



**MINUTES OF A MEETING OF THE COUNCIL OF THE
LONDON BOROUGH OF HAVERING
Council Chamber - Town Hall
22 November 2017 (7.30 pm – 10.10 pm)**

Present: The Mayor (Councillor Linda Van den Hende) in the Chair

Councillors Councillors June Alexander, Clarence Barrett, Robert Benham, Ray Best, Wendy Brice-Thompson, Michael Deon Burton, Joshua Chapman, John Crowder, Philippa Crowder, Keith Darvill, Meg Davis, Ian de Wulverton, Osman Dervish, Nic Dodin, David Durant, Brian Eagling, Gillian Ford, Jason Frost, Jody Ganly, John Glanville, Linda Hawthorn, David Johnson, Phil Martin, Barbara Matthews, Robby Misir, Ray Morgon, Barry Mugglestone, John Mylod, Stephanie Nunn, Denis O'Flynn, Ron Ower, Garry Pain, Dilip Patel, Viddy Persaud, Roger Ramsey, Keith Roberts, Patricia Rumble, Carol Smith, Frederick Thompson, Linda Trew, Jeffrey Tucker, Melvin Wallace, Lawrence Webb, Roger Westwood, Damian White, Michael White, Reg Whitney, Graham Williamson, Darren Wise and John Wood

Approximately 20 Members' guests and members of the public and a representative of the press were also present.

Apologies were received for the absence of Councillors Alex Donald, Steven Kelly and Julie Wilkes.

The Mayor advised Members and the public of action to be taken in the event of emergency evacuation of the Town Hall becoming necessary.

Father Roderick Hingley, of the Church of St Alban, Protomartyr, Romford opened the meeting with prayers.

The meeting closed with the singing of the National Anthem.

53 MINUTES (agenda item 3)

The minutes of the meeting of the Council held on 13 September 2017 were before the Council for approval.

RESOLVED:

That the minutes of the meeting of the Council held on 13 September 2017 be approved as a correct record.

54 DISCLOSURE OF INTERESTS (agenda item 4)

Agenda Item 7A. Resignation off the Chairman of the Governance Committee

Councillor Philippa Crowder disclosed a personal interest as she had been nominated for a position attracting a Special Responsibility Allowance.

Councillor Ray Morgon disclosed a personal interest as he had been nominated for a position attracting a Special Responsibility Allowance.

55 ANNOUNCEMENTS BY THE MAYOR, BY THE LEADER OF THE COUNCIL OR BY THE CHIEF EXECUTIVE (agenda item 5)

The Mayor congratulated all involved in Havering having won a large number of awards at the recent London in Bloom awards. The mayor was also pleased that Councillors Mugglestone, Nunn, Tucker and Wallace had been present at the awards ceremony.

The text of the announcements made by the Leader of the Council is attached as appendix 1 to these minutes.

56 PETITIONS (agenda item 6)

The following petitions were presented:

By Councillor Ower regarding a request for the introduction of parking restrictions in Maple Avenue, Upminster.

By Councillor Wise regarding a request for more Police presence in Harold Hill and in Heaton and Gooshays wards.

By Councillor O'Flynn regarding a request by residents of The Mount in Heaton ward for improved signage and speed calming measures in order to reduce accidents at the junction of The Mount and Noak Hill Road.

By Councillor Tucker in relation to a request for double yellow lines in Anglesey Drive.

57 SPORT AND LEISURE MANAGEMENT (SLM) CONTRACT AND FINANCIAL IMPLICATIONS (agenda item 7)

A report of Cabinet asked Council to approve capital expenditure and proposed financing for a number of areas including building of the new Hornchurch Sports Centre, the operation of the new Sapphire Ice and Leisure Centre and investment in new health and leisure facilities at Central Park Leisure Centre.

The report was **AGREED** by 44 votes to 0 (see division 1) and it was **RESOLVED**:

That the capital expenditure and proposed financing as set out within the Exempt Report Appendix Financial Information in Table 5 of the report to Cabinet dated 15 November 2017, be approved for inclusion within the Approved Capital Programme.

58 RESIGNATION OF THE CHAIRMAN OF THE GOVERNANCE COMMITTEE (agenda item 7a)

Following the resignation of Councillor Meg Davis as Chairman of the Governance Committee, a report of the Chief Executive invited nominations for the position. The following nominations had been received:

Councillor Philippa Crowder on behalf of the Conservative Group
Councillor Ray Morgon on behalf of the Residents' Group

Councillor Crowder was elected by 29 votes to 18 (see division 2) and it was **RESOLVED**:

That Councillor Philippa Crowder be appointed as Chairman of the Governance Committee.

59 ALLOCATION OF SEATS ON THE COMMITTEES OF THE COUNCIL (agenda item 7b)

A report of the Chief Executive recommended a slight change to the allocation of seats on the Committees of the Council following the decision by Councillor Mylod to cease to be a member of the Residents' Group and to become an independent member on the Council. This would allow the Council to continue to meet requirements of political proportionality in the allocation of seats on Council Committees.

The report was **AGREED** without division and it was **RESOLVED**:

That the seat allocation for political balance as set out in appendix 2 to these minutes be approved.

60 PAY POLICY STATEMENT 2017/18 (agenda item 8)

A report of the Chief Executive proposed a revised Pay Policy Statement 2017/18 in light of recent restructures to the Council's workforce. The Council was required under the Localism Act 2011 to publish the policy showing the remuneration of its Chief Officers and of its lowest paid employees as well as the relationship between the remuneration of its Chief Officers and its other employees.

The report was **AGREED** by 42 votes to 1 (see division 3) and it was **RESOLVED**:

That the Pay Policy Statement 2017/18, as shown in appendix 3 to these minutes, be approved.

61 MEMBERS' QUESTIONS (agenda item 9)

Fifteen questions were asked and replies given. The text of all questions submitted, together with their answers, is shown as appendix 4 to these minutes.

62 METROPOLITAN POLICE FUNDING (agenda item 10A)

Motion on behalf of the Independent Residents' Group

Following Brexit this Council calls on the Executive to lobby the Government to end austerity and properly fund public services and adult social care, including a review of Metropolitan Police funding to retain operational ability to deliver on response times, ensure Designated Ward Officers remain ring fenced and to keep local police stations and Safer Neighbourhood Team bases open.

Amendment by the Conservative Group

This Council supports the Executive in continuing to lobby the Government to bring forward the Fair Funding Review for local government and to lobby the London Mayor to ensure a fair proportion of Metropolitan Police resources for Havering.

Following debate, the amendment by the Conservative Group was **CARRIED** by 43 votes to 6 (see division 4) and **AGREED** as the substantive motion, without division.

RESOLVED:

This Council supports the Executive in continuing to lobby the Government to bring forward the Fair Funding Review for local government and to lobby the London Mayor to ensure a fair proportion of Metropolitan Police resources for Havering.

63 REVIEW OF GAMING MACHINES (agenda item 10B)

Motion on Behalf of the Conservative Group

This Council welcomes the Government's recent consultation and "call for evidence" relating to the Review of Gaming Machines and Social Responsibility Measures.

This Council notes that further consultation on proposals for changes to Gaming Machines restrictions opened recently.

This Council agrees that the current regulation of B2 gaming machines introduced in 2009 is inappropriate to achieve the stated objective of protecting consumers and wider communities.

This Council supports regulatory changes to the maximum stake, in order to reduce the potential for large session losses and therefore to the potentially harmful impact on the player and their wider communities.

This Council supports the “Option 4” proposal to reduce the maximum stake for B2 (Fixed Odd Betting Machines) to £2.00.

This Council agrees that the status quo on B1, B3, B3A, B4 and D machines should be maintained.

This Council requests that a response to the DCLG Gambling Review Consultation should be submitted reflecting these views.

The motion on behalf of the Conservative Group was **AGREED** unanimously, without division.

RESOLVED:

This Council welcomes the Government’s recent consultation and “call for evidence” relating to the Review of Gaming Machines and Social Responsibility Measures.

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64 VOTING RECORD

The record of voting decisions is attached as appendix 5 to these minutes.

Mayor

Appendix 1

Madam Mayor,

There are a number of areas that I would like to update members on this evening.

Heathrow logistics hub

Firstly, I would like to start with some encouraging news. Just recently, Heathrow Airport announced an area in the Rainham business sector as one of the 65 longlisted sites in the running to be selected as an expansion Logistics Hub for building Britain's new runway. The airport plan would be the first UK infrastructure scheme to create four Logistic Hubs across the country that would provide offsite manufacturing and construction for the third runway.

This would be a huge opportunity for Havering people to play a major role in the development of a new UK expansion model, and we have been selected as one of only two London locations out of the 65 potential sites; this has been reduced from the initial 121 applications.

It would be a significant economic development advancement for the site to be chosen as one of the final four, and if successful, this would create local jobs for local people, with the opportunity for a legacy of construction excellence.

Cocoon opening

Last month, Children's services held an event to officially open The Cocoon, one of east London's only dedicated support hubs for children in care and care leavers.

The Children's Commissioner for England, Anne Longfield and I attended the ribbon cutting with local young people in care, as did The Deputy Mayor, Cabinet Members, council staff and foster carers.

The centre will provide a safe drop-in space for children and young people living in care or leaving care, where they can meet with key workers and progress with personal development. The Cocoon will enable young people to develop key life skills, get access to training, receive additional education support, learn how to cook and receive help with housing and health. It will also provide new opportunities for children and young people as they move towards independent living.

Care leaver's council tax

To support further these young people as they take their first steps towards independence, the council is proposing to cover the cost of council tax for care leavers who live in their own accommodation Havering until they reach the age of 25. We have 128 care leavers, 51 of whom live within Havering in independent accommodation.

As corporate parents, we take our responsibilities seriously, with the aim of providing these young people with access to life chances that others enjoy. Officers across the

council are working together to support Care Leavers, helping them to secure sustainable tenancies and reducing the risk of evictions and homelessness.

These two initiatives highlight the improved local offer to our most vulnerable residents and show our aim to work in partnership with our communities to develop practical solutions to real problems.

Bryant Avenue opening

There is also some good news at last for residents and businesses in Harold Wood who have been suffering because of the closure of Bryant Avenue in connection with the Ardleigh Green A127 Bridge works. Following the constant pressure that we have applied about delays in this project, I can announce today that TfL will be opening the road ahead of schedule in the second week of December. This will hopefully be welcome news for residents and businesses in the area.

We will of course continue to press TfL to complete the remaining Ardleigh Green Bridge works as early as possible.

Remembrance Day

It was very humbling to see the impressive number of people who turned out to mark Armistice Day and Remembrance Sunday events. More than 2,000 people attended these commemorations, services and parades across Havering to remember those who lost their lives and to honour their sacrifices. It was particularly good to see so many young people and organisations involved.

No one plays a greater role in keeping us safe than our Armed Forces and these services gave us a chance to remember the servicemen and women past and present.

Thanks are also due to our local police for their support.

Christmas events

Also, last week we officially kick-started Christmas activities with thousands filling the Market Place in Romford to enjoy the big light switch-on event along with lots of family entertainment. This was followed by the Christmas Cracker event in Hornchurch, and we can look forward to many more switch-ons across the borough in the coming weeks – as Havering lights up for Christmas.

As always the fun doesn't stop there. Residents can also enjoy various enchanted Christmas events in Romford Market, including the Kingdom of Elves and a Winter Wonderland Experience.

Noak Hill Sports Centre opening

I'm also pleased to announce that there will be an official open day on Saturday 25 November Noak Hill Sports Complex. There will be free football and tennis coaching sessions, a bouncy castle and face painting. Since opening earlier this year, the 3G football pitch and tennis courts have proved extremely popular, and are regularly fully booked, showing that the community really values the additional facilities now provided here.

Central Park Gym opening

The newly-refurbished Central Park Leisure centre in Harold Hill, officially reopened by Mayor of Havering last month attracted over 500 people to mark the successful completion of works improve facilities at the site.

Residents and visitors attended the centre to make use of its refurbished fitness suite for free and took part in other activities. The centre fully reopened for the first time on Saturday 7 October. Councillor Melvin Wallace was also in attendance and we all tried out the new equipment which was very impressive.

Romford Leisure Development

Continuing with the leisure theme, last month, I placed the last tile in the 25m eight-lane main pool at the new Sapphire Ice and Leisure centre in Romford, where I was joined by other Cabinet members, Willmott Dixon Construction and partners. There is also be a 15 x 8m learner pool and sauna and steam rooms, which completes the facilities on the ground floor. Councillor Melvin Wallace was also lucky enough to help install the very first seat near the ice-rink. This will be the borough's biggest leisure facility and it is due to be complete ahead of schedule for residents and visitors to enjoy very soon.

myplace cafe opening

myplace is celebrating its fifth year in operation since opening on 6 June 2012. myplace has had over 225,000 people visit the building over the years. Last month, I attended the opening of the new 1950s style dinner, which was opened by the Mayor, and includes a soft play area. This new facility has really enhanced the service at myplace, especially for our early years' visitors and parents. Very soon, the centre will also host new arts initiatives working in partnership with the London College.

Miles the Mole

The Miles the Mole Air Quality campaign continues to go from strength to strength. On 15 November I joined the Miles Mascot at Queen's Hospital, Romford. Miles and the team were down there to mark World COPD Day - handing out educational

merchandise and met both patients and staff on the children's COPD ward – to promote cleaner air.

The Miles campaign has also been shortlisted for Local Authority Initiative of the Year at the National Air Quality Awards (run by Air Quality UK Magazine). I'm sure you'll want to join me in wishing the team the best of luck at tomorrow evening's award ceremony, and we'll keep our fingers and paws crossed for Miles.

DCLG consultation

Moving on to more less encouraging matters, we recently responded to the DCLG consultation on their most recent housing target ideas.

In their proposals, DCLG would set Havering a target of delivering 1,821 new homes each year between 2021-2026, which is a third more than what has been determined as part of our draft Local Plan. It not only fails to take account of our need and land availability assessments completed only last year it also fails to recognise the challenges we face in meeting current housing targets and providing the essential infrastructure.

More than half of Havering is Green Belt, and for anyone to suggest such significant increases in our housing targets shows in my view that the methodology used is flawed and unrealistic. We fear also from what we have been told that Sadiq Khan could propose even higher targets in his draft London Plan due shortly. If he is serious this could put swathes of the borough's Green Belt in danger despite his having assured us at the time of his election that he would protect the Green Belt.

There needs to be a more holistic approach to address the housing crisis across London. We want to provide high-quality places where people will want to live in sustainable communities that have the right infrastructure, such as for travel, health and education. Such a large increase in the annual housing target allotted to us in the current London Plan would make this very difficult to deliver.

We have submitted our formal feedback on the proposals and have asked DCLG to think again and make the targets more practical and realistic. We shall be responding also to the London Mayor's plans when announced.

MOPAC consultation

I would also like to update you on our efforts to save police public access point in the borough, and say that I'm extremely disappointed with the outcome of MOPAC's consultation. MOPAC has announced the closure of both Hornchurch and Rainham police stations, as well as Safer Neighbourhood bases across the borough, with the exception of Elm Park. This is absolutely unacceptable and fails to consider the needs of our residents and of our population growth. This is why are looking at the prospect of a legal challenge.

We have even offered to provide space for police to use in outlying areas and will still honour that.

I will of course keep you updated on this matter.

Lower Thames Crossing

Members should be aware that Highways England are currently developing their proposals for a new crossing to relieve pressures on the existing bridge and tunnel at Dartford. The plans propose a new tunnel beneath the river Thames between Tilbury and Gravesend.

The Planning Inspectorate has just published the Scoping Report for the Environmental Impact Assessment and is now inviting technical comments on this from a wide range of statutory bodies such as local authorities. Council officers will be reviewing the document and responding on behalf of the Council in due course.

The London Mayor's Transport Plan

The Council's response to this Plan emphasising the continuing need for road transport and car use was submitted recently. I am grateful to the Overview and Scrutiny Board for examining key aspects of this and for their support for the position which we have taken. I hope that the assurances received from the GLA officers as to some specific issues will be followed up by positive action as strategy is progressed.

Bridge Close Romford

Members will be aware that Cabinet Members agreed to enter into a Joint Venture with Savills Investment Management and First Base, to facilitate the redevelopment of the Bridge Close site. The funding for the scheme will now be subject to approval at a meeting of the full council on Wednesday 21 February 2018.

The development includes new homes – of which at least 30 per cent of homes would be affordable – and would also provide local workspace, a primary school and community and health facilities, which are absolutely critical.

Communities, opportunities and connections are central to the place we want to create, and key to our vision and ambition for Romford and the rest of the borough. Being part of a Joint Venture as an equal partner will give us control over the development, and allow us to ensure it is of the highest quality and fits with the expectations of our people and our heritage.

Next month we will consider a report that will recommend a similar joint venture partnership arrangement for Beam Park Rainham Housing Zone, and there will be a full member briefing ahead of this.

Mercury Land Holdings – Cathedral Court

While of the topic of housing, I would like to update you on Cathedral Court in Romford. The first development by the Council's private lettings company, Mercury Land holdings is now fully let.

The site consists of 65 private rented properties and provides residents with modern accommodation in the heart of Romford, close to the station which will soon benefit from new Crossrail services.

As I'm sure members are aware, Cabinet recently approved further funding for Mercury Land Holdings which will enable us to generate additional income. This type of revenue generating venture is essential at a time when we're receiving reduced grants from government.

London Borough of Culture

Finally, Members will have seen various communications about our bid to become the London Borough of Culture in 2020.

This is a very good opportunity for us to showcase the importance of Havering's culture, heritage and arts offer.

We have strong heritage buildings such as Langtons and Rainham Hall – a National Trust property, which hosts exhibitions for local residents and visitors.

We also have a range of exciting projects taking place, including a partnership with English National Ballet exploring dance programmes with children and seniors. With two theatres' – Queen's Theatre in Hornchurch and Brookside in Romford, and over 100 green spaces and parks, Havering has a lot to offer.

I encourage everyone here to support the bid and share our community's rich culture. Winners will be announced in February 2018.

RECOMMENDED SEAT ALLOCATION

Having regard to the principles of political balance and of seat allocation referred to in Appendix 1, the following allocation of seats is recommended on the basis that, taking all factors into account, it shows a “reasonably practicable” allocation of seats and is therefore the default position.

		CONS	RESIDENTS	EHRG	UKIP	IRG	LAB
Governance	13	5	3	2	1	1	1
Licensing	11	6	2	1	1	1	0
Regulatory Services	11	5	2	2	1	1	0
Highways Advisory	11	4	2	2	1	1	1
Adjudication	10	4	2	2	1	1	0
Pensions	7	3	1	1	1	1	0
Audit	6	2	1	1	1	1	0
Rainham & Sth HX WP	6	2	1	1	1	1	0
O&S Board	16	7	3	2	2	1	1
Children's	9	4	2	1	1	1	0
Crime & Disorder	6	2	1	1	1	1	0
Towns & Communities	9	4	2	1	1	1	0
Environment	6	2	1	1	1	0	1
Health	6	3	1	1	0	0	1
Individuals	7	3	1	1	1	1	0
Total seats allocated	134	56	25	20	15	13	5

- Committee seats are allocated, and each Committee is balanced, as “reasonably practicably” as possible

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London Borough of Havering

Pay Policy Statement 2017/18

1. Introduction

2. This pay policy statement is produced in accordance with Chapter 8 of the Localism Act 2011 which requires the Council to prepare a pay policy statement by the 31 March each year before it comes into force.
3. This pay policy statement was approved by a meeting of full Council on 22 March 2017, (updated on 10 November 2017 to reflect the change to terms and conditions of employment). The policy is made available on the Council's website.
4. Under the Localism Act 2011, the Council's pay policy statement must set out:
 1. the remuneration of its chief officers
 2. the remuneration of its lowest-paid employees
 3. the relationship between:
 - i. the remuneration of its chief officers and
 - ii. the remuneration of its employees who are not chief officers
5. Under the Localism Act 2011, Chief Officers in Havering are defined as those remunerated on the following grades:
 1. G18 (Chief Executive)
 2. G16/G17 (Director/Chief Operating Officer)
 3. G15 (Director/Assistant Director/Head of Service)
 4. G14/G13 (Director/Assistant Director/Head of Service)
6. This pay policy statement excludes staff in schools.
7. The Council's next pay policy statement will be for the year 2018/19 and will be submitted to a meeting of full Council for approval by 31 March 2018.

8. Remuneration of Chief Officers

9. Chief Executive

10. The Chief Executive role is the Council's Head of Paid Service.

11. The Chief Executive role is paid on the G18 grade comprising the following spinal points and annual Full Time Equivalent salary, as at 1 September 2017.

G18

1. £167,217
 2. £168,768
 3. £170,319
 4. £171,870
 5. £173,421
12. The values of the spinal points are increased in accordance with the Joint Negotiating Committee for Chief Executives of Local Authorities with effect from 1st April each year.
13. Progression through the spinal points is subject to annual incremental progression
14. The Chief Executive role is entitled to receive a separate Returning Officer fee in respect of elections. The approach to the setting of these fees is set out in Appendix 1.
15. The Chief Executive role receives no other bonuses, overtime or any other additional salary payments.
16. Director/Chief Operating Officer
17. Director/Chief Operating Officer roles are paid on one of the following 2 grades comprising the following spinal points and annual Full Time Equivalent salary, as at 1 September 2017:

G16

1. £112,215
2. £116,292
3. £120,375
4. £124,455
5. £128,535

G17

1. £132,615
2. £136,698
3. £140,775
4. £144,858
5. £148,938

18. The values of the spinal points are increased in accordance with the Joint Negotiating Committee for Chief Officers of Local Authorities with effect from 1st April each year.
19. Progression through the spinal points is subject to annual incremental progression.
20. The Council's statutory chief officer roles currently undertaken by Director roles are detailed below :
 - Section 151 Officer (Finance) - attracts a market supplement of £2,385 per annum
 - Children's Services – Director of Children's Services (no additional payments)
 - Adults Social Services – Director Adult Social Care & Health (no additional payments)
21. Director/Chief Operating Officer roles may be entitled, if appointed for an election, to receive a fee for any Deputy Returning Officer role undertaken. The approach to the setting of these fees is set out in Appendix 1.
22. Director/Chief Operating Officer roles receive no other bonuses, overtime or any other additional salary payments.
23. Director/Assistant Director/Head of Service
24. Director/Assistant Director/Head of Service roles of larger services are paid on the following grade comprising the following spinal points and annual Full Time Equivalent salaries, as at 1 September 2017:
25. The following roles attract a Market Supplement of £7,664 per annum:
 - Director of Exchequer & Transactional Services
 - Director of Human Resources & Organisational Development

G15

1. £96,912
2. £98,952
3. £100,992
4. £103,035
5. £105,072

The values of the spinal points are increased in accordance with the Joint Negotiating Committee for Chief Officers of Local Authorities with effect from 1 April each year.

26. Progression through the spinal points of the grade is subject to annual incremental progression.
27. Director/Assistant Director/Head of Service roles may be entitled, if appointed for an election, to receive a fee for any Deputy Returning Officer role undertaken. The approach to the setting of these fees is set out in Appendix 1.
28. Director/Assistant Director/Head of Service roles receive no other bonuses, overtime or any other additional salary payments.
29. Director/Assistant Director/Head of Service
30. Director/Assistant Director/Head of Service roles of smaller services are paid on one of the following 2 grades comprising the following spinal points and annual Full Time Equivalent salaries, as at 1 September 2017:

G13

1. £76,509
2. £78,552
3. £80,589
4. £81,924
5. £84,672

G14

1. £86,712
2. £88,749
3. £90,792
4. £92,832
5. £94,872

31. The Head of Communications role attracts a Market Supplement of £21,192 per annum.
32. The values of the spinal points are increased in accordance with the Joint Negotiating Committee for Chief Officers of Local Authorities with effect from 1 April each year.
33. Progression through the spinal points is subject to annual incremental progression

34. The Deputy Director of Legal Services is the Council's Statutory Monitoring Officer. This post attracts an allowance of £10,000 per annum.
35. Director/Assistant Director/Head of Service roles may be entitled, if appointed for an election, to receive a fee for any Deputy Returning Officer role undertaken. The approach to the setting of these fees is set out in Appendix 1.
36. Other Assistant Director/Head of Service roles receive no other bonuses, overtime or any other additional salary payments.
37. **Other Remuneration for Chief Officers**
38. On appointment, Chief Officers will be placed on the appropriate spinal point within the appropriate grade and paid any other allowance/payment as set out in this pay policy statement, having regard to the knowledge, skills and competencies of the individual as well as their current and previous salary levels.
39. Where it is proposed, on appointment, to place a Chief Officer on a spinal point/grade or pay an allowance/payment outside of those set out in this pay policy statement, full Council will be given the opportunity to vote on the application of any salary package that exceeds £100,000pa.
40. The Council does not operate a performance related pay scheme or other bonus schemes for Chief Officers.
41. Chief Officers are not entitled to payment for any other charges, fees or allowances.
42. Chief Officers are not entitled to any benefits in kind as a result of their office or employment.
43. **Other Remuneration for Chief Officers and the Council's Other Employees**
44. The Council's policies regarding how the Council exercises the various employer discretions provided by the Local Government Pension Scheme (LGPS) are set out at Appendix 2. These discretions are applied equally to all employees. In general the Authority will not grant any increase or enhancement of pension entitlement as a result of its discretions policy, although each case will be determined on a case by case basis. As a result of the introduction of the new LGPS 2014 scheme

all employer and Administering Authority discretions have now been reviewed and noted by Pension Committee.

45. The Council's policies regarding how the Council exercises the various employer discretions under the Local Government (Early Termination of Employment) (Discretionary Compensation) (England and Wales) Regulations 2006 are set out at Appendix 3.
46. On ceasing to be employed by the Council, all employees will only receive compensation:
 - in circumstances that are relevant (e.g. redundancy) and
 - that complies with the specific terms of any compromise agreement
47. Any severance package in excess of £100,000 (excluding annual pension/pension lump sum payments) will be subject of a vote by full Council.
48. All directly employed staff, whether permanent or fixed term, will be paid via the Council's payroll system and subject to deduction of tax and national insurance in accordance with PAYE regulations.
49. **Remuneration of the Council's Other Employees and the Council's Lowest Paid Employees**
50. The Council uses the following pay and grading structures to pay its other employees:
 - NJC for Local Government Employees (GLPC Outer London Pay Spine)
 - Soulbury Committee
 - JNC for Youth & Community Workers
 - School Teachers Pay & Conditions
51. The grades, incremental points and annual Full Time Equivalent salaries, as at 1 September 2017, associated with these pay and grading structures are detailed at Appendix 4. The values of the spinal points are increased in accordance with the respective negotiating body with effect from a variety of dates each year.
52. The remuneration of the Council's other employees also includes the payments/allowances detailed at Appendix 5.
53. For the purpose of this pay policy statement the Council's lowest paid employees are defined as those paid at G1, spinal column point 7 of the NJC for Local Government Employees (GLPC Outer London Pay Spine), for which the annual Full Time Equivalent salary, as at 1 September 2017 is £17,985.

54. For the purposes of this pay policy statement the Council's median paid employee is paid at G5, spinal column point 26 of the NJC for Local Government Employees (GLPC Outer London Pay Spine), for which the annual Full Time Equivalent salary, as at 1 September 2017 is £26,805.

55. Relationship between the remuneration of the Council's top earner, its lowest paid employees and other employees

56. Although the Council does not have a policy regarding the ratio between the remuneration of its top earner, its lowest paid employees and other employees, the current ratios are detailed below.

Top Earner : Lowest Paid Employee	1:9
Top Earner : Median Paid Employee	1:6

Approach to the Setting of Returning Officer/Deputy Returning Officer Fees

Local Elections

Returning Officer fees are paid in accordance with the scale of fees agreed by the Leaders Committee of London Councils. The fees are funded by the Council which provides a budget every fourth year for running local elections. Fees for Deputy Returning Officer roles are paid by the Returning Officer from a budget allocated for clerical assistance and vary in accordance with duties and responsibilities undertaken.

Greater London Authority Elections

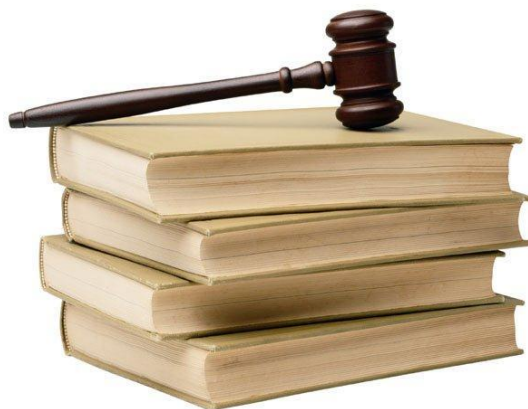
Returning Officer fees are set by the Greater London Returning Officer. The fees are funded by the Greater London Authority. Fees for Deputy Returning Officer roles are paid by the Returning Officer from a budget allocated for clerical assistance (and/or by allocation of some of the Returning Officer fee) and vary in accordance with duties and responsibilities undertaken.

European Parliamentary and Parliamentary Elections and National Referenda

Returning Officer fees are set by the Central Government usually through the publication of a Statutory Instrument. The fees are funded by Central Government. Fees for Deputy Returning Officer roles are paid by the Returning Officer from a budget allocated for clerical assistance (and/or by allocation of some of the Returning Officer fee) and vary in accordance with duties and responsibilities undertaken.



London Borough of Havering
Employing Authority Discretions and Administration
Authority Discretions
Statement of Policy



1) Determination of contribution rate and how it will be determined (9(1) and 9(3))

- The employee contribution band will be reviewed each April.
- Contributions are payable on all pay received such as non-contractual overtime or additional hours. Reductions in pay due to sickness, child related leave etc. are ignored. The salary used to determine the band will be assessed by taking into account basic salary each April plus any additional hours or overtime that were paid for in the previous financial year.

2) Funding of additional pension contributions (16(2)(e) and 16(4)(d)) (LGPS 2013)

Where APCs are to be paid by regular contributions, whether to fund in whole or in part a members additional pension contribution. The maximum additional pension which can be purchased from 1 April 2014 is £6,500. (16(2)(e))

Where APCs are to be paid by a lump sum contribution, whether to fund in whole or in part members additional pension contribution. The maximum additional pension which can be purchased from 1 April 2014 is £6,500. (16(4)(d))

The Council will generally not contribute by either regular contributions or lump sum contribution towards a members additional pension contributions but may determine on a case by case basis if there has been any operational benefit gained by the employer and if so whether the APC should be wholly or partly funded. Strike action will not be funded.

3) Flexible retirement (30(6)) (LGPS 2013)

Whether to allow an active member, who has attained the age of 55 or over, who reduces their working hours or grade, to receive immediate payment of all or part of their retirement pension to which the member is entitled to in respect of that employment, subject to an actuarial reduction.

The Council has decided to allow flexible retirement in cases where there is normally no or minimal cost to the Council on a case by case basis, ensuring the detailed merits of each individual case is taken into account. Employees can choose to draw all of their pension benefits or defer payment of all or part of their fund which has accrued since 1 April 2008. The following criteria will apply: there must be at least a 25% reduction in pay or hours; the member may not move to another promotion post with the Council and/or increase their hours following flexible retirement; will not be granted a 2nd or subsequent flexible retirement.

Flexible retirement will normally result in an actuarial reduction of pension benefits. In exceptional circumstances the Council may consider waiving the actuarial reduction where it is in the Council's interest to do so.

4) Waiving actuarial reduction (30(8)) (LGPS 2013)

Whether to waive, in whole or in part, any reduction to a members pension benefits as a result of a member who has not attained normal pension age but who has attained the age of 55 or over and has elected to receive immediate payment of a retirement pension.

There will normally be a reduction to the pension where employees retire before their normal pension age with insufficient service to qualify for a full pension, except in compassionate grounds. Compassionate is normally defined as:

- The applicant had to leave employment to care for a dependent who is suffering from long term illness/incapacity. For this purpose dependent normally includes a partner, child or parent; and
- That the dependant's need is for constant supervision for both day and night and that this is supported by confirmation from the Benefits Agency that an Attendance Allowance at the higher rate is payable; and
- That the dependant has no recourse to alternative means of support from his/her immediate family nor the financial resources to provide independent care support (for this purpose a certified statement of income and expenditure will be required); and
- That the applicant is suffering or facing severe financial hardship, that the applicant has no other significant source of income and that their personal financial circumstances are unlikely to improve. For this purpose the applicant will be required to submit a certified statement of income and expenditure covering both the applicant and any partner living with them; and
- That the applicant's opportunities for employment are severely limited by the nature of the care duties they are undertaking.

Flexible retirement will normally result in an actuarial reduction of pension benefits. In exceptional circumstances the Council may consider waiving the actuarial reduction where it is in the Council's interest to do so.

5) Award of additional pension (31) (LGPS 2013)

Whether to award additional pension up to a maximum of £6,500 to an active member or a member who was an active member who was dismissed by reason of redundancy, or business efficiency, or whose employment was terminated by mutual consent on grounds of business efficiency within 6 months of the date the member's employment ended.

The Council will not generally apply this discretion but in extreme cases consider on a case by case basis.

6) Applying the rule of 85 (Transitional 2014)

'Switch on' the 85 year rule protection, allowing a member to receive fully or partly unreduced benefits subject to the Scheme employer paying a strain cost to the Pension Fund (Schedule 2 paragraph 1 (1) (c) (Application of the 85 year rule between age 55 & 60) and that is correct).

The Council will not usually exercise discretion to fund additional costs applicable to the 85 Year Rule for 55 to 60 year olds. However in exceptional circumstances, to be considered on individual merits on a case by case basis, where this is of benefit to the Council then the Council may exercise discretion to pay the cost waiving actuarial reductions.

7) Whether to grant application for early payment of deferred benefits on or after age 55 and before age 60. NB: The rule of 85 currently applies for members for member who qualify for the rule and it cannot be turned off.

Elections made under this Regulation by members aged less than 60 are ineffective without employer consent of the employing authority or former employing authority. No employees will be permitted to receive early payment of benefits prior to age 60 except in compassionate cases. Applications may be granted on a case by case basis in circumstances where it may be considered to be to the Council's operational or financial advantage.

8) Regulation 30 (5) (Waiving of actuarial reduction)

Whether to waive, on compassionate grounds, any actuarial reduction applying to a member's deferred benefits that are paid early.

Elections made under this Regulation by members aged less than 60 are ineffective without employer consent of the employing authority or former employing authority. No employees will be permitted to receive early payment of benefits prior to age 60 except in compassionate cases. Applications may be granted on a case by case basis in circumstances where it may be considered to be to the Council's operational or financial advantage.

Local Government Pension Scheme Regulations 2013

		Discretion application
9(1)	Determination of contribution rate and how it will be determined.	<p>For new employees - Where possible a reasonable assessment is made and the contribution rate relevant to that annual rate is applied.</p> <p>The contribution policy is:</p> <p>The employee contribution band will be reviewed each April.</p> <p>Contributions are payable on all pay received such as non-contractual overtime or additional hours. Reductions in pay due to sickness, child related leave etc. are ignored. The salary used to determine your band will be assessed by taking into account basic salary each April plus any additional hours or overtime that were paid for in the previous financial year.</p> <p>A review of the initial policy is periodically undertaken to ensure a reasonable contribution collection.</p>

9(3)	To determine a revised employee contribution rate where there is a change in employment or a material change affecting the member's pensionable pay in the course of a year.	<p>Contributions are payable on all pay received such as non-contractual overtime or additional hours. Reductions in pay due to sickness, child related leave etc. are ignored. The salary used to determine your band will be assessed by taking into account basic salary each April plus any additional hours or overtime that were paid for in the previous financial year.</p> <p>We will review the banding in the event of a material change where a member requests such a review.</p>
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16(2)(e) and 16(4)(d)	Whether and how much and in what circumstances to contribute to a shared cost APC/SCAPC	Generally this discretion will not be exercised but delegated authority is given to the Pensions Panel to determine on a case by case basis if there has been any operational benefit gained by the employer and if so whether the APC should be wholly or partly funded. As a general rule the Council will not contribute to a shared cost APC/SCAPC where the absence is due to an unauthorised absence such as strike action.
17(1)	Establishment of a Shared Cost AVC (SCAVC) facility	The decision taken by the Investment Committee in 2001 is still relevant, therefore for the time being the Council does not set up a shared cost AVC facility.

19(2)	Right to a refund if member left due to offence of fraudulent character or grave misconduct	In the first instance withhold the return of contributions in all cases but each situation is considered on a case by case basis with delegated powers being given to the Pensions Panel
20(1)	Specify in an employee's contract benefits to be determined as pensionable	Where the Council wishes to specify in a contract of employment that other payments or benefits may also be pensionable it is determined by the Pension Panel on a case by case basis with the appropriate business case being presented
21(5)	Determine "regular lump sum" for Assumed Pensionable Pay	Where necessary the Transactional Manager (HR, Pensions and Payroll) is given delegated authority to make a determination on a case by case basis
22(7)(b)	Extension of time limit for deferred benefits to not be aggregated (concurrent employments)	Where a decision is required delegated authority is given to the Team Leader (Pensions Administration) to take account on a case by case basis of the relevant circumstances whether or not the 12 month time limit is to be extended and that the decision is communicated in writing to the scheme member within one month of the decision being made.
22(8)(b)	Extension of time limit for deferred benefits to not be aggregated	Where a decision is required delegated authority is given to the Team Leader (Pensions Administration) to take account on a case by case basis of the relevant circumstances whether or not the 12 month time limit is to be extended and that the decision is communicated in writing to the scheme member within one month of the decision being made.
30(6), and 11(2) of the Transitional Provisions Regulations –	Flexible retirement and waiving any actuarial reduction that would apply	<p>A business case is prepared for each request, ensuring that this includes the Fund cost and any costs of additional salaries for a new part-time post to fill the reduced capacity, as well as quantifying the benefits of agreeing to the flexible retirement.</p> <p>Any actuarial reduction will not be waived.</p>

30(8)	<p>To waive in whole or in part an actuarial reduction due for a member:</p> <ul style="list-style-type: none"> • Who is allowed to take flexible retirement and is not protected by the 85 year rule • Who having reached age 55 but not yet their normal retirement age and who is no longer working in the employment in relation to their accrued benefits elects to receive early payment of their benefits* 	<p>A business case is prepared for each request, ensuring that this includes the Fund cost and any costs of additional salaries for a new part-time post to fill the reduced capacity, as well as quantifying the benefits of agreeing to the flexible retirement.</p> <p>Any actuarial reduction will not be waived.</p>
31	Power of employing authority to grant additional pension to an active member	The Council does not generally apply this discretion to award additional pension but may in extreme cases consider on a case by case basis where the full cost benefit is presented in a business case and agreed by the Pension Panel.
37(3)	Recovery of payments following date of discontinuance of third tier ill health pension entitlement	Where pension payments have continued to be paid after the date of discontinuance they should be recovered in all cases with the individual being notified of the repayment procedure and timescales.
37(7)	Subsequent determination on level of ill health benefit following review of third tier ill health award as to whether tier two ill health benefits should apply.	Where in the opinion of the medical adviser and any other relevant information available in each individual case, if the member at the time of the review of their tier 3 ill health entitlement, satisfies the requirements of a tier 2 ill health pension the Council agrees and determines to put the increased ill health pension into payment. Where the member does not satisfy the requirements of a tier 2 ill health pension all the facts of the case are presented to the Pension Panel for a final determination.

38(6)	Decision whether a deferred and deferred pensioner member meets criteria for early payment due to permanent ill health	Where the Council is required to make a determination as to agreeing to the early payment of a deferred pension on the grounds of permanent ill health once the opinion has been received from the IRMP, all the facts of the case are presented to the Pension Panel for a final determination.
91 to 93	Forfeiture of pension rights as a result of offences or misconduct	The Council will seek recovery of any loss it has suffered and any such cases are referred to the Pension Panel to be considered
95	Impact of forfeiture decision on surviving spouse or civil partner	The Council will seek recovery of any loss it has suffered and any such cases are referred to the Pension Panel to be considered.
98(1)(b)	Agreement to a bulk transfer	Each opportunity is determined on a case by case basis with delegated authority given to the Transactional Manager (Exchequer and Transactional) in consultation with the Fund actuary.
100(6)	Extension of time limit to accept a transfer value	Where discretion needs to be exercised it is determined on a case by case basis with delegated authority given to the Team Leader (Pensions Administration).

Government Pension Scheme (Transitional Provisions and Savings and Amendment) Regulations 2014

Regulation	Description	Discretion application
3(6), 4(6)(c), 8(4), 10(2)(a), 17(2) and 17(2)(b)	Agreement to member selecting final pay period for fees	Where a scheme member's final pay consists of fees then the use of a period of three years ending on 31st March in last ten will be permitted so as to have a fairer fee figure used in the calculation of benefits.
12(6)	Use of an ill health certificate produced under the 2008 scheme	Delegated authority is given to the Team Leader (Pensions Administration) to agree the use of a certificate produced under the 2008 scheme on a case by case basis.
	Continuing contribution in to a Shared Cost AVC (SCAVC) facility	The Council did not agree to the setting up of a Shared Cost AVC (SCAVC) facility so therefore this discretion does not apply.
15(1)(d)	Allow late application to convert scheme AVCs into membership credit	Where an election is received late then delegated authority is given to the Team Leader (Pensions Administration) to determine on a case by case basis.
Schedule 2 paragraph 1(1)(c)	<p>To allow the rule of 85 to apply for members (who otherwise qualify for the rule) electing to take early payment of their pension on or after age 55 and before age 60 under regulation 30(5) of the Local Regulations 2013.</p> <p>i.e. Use of the discretion waives the actuarial reduction that would otherwise arise. NB: This applies only to members who were members of the LGPS after 1 April 2014.</p>	<ul style="list-style-type: none"> If the member satisfies the 85 year rule, that part of the member's benefits accrued under the Earlier Scheme(s) which is calculated by reference to any period of membership before the 1 April 2014 is reduced by reference to the period between the date of the request and age 60.

		<ul style="list-style-type: none"> If the member does not satisfy the 85 year rule, that part of the member's benefits accrued under the Earlier Scheme(s) which is calculated by reference to any period of membership before the 1 April 2014 is reduced by reference to the period between the date of the request and the date the member would satisfy the 85 year rule, or age 60 if later. <p>Each case be dealt with on a case by case basis and although generally the 85 year rule will be applied as above, where there may be a circumstance for a different application agreement is sought from the Pension Panel.</p>
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Discretions in relation to the Local Government Pension Scheme (Benefits Membership and Contributions) Regulations 2007

Regulation	Description	Discretion Application
11(2)	Final pay period to be used where a member's pay consists of fees	Where a scheme member's final pay consists of fees then the use of a period of three years ending on 31st March in last ten will be permitted so as to have a fairer fee figure used in the calculation of benefits.
12	Increase total membership for an active member (This will be spent after 30 September 2014)	For the remaining period for which this discretion will apply that the Council will not agree to the award of increased membership.
30(2)	Consenting to the immediate payment of benefits between age 55 and 60	No applications are permitted to receive early payment of their unreduced benefits prior to age 60 except in compassionate cases. Applications may be granted on a

		case by case basis in circumstances where it may be considered to be to the Council's operational or financial advantage subject to a business case to the Pension Panel.
30(5)	Waiving an actuarial reduction to pension benefits on compassionate grounds	<p>The waiving of an actuarial reduction on compassionate grounds will be considered on a case by case basis with the following criteria taken into consideration–</p> <p>Leave employment to care for dependent</p> <p>Dependents need for constant supervision</p> <p>No recourse to alternative care</p> <p>Suffering severe hardship</p> <p>Opportunity for employment severely limited</p> <p>If all the above criteria are met the Pension Panel will consider such cases, and that any costs that are incurred are paid by the relevant service/department. Any actuarial reduction that may apply will not be waived.</p>
30A(3)	Consenting to application of payment for a suspended tier 3 ill health pension	<p>Generally applications will not be agreed but may be granted on a case by case basis with all circumstances being taken account and to be determined by the Pension Panel.</p> <p>Where the Council is required to make a determination as to agreeing to the early payment of a deferred pension on the grounds of permanent ill health that once the opinion has been received from the IRMP, all the facts of the case will be presented to the Pension Panel for a final determination.</p>
30A(5)	To waive actuarial on compassionate grounds	The Pension Panel will determine each application on a case by case basis and that it will only agree to the waiving of an actuarial reduction in extreme circumstances where the application has been enforced on the member due to unforeseen circumstances or circumstances beyond their

		control.
Regulation 31(4) and 31(7)-	Determine payment of deferred pension on health grounds. Decision whether a deferred or deferred pensioner member meets criteria for early payment due to permanent ill health	Where the Council is required to make a determination as to agreeing to the early payment of a deferred pension on the grounds of permanent ill health once the opinion has been received from the IRMP all the facts of the case are presented to the Pension Panel for a final determination.

Discretions in relation to the Local Government Pension Scheme (Administration) Regulations 2008

		Discretion application
Regulation 47(2)	Payment of a refund of contributions in misconduct cases	In the first instance the return of contributions will be withheld in all cases but each situation is considered on a case by case basis with delegated powers being given to the Pension Panel.
Regulation 72	Forfeiture of pension rights as a result of offences or misconduct	The Council seeks recovery of any loss it has suffered and any such cases are referred to the Pension Panel.

Discretions in relation to the Local Government Pension Scheme Regulations 1997 (The 1997 Pension Regulations) (some may continue to apply in relation to historical cases or councillors)

There are a number of regulations within the former 1997 Pension Regulations that apply to councillors who elect to join the LGPS. Where discretions are applicable in relation to active councillor members they should be applied as they are mirrored within the LGPS Regulations applicable from 1 April 2014.

Regulation	Description	Discretion application
22(1)(b)	Allow post 31 March 1998 / pre 1 April 2008 member to select final pay period for fees to be a period of not less than 3 or more than 5 years back from date of leaving	Delegated powers have been given to the Pension Panel
23 (4)	Issue a certificate of protection of pension benefits where eligible non-councillor member fails to apply for one (pay reduction / restrictions occurring pre 1 April 2008)	Delegated powers have been given to the Pension Panel
31(2)*	Whether to grant applications for the early payment of pension benefits on or after age 55 and before age 60. NB: The rule of 85 currently applies for members who qualify for the rule and it cannot be turned off.	No employees are permitted to receive early payment of benefits prior to age 60 except in compassionate cases, where the payment of such benefits would arise on a voluntary basis. Applications may be granted on a case by case
31(5)*	Whether to waive, on compassionate grounds, any actuarial reduction applying to a member's benefits that are paid before age 65.	Will be considered on a case by case basis.

31 (7A)	Whether to allow an employee who opted out to receive their benefits from their normal retirement date.	This to be allowed
34(1)(b)	Where a scheme member would be entitled to a pension or retirement grant under two or more regulations by reason of the same period of scheme membership, the employer can choose which benefits is to be paid if the member does not make a choice within 3 months of becoming entitled to elect.	Delegated powers have been given to the Pension Panel
71(7)(a)	Consent to a member's former employer assigning to the new employer rights under any SCAVC life assurance policy (pre 1 April 2008 non-councillor leavers)	No SCAVC payments are permitted.
88(2)	No right to return of contributions due to offence of a fraudulent character unless employer directs a total or partial refund is to be made (councillors and pre 1 April 2008 leavers)	Delegated powers have been given to the Pension Panel
92	Contribution Equivalent Premium (CEP) in excess of the Certified Amount (CA) recovered from a refund of contributions can be recovered from the Pension Fund (councillor or pre 1 April 2008 leaver)	Contribution Equivalent Premium (CEP) in excess of the Certified Amount (CA) recovered from a refund of contributions will be recovered from the Pension Fund
111(2) & (5)	Forfeiture of pension rights on issue of Secretary of State's certificate (councillors and pre 1 April 2008 leavers)	Delegated powers have been given to the Pension Panel
112(1)	Where forfeiture certificate is issued, direct interim payments out of Pension Fund until decision is taken to either apply the certificate or to pay benefits (pre 1 April 2008 leavers)	Delegated powers have been given to the Pension Panel

113(2)	Recovery from Fund of monetary obligation owed by former employee or, if less, the value of the member's benefits (other than transferred in pension rights) (pre 1 April 2008 leavers)	Delegated powers have been given to the Pension Panel
115(2) & (3)	Recovery from Fund of financial loss caused by employee, or amount of refund if less (pre 1 April 2008 leavers)	Delegated powers have been given to the Pension Panel

Discretions in relation to the Local Government Pension Scheme Regulations 1995 (the "1995 Pension Regulations")

There are some regulations within the former 1995 Pension Regulations that still apply scheme members who ceased active membership before 1 April 1998. Where discretions are also applicable in relation to active members in the LGPS2014 Regulations they should be applied as they are mirrored within the LGPS Regulations applicable from 1 April 2014.

Regulation	Description	Discretion application
D11(2)(c)	Grant application from a pre 1 April 1998 leaver for early payment of deferred benefits on or after age 50 on compassionate grounds	Delegated powers have been given to the Pension Panel
D10	Decide in the absence from a pre 1 April 1998 leaver of an election from the member within 3 months of being able to elect, which benefit is to be paid where the member would be entitled to a pension or retirement grant under 2 or more regulations in respect of the same period of Scheme membership	Delegated powers have been given to the Pension Panel

SCHEME EMPLOYER CONFIRMATION

The Pension Committee (24 June 2014) delegated to the Group Director of Resources, the Director of Human Resources and Organisational Development, and the Council's Monitoring Officer, acting jointly, the setting of the discretion decisions and Policy Statement.

It is understood that the discretions contained within this statement of policy are applicable to all eligible members of the Scheme. The Scheme rules allow for a revised statement to be issued at least one month in advance of the date that any new policy takes effect. The revised statement must be sent to the administering authority and the employer must publish its statement as revised in a place that is accessible to all of its eligible scheme members.

The policies made above:

- Have regard to the extent to which the exercise of the discretions could lead to a serious loss of confidence in the public service;
- Will not be used for any ulterior motive;
- Will be exercised reasonably;
- Will only be used when there is a real and substantial future benefit to the employer for incurring the extra costs that may arise;
- Will be duly recorded when applied.

Agreed on behalf of the Scheme Employer by the Group Director of Resources, the Director of Human Resources and Organisational Development, and the Council's Monitoring Officer, acting jointly.

Scheme Employer's Name: The London Borough of Havering

Date: 29 July



**The Local Government (Early Termination Of Employment)
(Discretionary Compensation) (England And Wales)**

Regulations 2006

Statement of Policy

(as amended)

(Published March 2010, effective from 1st April 2010)

*The Council has made decisions under the above Regulations, which have resulted in the following policies being adopted. (Please note the above Regulations only apply to employees of the Council who are eligible to be members of the Local Government Pension Scheme (LGPS) and who have been employed for 2 years or more – **they do not apply to teachers**). All awards are subject to the Pension Scheme Regulations.*

Increase of Statutory Redundancy Payments

All redundancy payments will be based on an employee's actual weekly rate of pay.

Compensation for Redundancy: General

Employees whose employment is terminated by reason of redundancy will be paid according to the statutory redundancy table based on actual pay. Those who receive immediate pension benefits will have their redundancy payment capped at a maximum of £30,000.

Added Pension Years Award for those aged 55 and over

Employees aged 55 or over who are members of the LGPS and whose employment is terminated by reason of redundancy or in the interests of the efficient exercise of the authority's functions will be eligible for immediate payment of pension benefits. The Local Government (Early Termination Of Employment) (Discretionary Compensation) (England And Wales) Regulations 2006 do not provide for the award of compensatory added years.

Grades, Incremental Points and Annual Full Time Equivalent Salaries for the Council's Other Employees

1. NJC for Local Government Employees (with effect from 1/4/17 to 31/3/18)

Administrative, Professional, Technical, Clerical Staff & Principal Officers & Social Workers

GLPC Outer London Pay Spine (Havering Council)

Spinal Point	G1	Spinal Point	G2	Spinal Point	G3	Spinal Point	G4	Spinal Point	G5	Spinal Point	G6
7	£17,985	11	£18,357	16	£19,281	21	£21,984	26	£25,242	31	£29,517
8	£18,051	12	£18,375	17	£19,623	22	£22,506	27	£26,019	32	£30,324
9	£18,105	13	£18,396	18	£19,917	23	£23,115	28	£26,805	33	£31,170
10	£18,330	14	£18,657	19	£20,598	24	£23,802	29	£27,801	34	£31,998
11	£18,357	15	£18,936	20	£21,276	25	£24,510	30	£28,668	35	£32,628
Spinal Point	G7	Spinal Point	G8	Spinal Point	G9	Spinal Point	G10	Spinal Point	G11	Spinal Point	G12
36	£33,444	41	£38,229	46	£42,876	51	£47,544	57	£53,478	66	£62,829
37	£34,338	42	£39,147	47	£43,815	52	£48,489	58	£54,480	67	£64,140
38	£35,286	43	£40,086	48	£44,751	53	£49,452	59	£55,494	68	£65,481
39	£36,372	44	£41,025	49	£45,666	54	£50,445	61	£57,501	70	£68,259
40	£37,293	45	£41,898	50	£46,608	55	£51,465	63	£59,523	71	£70,809

GLPC Outer London Pay Spine

Spinal Point	Pay	Spinal Point	Pay	Spinal Point	Pay
		27	£26,019	49	£45,666
6	£17,961	28	£26,805	50	£46,608
7	£17,985	29	£27,801	51	£47,544
8	£18,051	30	£28,668	52	£48,489
9	£18,105	31	£29,517	53	£49,452
10	£18,330	32	£30,324	54	£50,445
11	£18,357	33	£31,170	55	£51,465
12	£18,375	34	£31,998	56	£52,476
13	£18,396	35	£32,628	57	£53,478
14	£18,657	36	£33,444	58	£54,480
15	£18,936	37	£34,338	59	£55,494
16	£19,281	38	£35,286	60	£56,496
17	£19,623	39	£36,372	61	£57,501
18	£19,917	40	£37,293	62	£58,515
19	£20,598	41	£38,229	63	£59,523

20	£21,276	42	£39,147	64	£60,525
21	£21,984	43	£40,086	65	£61,536
22	£22,506	44	£41,025	66	£62,829
23	£23,115	45	£41,898	67	£64,140
24	£23,802	46	£42,876	68	£65,481
25	£24,510	47	£43,815	69	£66,861
26	£25,242	48	£44,751	70	£68,259

2.Soulbury Committee (with effect from 1/9/17 to 31/8/18)

Educational Improvement Professionals

Spine Point	Salary	Spine Point	Salary
1	£34,067	26	£62,914
2	£35,287	27	£64,001
3	£36,439	28	£65,102
4	£37,606	29	£66,207
5	£38,767	30	£67,309
6	£39,928	31	£68,402
7	£41,148	32	£69,512
8	£42,321*	33	£70,623
9	£43,689	34	£71,761
10	£44,908	35	£72,895
11	£46,112	36	£74,062
12	£47,277	37	£75,210
13	£48,597 **	38	£76,371
14	£49,773	39	£77,515
15	£51,073	40	£78,659
16	£52,248	41	£79,809
17	£53,426	42	£80,958
18	£54,582	43	£82,106
19	£55,775	44	£83,259
20	£56,391 ***	45	£84,410
21	£57,575	46	£85,562
22	£58,607	47	£86,719
23	£59,744	48	£87,865 ****
24	£60,762	49	£89,016 ****
25	£61,851	50	£90,168 ****

Salary scales to consist of not more than four consecutive points, based on the duties and responsibilities attaching to posts and the need to recruit and motivate staff.

*normal minimum point for EIP undertaking the full range of duties at this level.

**normal minimum point for senior EIP undertaking the full range of duties at this level.

***normal minimum point for leading EIP undertaking the full range of duties at this level.

****extension to range to accommodate structured professional assessments.

Educational Psychologists – Scale A

Spine Point	Salary
1	£35,731
2	£37,545
3	£39,359
4	£41,171
5	£42,984
6	£44,797
7	£46,504
8	£48,211
9	£49,810*
10	£51,411*
11	£52,903*

Notes

Salary scales to consist of six consecutive points, based on the duties and responsibilities attaching to posts and the need to recruit, retain and motivate staff.

*Extension to scale to accommodate structured professional assessment points.

Senior & Principal Educational Psychologists

Spine Point	Salary
1	£44,797
2	£46,504
3	£48,211*
4	£49,810
5	£51,411
6	£52,903
7	£53,516
8	£54,661
9	£55,795
10	£56,950
11	£58,081
12	£59,235
13	£60,409
14	£61,543**

15	£62,731**
16	£63,908**
17	£65,093**
18	£66,276**

Notes

Salary scales to consist of not more than four consecutive points, based on the duties and responsibilities attaching to posts and the need to recruit, retain and motivate staff.

*Normal minimum point for the principal educational psychologist undertaking the full range of duties at this level.

**Extension to range to accommodate discretionary scale points and structured professional assessments.

Trainee Educational Psychologists

Spine Point	Salary
1	£22,955
2	£24,636
3	£26,314
4	£27,996
5	£29,675
6	£31,355

Assistant Educational Psychologists

Spine Point	Salary
1	£28,218
2	£29,371
3	£30,523
4	£31,669

Young People's Community Service Managers

Spine Point	Salary	Spine Point	Salary
1	£35,333	13	£49,103
2	£36,489	14	£50,259
3	£37,645	15	£51,417
4	£38,824*	16	£52,578
5	£40,023	17	£53,745
6	£41,192	18	£54,904
7	£42,388**	19	£56,057
8	£43,747	20	£57,235***
9	£44,497	21	£58,435***
10	£45,654	22	£59,663***
11	£46,805	23	£60,915***

12

£47,958

24

£62,194***

Notes:

The minimum Youth and Community Service Officers' scale is 4 points.

Other salary scales to consist of not more than four consecutive points based on duties and responsibilities attaching to posts and the need to recruit retain and motivate staff.

*normal minimum point for senior youth and community service officers undertaking the full range of duties at this level.

**normal minimum point for principal youth and community service officer undertaking the full range of duties at this level.

***extension to range to accommodate discretionary scale points and structured professional assessments.

London Area Payments

With effect from 1st September 2017 staff in the London area shall receive the following:

(a) at the rate of £3,057 per annum to officers serving in the Inner area.

(b) at the £2,016 per annum to officers serving in the Outer area.

(c) at the rate of £779 per annum to officers serving in the Fringe area.

(d) officers normally serving in the London area but temporarily employed elsewhere shall continue to receive London area payments at the rate appropriate to their normal area of employment.

(e) in the case of an officer required to serve in different parts of the London areas, or partly outside that area, the officer shall be deemed to be serving in the area in which he is required to spend more than one half of his time.

(f) for the purpose of this paragraph –

The “Inner Area” means the area of the London Boroughs of: Camden, City of London, Greenwich, Hackney, Hammersmith & Fulham, Islington, Kensington & Chelsea, Lambeth, Lewisham, Southwark, Tower Hamlets, Wandsworth, Westminster (the former Inner London Education Authority), and the London Boroughs of Barking and Dagenham, Brent, Ealing, Haringey and Merton.

The “Outer Area” means Greater London, excluding the Inner area.

The “Fringe Area” means:

Berkshire: the districts of Bracknell, Slough, Windsor and Maidenhead.

Buckinghamshire: the districts of Beaconsfield and Chiltern.

Essex: the districts of Basildon, Brentwood, Epping Forest, Harlow and Thurrock.

Hertfordshire: the districts of Broxbourne, Dacorum, East Hertfordshire, Hertsmere, St. Albans, Three Rivers, Watford and Welwyn Hatfield.

Kent: the districts of Dartford and Sevenoaks. Surrey: the whole County.

West Sussex: the district of Crawley.

The “London Area” comprises the Inner area, the Outer area and the Fringe area.

3. JNC for Youth & Community Workers (with effect from 1/9/16 to 31/8/18)

Support Worker Level

<u>Spine Point</u>	<u>1/9/16</u>	<u>1/9/17</u>
2	15,507	15,807
3	16,117	16,417
4	16,681	16,931
5	17,241	17,491
6	17,828	18,006
7	18,450	18,636
8	19,069	19,260
9	19,856	20,055
10	20,472	20,677
11	21,467	21,682
12	22,441	22,665
13	23,445	23,679
14	24,485	24,730
15	25,194	25,446
16	25,935	26,194
17	26,662	26,929

<u>Grade</u>	<u>Spine Points</u>	<u>Grade</u>	<u>Spine Points</u>	<u>Grade</u>	<u>Spine Points</u>
First Level		Second Level		Second Level (Contd.)	
YSW 11	1-4	YSW 21	7-10	YSW 25	11-14
YSW 12	2-5	YSW 22	8-11	YSW 26	12-15
YSW 13	3-6	YSW 23	9-12	YSW 27	13-16
		YSW 24	10-13	YSW 28	14-17

Professional Level

<u>Spine Point</u>	<u>1/9/16</u>	<u>1/9/17</u>
13	23,445	23,679
14	24,485	24,730
15	25,194	25,446
16	25,935	26,194
17	26,662	26,929
18	27,396	27,670
19	28,123	28,404
20	28,852	29,141
21	29,672	29,969
22	30,601	30,907

23	31,505	31,820
24	32,413	32,737
25	33,329	33,662
26	34,243	34,585
27	35,159	35,511
28	36,085	36,446
29	37,005	37,375
30	37,924	38,304
31	38,545*	38,930*
32	39,565*	39,961*

* Discretionary Points

LONDON AREA ALLOWANCE

	2016	2017
Outer	£1979	£1,999

SLEEPING IN DUTY ALLOWANCE

	2016	2017
Sleeping in Allowance	£34.34	£34.68
Disturbance Element	£19.19	£19.38

4. School Teachers Pay & Conditions

Unqualified Teachers

Spine Point	Salary
1	£19,749
2	£21,684
3	£23,618
4	£25,555
5	£27,487
6	£29,422

Main Pay Scale

Spine Point	Salary
M1	£26,662
M2	£28,315
M3	£30,067
M4	£31,929
M5	£34,637
M6	£37,645

Upper Pay Scale

Spin Point	Salary
-------------------	---------------

U1	£39,519
U2	£40,981
U3	£42,498

Lead Practitioner

Minimum	£42,498
Maximum	£62,985

Teaching and Learning Responsibility

Minimum	£529
Maximum	2,630

Additional Payments for Class Teachers

TLR 2 min	£2,667
TLR 2 max	£6,515

TLR 1 min	£7,699
TLR 1 max	£13,027

SEN min	£2,106
SEN max	£4,158

Leadership

Scale	Salary
L1	£42,498
L2	£43,486
L3	£44,490
L4	£45,525
L5	£46,582
L6	£47,667
L7	£48,870
L8	£49,924
L9	£51,090
L10	£52,325
L11	£53,597
L12	£54,766
L13	£56,059
L14	£57,370
L15	£58,720
L16	£60,202
L17	£61,515
L18	£62,985
L19	£64,469
L20	£65,988

Leadership

Scale	Salary
L21	£67,545
L22	£69,139
L23	£70,774
L24	£72,454
L25	£74,177
L26	£75,934
L27	£77,738
L28	£79,591
L29	£81,481
L30	£83,432
L31	£85,422
L32	£87,461
L33	£89,562
L34	£91,697
L35	£93,897
L36	£96,141
L37	£98,459
L38	£100,817
L39	£103,195
L40	£105,697
L41	£108,259

L42	£110,887
L43	£112,460

Additional Payments/Allowances for Other Employees

The following additional payments/allowances may be paid to employees other than Chief Officers.

Additional Allowance
 Additional Hours
 Additional Payments
 Additional Pension
 Additional Programmed Activity
 Additional Statutory Paternity Pay Birth
 Advance of Pay
 Agreed Programme Activity (NHS)
 Annual leave not taken
 Bank Holiday Enhanced
 Bicycle Mileage
 Callout Allowance
 Casual Pay
 Childcare Allowance
 Contractual overtime
 Electoral registration
 Electoral duties
 Enhanced payments
 Excess Leave
 FE Lecturer Pay
 First Aid
 GTC Payment
 Gritting Allowance
 Holiday Pay
 Honorarium
 Invigilation
 Keep In Touch Days Payment
 Leave Not Taken
 Local Authority Liaison Officer Allowance
 London Allowance
 London Living Wage Allowance
 Market Supplement
 Mileage
 New Starter Arrears
 Night rates
 Occupational Adoption Pay
 Occupational Maternity Pay
 Occupational Sick Pay
 On-call allowance
 Out of school activity
 Overtime
 Pay adjustment

Pay In Lieu Of Notice
Pension
Protected rate
Redeployment payment
Relocation expenses
Session payment
Shared Parental Salary Offset
Shift payment
Sleep in allowance
Special Needs Allowance
Standby allowance
Statutory Adoption Pay
Statutory Maternity Pay
Statutory Paternity Pay
Statutory Shared Parental Pay Birth
Statutory Sick Pay
Supplement
Supply
Teaching Assistant 2 Allowance
Travel Allowance
TLR2
TLR7
Unsocial hours



FULL COUNCIL, Wednesday 22 November 2017

MEMBERS' QUESTIONS

Public Space Protection Orders around School

- 1) **To the Cabinet Member for Environment and Community Safety (Councillor Osman Dervish)**
From Councillor Reg Whitney

The Public Space Protection Order around schools was heralded as the way to deal with illegal and dangerous parking. The current Administration courted huge local and national publicity when the scheme was rolled out to four schools. Would the Cabinet Member confirm what has happened since?

Answer

The PSPO scheme at all four schools continues to address illegal and dangerous parking and further improvement measures are due to be introduced to ensure the current schemes continue to be effective.

A consultation programme was undertaken in June to seek views from the broader community and stakeholders on the PSPO scheme. 400 responses were received with overwhelming support for the schemes to continue because they have been so successful in keeping children safe and reducing disruption outside the schools.

The Strategic Enforcement Board agreed that a PSPO scheme Application Policy for schools be introduced to enable other schools in Havering to be considered and this will be subject to a consultation in due course.

In response to a supplementary question, the Cabinet Member confirmed that the application process for PSPOs would come forward for consultation in due course and that schools would be able to comment on this.

Assistance for Residents when Universal Credit is Implemented

- 2) **To the Cabinet Member for Housing (Councillor Damian White)**
From Councillor Ian de Wulverton

During the trial period people have had to wait long periods of time for payment, causing rent arrears and destitution. Since many residents have private landlords how are we going to manage their housing needs if and when they are evicted and what provisions have the council made to assist residents when universal credit is implemented?

Answer

Any arrears action is automatically put on hold if we are aware that someone has applied for Universal Credit. In the majority of cases we would receive a request from the DWP seeking information on the breakdown of the claimant's housing costs, which prompts us to suspend any arrears actions.

As private tenants will not be in arrears with the council, the Income Team may never know what their situation is. However, we will give advice to anyone who approaches us.

Where we are aware that tenants are affected we assist them by looking at their income and expenditure to see if there are any expenses they can realistically cut and make suggestions to them accordingly.

We will also provide them with additional support and advice, so at the very least they will have guidance to cover the period they are waiting for the Universal Credit to be assessed.

In preparing for the Homelessness Reduction Act, we will pilot an early intervention and prevention approach, so that residents are assisted in sustaining their tenancy.

In addition, we have commissioned the Chartered Institute of Housing to work with us to support our ongoing preparations for Universal Credit.

In response to a supplementary question, the cabinet Member stated that the Council was required to administer Universal Credit in line with Regulations set by Central Government. The Cabinet Member was happy to arrange, if required, a briefing sessions for Members on Universal Credit.

Update on Policing in the Borough

- 3) **To the Cabinet Member for Environment & Community Safety (Councillor Osman Dervish)**
From Councillor Jeffrey Tucker

Please would the Cabinet Member provide an update about the Tri-borough pilot, closure of stations and SNT bases and the Local Policing Model?

Answer

The new tri-borough pilot went live in January 2017, bringing together Havering, Redbridge and Barking and Dagenham under one Borough Commander. The pathfinder initially had four strands – Emergency Response, Investigations, Safeguarding and Neighbourhoods. A fifth, cross-cutting strand of Headquarters has recently been added.

The change has proven beneficial to social care services, which now benefit from closer joint working with the police.

Initially Havering suffered a reduction in response times to both emergency and “significant” calls to the police. Response times have now recovered to pre-pilot levels but are not yet quite meeting targets. Regular project oversight meetings continue, attended by the Leader and chief executive. The Crime and Disorder Overview and Scrutiny Sub-Committee also monitors response times.

Following a public consultation, MOPAC launched its new Public Access and Engagement Strategy on 1st November. The 24/ 7 front desk at Romford police station will remain. Havering will also retain the neighbourhood policing base at Tadworth Parade. Despite lobbying by the Council, Hornchurch police station, Rainham police desk and all other neighbourhood policing bases are earmarked for closure. A date for closure has not yet been set and the strategy commits that bases will not be closed until alternative policing hubs are identified.

This is unacceptable and fails to consider the needs of our residents or of our population growth. This is why we are looking at the prospect of a legal challenge.

In response to a supplementary question, the Cabinet Member stated that work in progress with other Councils was not relevant as this related only to back office services, not to policing.

Parking Meters at Hilldene Shops

4) To the Cabinet Member for Environment & Community Safety (Councillor Osman Dervish) From Councillor Keith Darvill

When will the Parking Meters at Hilldene Shops, Harold Hill be upgraded?

Answer

There are currently no plans to upgrade the Pay & Display machines in the Hilldene area. The machines at this location are operational with the exception of one in Farnham Road.

Plans to repair the machine have not been successful and the machine is soon to be removed. However, the location will still be well-served by alternative Pay & Display machines. In addition, customers are being able to use the Phone & Pay service (Cashless).

In response to a supplementary question, the Cabinet Member stated that he would arrange a visit, with officers, to the Hilldene shops area.

Removal of Dumped Vehicles in Hornchurch Town Centre

- 5) To the Cabinet Member for Environment & Community Safety, (Councillor Osman Dervish)
From Councillor John Wood**

Would the Cabinet Member confirm why the Council removes dumped vehicles from some areas of private land behind shops in Hornchurch Town Centre?

Answer

The Council receives frequent complaints about abandoned vehicles either on the public highway or on private land.

The Council has a duty to remove abandoned vehicles and there is a procedure to follow that involves the land owner.

Abandoned vehicles often attract other types of anti-social behaviour and their prompt removal reduces the impact on local people and businesses.

We have been asked to investigate abandoned vehicles behind shops in Hornchurch Town Centre and this has led to some vehicles being removed under the relevant procedure.

In response to a supplementary question, the Cabinet Member reiterated that the Council had a duty to remove abandoned vehicles and that land owners would be engaged with where appropriate.

Discharge Targets

- 6) To the Cabinet Member for Adult Social Services & Health (Councillor Wendy Brice-Thompson)
From Councillor Ian de Wulverton**

Is Havering meeting its discharge targets for blocked beds so that we are not going to be hit by a reduction in the Better Care Fund?

Answer

Havering's Better Care Fund Plan which includes the required trajectory for Delayed Transfers of Care (DToC) has been "Approved" as compliant. We understand there are between 24 and 49 authorities that felt unable to commit to such a trajectory in their area. They have been undergoing a period of negotiation and intervention and may be subject to withdrawal of BCF funding; Havering is not one of these.

We have received a letter from the Secretaries of State for Health and for Communities and Local Government to the effect that Havering is not a focus of the review announced by NHS England and the Department of Health for this November.

Havering has a very strong DToC track record, particularly for the low number of delays attributed to Social Care. In National terms, our performance is in the top quintile.

Details of the review are minimal, but it is expected to be based on September's outturn, as the latest data will be available at that time. Havering has been set a challenging target, however, plans have been put in place for discharges in November. The Director of Adult Social Care is also taking direct responsibility for signing-off any delays.

Re-development of Former Rainham Library Site

7) To the Cabinet Member for Housing, Councillor Damian White From Councillor Michael Deon Burton

The Council has entered an agreement with Persimmon Homes to redevelop the old library site on Broadway, Rainham. Please would the Cabinet Member explain this agreement and whether evidence was provided they could deliver a quality development opposite listed Rainham Hall and Parish Church in the Rainham Village Conservation Area?

Answer

The Council and an adjoining landowner have entered into a contract with Persimmon Homes to dispose of the old Rainham library and 21 Broadway following the decision to declare the complete site surplus. The contract is conditional upon planning consent being achieved.

I understand that Persimmon has conducted detailed design work and is aware that the development proposals must reflect the scale, materials and design of the existing buildings within the Conservation area and minimise the perceived impact on Rainham Hall and the Church.

The proposed redevelopment scheme has been subject to pre-application discussions and will be determined in accordance with the usual planning processes.

In response to a supplementary question, the Cabinet Member added that they Council's planning division could provide advice to developers. There were also insurance schemes that could cover the cost of repairs to any sub-standard works.

Solar Park Project, Dagnam Park

8) To the Cabinet Member for Housing (Councillor Damian White) From Councillor Barry Muggleston

In the September Cabinet papers, it is quoted that the Solar Park project in Dagnam Park was effectively abandoned due to Planning issues. Would the Cabinet Member confirm what these planning issues were and how they were not

Council, 22 November 2017

picked up at an earlier stage and what changed to make the site near Gerpins Lane unviable so soon after it being put forward?

Answer

The Council's feasibility work into developing solar park proposals recognised that it was not certain that the necessary planning permission(s) would be achieved.

From early on, the Council engaged the community around both sites before it committed to preparing planning applications. The Dagnam Park proposal generated considerable adverse comment.

It also became clear that it was likely the Secretary of State (rather than the Council) would take the final decision on the proposals, and that the community's comments would be an important factor. Evidence suggested that the Secretary of State was likely to refuse the proposals.

The business case for both proposals (including Gerpins Lane) became unviable because of the removal of Government subsidies and the rise in electricity prices.

In response to a supplementary question, the Cabinet Member added that it was important to have undertaken proper consultation and investigation work re the Solar Park and its business case. The Cabinet Member would advise Councillor Mugglestone of the exact cost of this work.

Condition of Farringdon Avenue

**9) To the Cabinet Member for Environment and Community Safety, (Councillor Osman Dervish)
From Councillor Ian de Wulverton**

When was Farringdon Avenue last resurfaced, who carried out the last assessment of the road condition and when was it carried out?

Answer

I can advise that resurfacing to sections of the carriageway in Farringdon Avenue was carried out in 1994/95, 2007/8 & 2011/12. In respect of the footways, sections of repairs were undertaken on six occasions from 1994 to 2016.

The last carriageway highway safety inspection of Farringdon Avenue was undertaken on 20th October 2017, while the last footway highway safety inspection was carried out on 1st November 2017. These inspections are carried out by the Highways Area Liaison Officers.

The last United Kingdom Pavement Management System Detailed Visual Inspection condition survey of Farringdon Avenue was undertaken in 2015/2016. These inspections are undertaken by a third party contractor (currently Highway Surveyors Limited).

In response to a supplementary question, the Cabinet Member indicated he would be happy to attend a site visit to inspect the condition of the road.

Removal of Doormats, Pots and Flowers from Public Areas

10) To the Cabinet Member for Housing (Councillor Damian White) **From Councillor David Durant**

Will the Cabinet Member for Housing review his decision to order the removal of all doormats, pots and flowers from public areas of our social housing and belatedly ask tenants whether they agree with this over-reaction to the Grenfell disaster?

Answer

We acknowledge the terrible tragedy at Grenfell Tower and the loss of life is something that nobody wants to see repeated. Whilst the enquiry continues into the disaster, a range of agencies including the London Fire Brigade, DCLG, GLA and London Councils have been working together to provide guidance on measures to reduce risks.

There is invaluable evidence to show that maintaining clear common areas saves lives.

One of the London Fire Brigade's concerns is around clutter in common areas. It is not just about fire risk but also about trip hazards for firefighters. In consultation with the LFB, the Council has a zero tolerance policy on any aspect that could cause a risk, which ensures there is no ambiguity about what is acceptable and what is not.

The recent activity around fire management was to remind all residents of our policy. We re-issued the fire awareness guide, to reinforce vigilance and adherence of policies.

In response to a supplementary question, the Cabinet Member added that the safety of tenants was the Council's highest priority and that only a tiny minority of residents did not support the current policy.

New Homes in the Borough

11) To the Cabinet Member for Housing (Councillor Damian White) **From Councillor Ray Morgon**

In a speech at July Council, the Cabinet Member for Housing indicated that the 30,000 homes quoted in an explanatory booklet handed to members at a previous council meeting was some kind of artistic licence to hook in developers. An edition of "At the Heart" magazine also quoted that the council was committed to building 30,000, a figure that he said was incorrect, although not corrected in the latest edition of "At the Heart" magazine. Would the Cabinet Member confirm whether council tenants and developers (the most to benefit from increased housing) have been misled by the 30,000 figure or that

communications from the Council have been poor by providing incorrect information

Answer

The same question was asked by Cllr Morgon at the last Council Questions and the following answer was provided:.

We did publish a copy of the At the Heart which did include in error, reference to the incorrect 30,000 homes figure. Officers would like to apologise for this error.

The above answer which still stands and we would like to apologise once again for this error.

In response to a supplementary question, the Cabinet Member agreed that the Council should be as clear as possible in its communications and ensure that relevant information was made available to tenants.

Allocation of Council Houses

**12) To the Leader of the Council, (Councillor Roger Ramsey)
From Councillor Lawrence Webb**

There has been a great deal of coverage recently about government plans to rehabilitate returning Isis fighters, part of the process being to give them a council house. Can the Leader assure this chamber and indeed the residents of Havering that no returning Jihadis will be granted a council house through the assisted bid system in preference to those already on our lengthy housing waiting list?

Answer

The assessment and allocation of social housing is based on the qualifying criteria housing need requirements as set out in the Housing Allocation Policy. The main criteria underpinning the policy is the six year residency requirement.

The rehabilitation of returning Isis fighters is not a consideration in this process. Therefore any allocation of property through the assisted bidding system is carried out to qualifying residents who are on the waiting list in accordance with the policy.

Profile of the Borough

**13) To the Leader of the Council (Councillor Roger Ramsey)
From Councillor Ray Morgon**

Would the Leader of the Council confirm what steps the Council are taking to raise the profile of Havering to attract more interest in our Borough?

Answer

The Council takes a proactive approach to raising the profile of Havering and this is one of the reasons why we have developed a new vision for the borough. 'Havering – Making a Greater London'. This is about embracing the best of what Havering has to offer, and demonstrating how the borough can play an active role in the success of the whole of the region.

Havering has many great features including its award-winning green spaces and its great riverside location. Our proactive communications will continue to make the most of what Havering has to offer including promoting our excellent travel connections. The completion of Crossrail and the introduction of the new Elizabeth line will further raise the borough's profile with high-speed access to central London from three stations in Havering.

The Council uses a full range of communications channels to promote the borough including publications, digital and social media and working with the media to feature the work of the Council. Just recently, the Council was featured in a number of documentaries on BBC1 television including Council House Crack Down and Dom on the Stop, which reaches an audience of up to 20 million viewers.

In response to a supplementary question, the Leader of the Council stated that regular surveys were undertaken and that people did know where Havering was, particularly those people from the London and Essex areas. A lot of developers were aware of Havering's location, as had been seen by the amount of interest shown in the borough at a recent international property conference.

The Role of Community Wardens

14) To the Cabinet Member for Housing (Councillor Damian White) From Councillor June Alexander

Would the Cabinet Member for Housing confirm the role of the Community Wardens, how many incidents that they have dealt with in each of the last five years and how their value for money is assessed?

Answer

The details of activity for the Community Wardens dealing with incidents are as follows:-

2014 – 26,896 incidents

2015 – 21,653 incidents

2016 – 18,996 incidents

2017 to date – 11,528 incidents.

The primary function of the service is to intervene in incidents of anti-social behaviour on the estates and in areas where the Housing Service manages properties. This is done either by being directed to an area or by providing a visible presence. The year on year reduction in incidents is a positive direction of level.

Value for money is measured by assessing the reduction of incidents being attended and residents' satisfaction. Surveys were conducted in 2013, 2015 and 2016 with positive results.

The other measure is to look at is expenditure associated with costs of ASB. A good example of this is graffiti removal. This has fallen year on year.

Should my colleague or any other colleague wish to experience the service I would be very happy for them to have a day with the Community Wardens.

In response to a supplementary question, the Cabinet Member stated that he did not believe the wardens had any enforcement powers.

Mayor's Charities

**15) To the Leader of the Council (Councillor Roger Ramsey)
From Councillor Nic Dodin**

Would the Leader of the Council confirm when money raised by the Mayor in the last municipal year was paid over to the respective charities?

Answer

The beneficiaries' cheques, totalling in excess of £65,000, were drawn up on 1st November 2017. The final transaction relating to the appeal fund was processed on the 4th August 2017.

Funds can only be released after completion of the audit of accounts. They are then lodged with the Charities Commission.

The internal audit was actioned later than usual this financial year and an apology was issued to the previous Mayor.

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VOTING RECORD

<i>DIVISION NUMBER:</i>	<i>1</i>	<i>2</i>	<i>3</i>	<i>4</i>
The Mayor [Cllr. Linda Van den Hende]	✓	✓	✓	✓
The Deputy Mayor [Cllr. Dilip Patel]	✓	✓	✓	✓
<u>CONSERVATIVE GROUP</u>				
Cllr Roger Ramsey	✓	✓	✓	✓
Cllr Robert Benham	✓	✓	✓	✓
Cllr Ray Best	✓	✓	✓	✓
Cllr Wendy Brice-Thompson	✓	✓	✓	✓
Cllr Joshua Chapman	✓	✓	✓	✓
Cllr John Crowder	✓	✓	✓	✓
Cllr Philippa Crowder	✓	✓	✓	✓
Cllr Meg Davis	✓	✓	✓	✓
Cllr Osman Dervish	✓	✓	✓	✓
Cllr Jason Frost	✓	✓	✓	✓
Cllr Steven Kelly	A	A	A	A
Cllr Robby Misir	✓	✓	✓	✓
Cllr Garry Pain	✓	✓	✓	✓
Cllr Viddy Persaud	✓	✓	✓	✓
Cllr Carol Smith	✓	✓	✓	✓
Cllr Frederick Thompson	✓	✓	✓	✓
Cllr Linda Trew	✓	✓	✓	✓
Cllr Melvin Wallace	✓	✓	✓	✓
Cllr Roger Westwood	✓	✓	✓	✓
Cllr Damian White	✓	✓	✓	✓
Cllr Michael White	✓	✓	✓	✓
<u>RESIDENTS' GROUP</u>				
Cllr Ray Morgon	✓	✗	✓	✓
Cllr June Alexander	✓	✗	✓	✓
Cllr Nic Dodin	✓	✗	✓	✓
Cllr Jody Ganly	✓	✗	✓	✓
Cllr Barbara Matthews	✓	✗	✓	✓
Cllr Barry Mugglestone	✓	✗	✓	A
Cllr Stephanie Nunn	✓	✗	✓	✓
Cllr Reg Whitney	✓	✗	O	✓
Cllr Julie Wilkes	A	A	A	A
Cllr John Wood	✓	✗	✓	✓
<u>EAST HAVERING RESIDENTS' GROUP</u>				
Cllr Clarence Barrett	✓	✓	✓	✓
Cllr Alex Donald	A	A	A	A
Cllr Brian Eagling	✓	✓	✓	✓
Cllr Gillian Ford	✓	✓	✓	✓
Cllr Linda Hawthorn	✓	✓	✓	✓
Cllr Ron Ower	✓	✓	✓	✓
Cllr Darren Wise	✓	✓	✓	✓
<u>UK INDEPENDENCE PARTY GROUP</u>				
Cllr Lawrence Webb	✓	O	O	✓
Cllr Ian De Wulverton	✓	✓	✓	✓
Cllr John Glanville	✓	O	✓	✓
Cllr David Johnson	✓	✗	✓	✓
Cllr Phil Martin	✓	✗	✗	✓
Cllr Patricia Rumble	✓	✗	O	✓
<u>INDEPENDENT LOCAL RESIDENTS' GROUP</u>				
Cllr Jeffrey Tucker	O	✗	O	✗
Cllr Michael Deon Burton	O	O	O	O
Cllr David Durant	O	✗	O	✗
Cllr Keith Roberts	O	✗	O	✗
Cllr Graham Williamson	O	✗	O	✗
<u>LABOUR GROUP</u>				
Cllr Keith Darvill	O	✗	✓	✗
Cllr Denis O'Flynn	O	✗	✓	✗
<u>INDEPENDENT</u>				
Cllr John Mylod	✓	O	✓	✓
<i>TOTALS</i>				
✓ = YES	44	29	42	43
✗ = NO	0	18	1	6
O = ABSTAIN/NO VOTE	7	4	8	1
ID =INTEREST DISCLOSED/NO VOTE	0	0	0	0
A = ABSENT FROM MEETING	3	3	3	4
	54	54	54	54

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