocations Policy. This includes:

- **Social Rented housing**, which is housing where the landlord is a Registered Provider, usually the Council or a housing association. Rents are significantly lower than market rents, and set in accordance with a formula set by Government. This is the Council's preferred low cost rented option.
- **Affordable Rent**, which is a type of low cost rented housing, targeted at the same groups as Social Rent, but with rents set at a maximum of 80% of market rents. This tenure is no longer funded by the GLA and so is likely to become increasingly obsolete.
- **London Affordable Rent**, which is a type of low cost rented housing, also targeted at the same groups as Social Rent, with rents based on, but in Haringey higher than, Social Rented housing (although the differential goes down as the number of bedroom increases) – ie somewhere between Social Rent and Affordable Rent. This tenure is now the main low cost affordable rented housing that the GLA currently expects to fund.

### 2. Intermediate housing

Intermediate housing is affordable housing for sale and rent at a cost above social rent, but below market levels, which is intended for those not eligible for, or not a priority for, social rented housing, but not able easily to access market housing. This includes, but is not limited to:

- **Shared ownership and shared equity**, which are forms of intermediate home ownership, the former being part rent: part buy and the latter usually an interest free equity loan.
- **London Living Rent**, which is a type of intermediate rented housing developed by the Mayor of London, with rents set at a third of local incomes. After a set period the occupant must purchase the property or move on.
- **Discounted Market Rent**, which is a type of intermediate rented housing where rents can be calculated by a range of methods but cannot exceed 80% of local market rents. The Council's preferred intermediate option is Discounted Market Rent with rents set at London Living Rent levels.
- **Affordable Private Rent**, which is the type of affordable housing that should be provided on Built to Rent schemes, with rents no more than 80% of local market rents. The Council would prefer the rents on these homes to be set at London Living Rent level.

While the above are the Council's preferred options, acceptable forms of intermediate housing can also include a range of other forms of low cost home ownership or routes to home ownership such as Starter Homes, Discounted Market Sale and Rent to Buy.

## Link with the Local Plan

The Housing Strategy needs to be read alongside the Local Plan. The Local Plan sets the expected percentage of affordable housing that should be delivered on new housing developments, and the expected percentage of low cost rented housing for general needs within that.

The Council's Local Plan policies for affordable housing are the starting point for the consideration of individual development proposals; ie development sites with capacity to provide 10 or more units will be required to provide the maximum reasonable amount of affordable housing, contributing to the borough-wide target that 40% of all new homes delivered should be affordable, measured by habitable rooms. The tenure split of the affordable housing provided should be 60% general needs low cost rented housing and 40% intermediate housing (as defined above) except in the Tottenham AAP area, where these proportions are reversed.

Therefore, to achieve the overall borough-wide tenure split, there is a need to deliver a higher percentage of the affordable homes in the rest of the borough outside the Tottenham AAP area as general needs housing, in particular in the west of the borough, where there are currently much lower levels of existing social rented homes. Here the Council wishes to see as high a proportion as possible of the new affordable homes being delivered as homes for general needs.

This appendix also confirms that for general needs homes, there is an explicit preference for Social Rent with rents at target rent levels, especially for Council rented homes at Council rents, where possible within the context of the borough-wide target that 40% of all new homes delivered should be affordable (by habitable room).

## Affordability

The Council expects providers to ensure that all new affordable homes being developed are affordable for Haringey residents.

With regard to intermediate housing, it is noted that, in many cases, intermediate rent will generally be the more affordable intermediate product for Haringey residents. The Council's preference for intermediate housing is Discounted Market Rent with rent levels set at the equivalent London Living Rent. But in all cases, the rent on intermediate homes should never exceed the percentages of local market rents set out below.

With regard to low cost rented housing for general needs, while the Council's preference is for Social Rent, it recognises that the general needs homes delivered by most Registered Providers on schemes funded by the Mayor of London are likely to be at London Affordable Rent. Where there are also existing schemes still being built out as Affordable Rent, ie tied to local rents, the maximum acceptable rent levels that should be charged are set out below.

The maximum rent for any intermediate or Affordable Rent home should not exceed the following: for 1 bedroom homes, 80% of local market rents; for 2 bedroom homes, 65% of local market rents; for 3 bedroom homes, 55% of local market rents; and for 4 bedroom

homes and larger, 45% of local market rents. In addition, all rents for any general needs housing must always be below the applicable Local Housing Allowance threshold.

In addition, the overall affordability requirement for intermediate housing, to buy and to rent, is that net housing costs, including mortgage costs, rents, and service charges, should not exceed 40% of the net income received by a household.

## Dwelling mix for affordable housing

The target dwelling mix for Social Rent and other low cost rented housing is:

- 10% one bedroom homes
- 45% two bedroom homes
- 45% three bedroom or more homes (10% being four bed or more)

The target dwelling mix for intermediate housing is:

- 30% one bedroom homes
- 60% two bedroom homes
- 10% three bedroom (or more) homes

A minimum of 10% of all affordable homes should be wheelchair accessible, with an aspiration of 20%.

## Supported and specialist housing

The Council's strategic review of Supported Housing was completed in early 2017 and assessed the current and required supply of specialist housing in the borough. The review shows that there is a shortfall in the supply of specialist supported housing for the following groups:

- Older people with complex needs such as learning disabilities, mental health and substance misuse, and accessible sheltered housing units for those with physical disabilities.
- People with mental health conditions leaving hospital and/or secure units, and specific units for women being released / discharged from hospital.
- People with learning disabilities who require supported living units.
- Single homeless adults requiring move on accommodation, including those with complex needs.
- Vulnerable young people/care leavers with complex offending/gang related needs; young women at risk of exploitation; and smaller services for young people to learn independent living skills.
- Survivors of domestic violence, and particularly provision for women from BAME backgrounds and for women with disabilities.

All new and converted supported housing is required to be accessible or adaptable for those with physical disabilities.

## Student Housing

There is no explicitly identified need for additional student housing in the borough and proposals to develop student housing will not normally be supported. In any event, such housing would not fulfil the Council's expectations for affordable housing as set out above.

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**REPORT OF STAFFING & REMUNERATION COMMITTEE  
No. 01/2018-19**

**FULL COUNCIL 18 MARCH 2019**

Chair: Councillor Julie Davies

Vice-Chair: Councillor Eldridge Culverwell

**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 2018.

This report from the Staffing & Remuneration Committee of 11 February 2019 recommends that Full Council approve the Pay Policy Statement 2019/20 (attached) for publication in April 2019.

**PAY POLICY STATEMENT 2019/20**

We considered the report on the Pay Policy Statement 2019/20 and noted that this was a statutory report that the Council was required to produce annually, in accordance with the Localism Act 2011. We were requested to approve the Pay Policy Statement and refer it on to Full Council for final approval, and to authorise the Director for Customers, Transformation and Resources to make such amendments to the statement, in consultation with the Chair of the Staffing and Remuneration Committee, as he considered minor, prior to the statement being recommended to Full Council. We noted that if any changes were required to the statement after its approval by Full Council, these would need to go back to Full Council for determination.

- i) We approved the draft Pay Policy Statement 2019/20 as attached to the report to the meeting of the Staffing and Remuneration Committee on 11 February 2019.
- ii) We resolved that the Director for Customers, Transformation and Resources be authorised in consultation with the Chair of the Staffing and Remuneration Committee to make such amendments to the Pay Policy Statement as he considers minor.

Following our meeting on 11 February 2019, the Director for Customers, Transformation and Resources, in consultation with our Chair, made the following changes to the draft Pay Policy Statement: -

1. Section 4.1 – updated revised senior manager salary from £60,200 to £62,000
2. Pay Policy's Appendix A – updated to reflect proposed provisional Senior Manager Pay Bands
3. Pay Policy's Appendix B – updated to reflect proposed senior manager pay award

**WE RECOMMEND**

That Full Council approves the Pay Policy Statement 2019/20, amended as explained in this report and attached, at its meeting on 18 March 2019.



# Pay Policy Statement 2019/20

Published  
April 2019

**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 18<sup>th</sup> March 2019 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 that fall within the scope of the Accounts and Audit Regulations 2015 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 pay and grading arrangements for Chief Officers and Senior Managers and employees covered by the National Joint Council (NJC) for Local Government Services Green Book.
- 3.2 The Council's vision included the provision to adopt a reward strategy that was modern, sustainable, fair and transparent concerning pay, which rewards employees appropriately for their contribution to the Council.
- 3.3 In April 2016 new pay and grading arrangements were implemented for Chief Officers and Senior Managers. This Pay Policy Statement sets out the new pay arrangements.
- 3.4 In 2018/19 a pay and grading review for employees covered by NJC terms and conditions was completed, during which time a new London Pay Spine was agreed by the Local Government Association (LGA), London Councils and the trade unions for implementation in April 2019 as part of a 2 year pay deal.
- 3.5 For NJC employees the new London Pay Spine will be implemented in April 2019 and the outcomes of the pay and grading review will be implemented as agreed 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. 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 £62,000 per annum (as per Appendix A – Senior Manager Pay Bands – April 2019 Provisional). 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 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.
- 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, performance-related pay, 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 5.13).
- 5.3 In April 2018 special salary arrangements were agreed for London for NJC employees covering the period of 1 April 2018 to 31 March 2020. The agreement sets out the criteria for pay awards in April 2018 and 2019 and a new London Pay Spine in April 2019. 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 new local collective agreement for 2019 which covers the majority of its employees (employees subject to NJC conditions). This agreement details the terms and conditions, 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 national pay award agreement for employees covered by Soulbury conditions was a 2 year pay deal covering the period 2018 and 2019. The agreement sets out the criteria for the pay awards in September 2018 and September 2019. 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 national pay award agreement for employees covered by TPAC conditions was implemented with effect from 1 September 2018. 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 national pay award agreement for employees covered by NHS conditions was implemented with effect from 1 April 2018. Refer to Appendix B for more detail.
- 5.12 Employees subject to NJC and Soulbury conditions are able to incrementally progress through the pay spine column points for their job evaluated grade. Progression will normally be one increment (pay spine column point) on the 1<sup>st</sup> of April each year until they reach the top of their grade.
- 5.13 Employees subject to NHS conditions are able to progress through the steps in their pay band subject to the principles set out in the Framework Agreement on the reform of Agenda for Change (27<sup>th</sup> June 2018).
- 5.14 Employees subject to TPAC conditions can incrementally progress through the pay spine column points subject to satisfactory performance normally on the 1<sup>st</sup> of September each year until they reach the top of their grade.
- 5.15 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 £10.55 per hour with effect from 5<sup>th</sup> November 2018 and is equivalent to a full time annual salary of £19,803.53 (exceptions to this are apprentices/trainees/interns).
- 5.16 In November 2018 the Council became an accredited Living wage Employer and will continue to work towards ensuring all workers in the supply chain are paid the relevant Living Wage.

## 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 (e.g. all taxable earnings for 2018-2019 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 on the lowest pay spine point of 1 on the GLPC outer London pay spine. The reason for this definition is that this is the lowest pay spine point 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 when necessary to ensure that the London Living Wage rate is achieved as outlined in paragraph 5.14.

Description	2018/19
Highest Paid	£190,523.20*
Median	£32,637
Lowest	£19,803.53
Highest to median ratio	5.8
Highest to Lowest ratio	9.6

\*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 Market Allowance Payments**

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

9.2 Market 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 market 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 market 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 market 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 outlined the working arrangements and the payments to be made to a majority of employees below senior manager grades for working outside normal working hours including overtime, and call out payments.

12.3 The 2008 agreement will be replaced by a new agreement for 2019 as agreed with the unions.

## 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 pay and grading 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 (as amended)

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

Pay Bands – Effective from 1 <sup>st</sup> April 2019 (Provisional)						
Level	People Leader	Individual Contributor	Step	Min.	Mid. (benchmark)	Max.
A	Senior Leadership		Step 2	£182,600	£197,370	£212,200
B	Director / Assistant Director		Step 3	£143,100	£154,700	£166,300
			Step 2	£116,600	£126,100	£135,500
			Step 1	£99,600	£107,700	£115,800
C	Head of Service	Senior Professional III	Step 3	£84,900	£91,800	£98,700
			Step 2	£72,100	£77,900	£84,100
			Step 1	£62,000	£66,500	£71,600

Employee Group	Job Evaluation Scheme	Last Pay Award Implemented	Next Pay Award Due
<b>National Joint Council (NJC) for Local Government Services – Green Book</b> (a majority of the Council's employees)	Greater London Provincial Council (GLPC) (with local variations)	A 2 year pay deal covering the period of 1 April 2018 to 31 March 2020.  <u>w.e.f. 1 April 2018</u> An increase of 2% on pay spinal points 20 and above and an increase of between 2.91% to 9.19% on pay spinal points 19 and below.  <u>w.e.f. 1 April 2019</u> Assimilation on to a new London Pay Spine and a pay increase of at least 2%.	1 April 2020
<b>Chief Executive, Chief Officers &amp; Senior Managers</b>	The HAY job evaluation scheme	w.e.f. April 2019 (to be agreed) An increase of 2%.	1 April 2020
<b>Teachers Pay &amp; Conditions - TPAC</b> (centrally employed Teachers)	Teachers Pay and conditions documents	A 1 year pay deal w.e.f. September 2018  An increase of 1.5% on the leadership group pay range; 2% increase on the upper pay range and 3.5% on the unqualified teacher pay range.	1 September 2019 (To be agreed)
<b>Soulbury</b> (Education Psychologists & Education Advisers/ Inspectors)	Soulbury	A 2 year pay deal covering the period of 1 September 2018 to 31 August 2020.  w.e.f. September 2018 and September 2019 an increase of 2% on all pay points and on all London and fringe area allowances.	1 September 2020
<b>Public Health</b> (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 to the Council)	A three-year agreement covering the years from 1 April 2018 to 31 March 2021.  Pay increases over this period are as set out in the Framework Agreement on the reform of Agenda for Change (27 <sup>th</sup> June 2018).	1 April 2021

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